

# **The Future of Nursing: Leading Change, Advancing Health A Report from the Robert Wood Johnson Foundation on the Future of Nursing Initiative at the IOM**

## **ANA's TALKING POINTS**

**(10/5/10)**

- This report focuses a much needed spotlight on longstanding issues impacting nurses and the care they provide.
- ANA is looking forward to working with the IOM and Robert Wood Johnson Foundation to implement the changes needed in the nursing workforce and the health care delivery system to meet the needs of the 21<sup>st</sup> century and beyond.
- Many elements of the report reflect the policy work ANA has been working toward for decades, as well as our formal Nursing's Agenda for the Future, issued in 2002. The IOM report accelerates our work together towards achieving a robust future for nursing and patient-centered care.
- We acknowledge that in order to affect these changes—it's important to build consensus within the nursing profession and with key stakeholders such as the government, providers, and insurers. With the adoption of health care reform, this is a tremendous opportunity to work toward creating a new collaborative culture that transforms health care delivery.
- ANA is pleased to see the IOM report acknowledge the importance of education in preparing the nursing workforce for the future. It is vital for the delivery of quality health care that nurses are equipped to deal with an increasingly complex health care work environment. The culture of lifelong learning is something ANA has been touting throughout its history.
- While the IOM report speaks to the importance of providing a pathway in nursing education, it doesn't directly address the importance of permitting registered nurses in all settings – hospitals, clinics, home health, schools and others – to practice to the full extent of their education, training and knowledge. Registered nurses are the frontline in patient-centered care, and their contributions to an innovative, reformed health care system must not be minimized.

- ANA believes there should be greater emphasis on the importance of improving nursing work environments as a key to maintaining nurse satisfaction, and keeping nurses from leaving the profession. ANA looks forward to taking a strong role in working with IOM, RWJF, and others in focusing their efforts on the serious issues impacting nurses working environments: safe staffing, safe patient handling, protecting nurses from workplace environmental hazards, eliminating workplace violence and a host of other issues which may improve nurse recruitment and retention.
- The IOM report recognizes the contributions of APRNs – and the work that still needs to be done to ensure they can practice to the full extent of their education, training and licensure. ANA has been a vocal advocate on this issue and is eager to overcome and remove those existing barriers that restrain their practice. (see last bullet regarding suggested response to AMA’s reaction)
- We were gratified to see that ANA’s National Database for Nursing Quality Indicators (NDNQI) was singled out as an example for tracking and improving quality and that the IOM recognizes the growing body of evidence that demonstrates the link between nursing and quality care.
- We are pleased to see IOM identify Magnet hospitals as an example of a forward thinking care delivery system. The Magnet Recognition Program has proven to be a stellar example for hospitals seeking to build professional practice environments that are healthy and support the work of nurses. Research has shown that Magnet hospitals have increased patient and nurse satisfaction, improved recruitment and retention of nurses, and improved patient outcomes.
- The response from the physician community, chiefly the American Medical Association, demonstrates that they are still wedded to the past vision of a physician-centric care model. The IOM report squarely rebuts this obsolete mode of practice and relies on a robust evidence base to demonstrate the leadership capacity of registered nurses in a patient-centered care environment. The IOM specifically supports the independent practice of APRNs, and calls on all nurses to be “full partners” with physicians and other health care professionals, in redesigning health care in the United States.