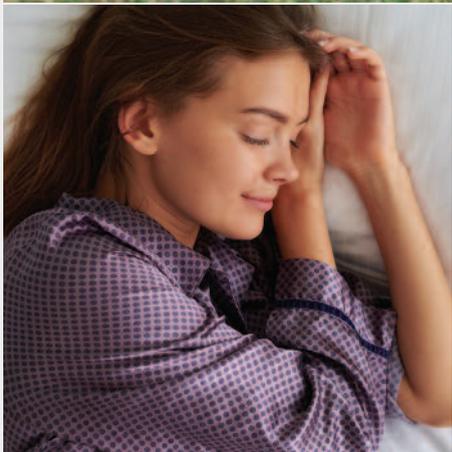


NEW

ANA ON THE FRONTLINE

NEWS FROM THE AMERICAN NURSES ASSOCIATION



KICKING OFF THE “YEAR OF THE HEALTHY NURSE”

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Kicking off the “Year of the Healthy Nurse”

Worksite wellness

By Jaime Murphy Dawson, MPH

Welcome to the “Year of the Healthy Nurse.” In 2017, ANA is launching a yearlong campaign focusing on the health, safety, and wellness of RNs by promoting content and activities on health-related topics. In January, we’re highlighting the theme of worksite wellness.

How can worksite wellness programs contribute to the health of RNs? According to the Centers for Disease Control and Prevention, a worksite wellness program includes a health-promotion activity or an organization-wide policy designed to support healthy behaviors and improve health outcomes at work. These programs may include health education and coaching, weight-management programs, medical screenings, and access to onsite fitness programs.

One major aim of worksite wellness programs is to reduce chronic disease among employees. Diseases like heart disease, diabetes, and depression reduce productivity, affect quality of life, and increase healthcare costs. Worksite wellness programs strive to reverse these trends and increase employee retention and satisfaction. Furthermore, what’s good for nurses is good for patients: Nurse wellness and healthy work environments can also improve patient satisfaction and outcomes.

Defining worksite wellness

ANA defines a healthy nurse as one who focuses actively on creating and maintaining a balance and synergy of physical, intellectual, emotional, social, spiritual, personal, and professional well-being. The National Wellness Institute defines wellness as “an active process through which people become aware of, and make choices toward, a more successful existence.” To be well isn’t simply to lack illness or injury; it’s to pursue the best possible quality of life.

The Substance Abuse and Mental Health Services Administration has outlined eight dimensions of wellness.

- 1. Emotional:** coping effectively with life and creating satisfying relationships
- 2. Environmental:** experiencing good health by occupying pleasant, stimulating environments that support well-being
- 3. Financial:** achieving satisfaction with current and future financial situations
- 4. Intellectual:** recognizing creative abilities and finding ways to expand knowledge and skills
- 5. Occupational:** gaining personal satisfaction and enrichment from one’s work
- 6. Physical:** recognizing the need for physical activity, healthy foods, and sleep
- 7. Social:** developing a sense of connection, belonging, and a well-developed support system
- 8. Spiritual:** expanding a sense of purpose and meaning in life.

The work environments of RNs often intersect with all eight dimensions of wellness. Relationships among emotional, physical, and occupational wellness are particularly relevant as nurses encounter high levels of stress, fatigue, and hazards, such as manual patient lifting and workplace violence.

ANA’s Health Risk Appraisal results

ANA’s Health Risk Appraisal includes several questions on employee wellness programs. Of the more than 14,000 nurses and nursing students who have responded to these questions:

- **66.3%** have access to worksite wellness health-promotion programs
- **42.8%** participate in employer-sponsored health-promotion activities
- **55.8%** have access to healthy food choices (such as fruits, vegetables, and whole grains) during work hours
- **46%** have access to employer-based facilities and exercise programs
- **44.4%** are offered weight management programs and counseling by their employers.



Spotlight on worksite wellness programs

Creative delivery and incentives enhance participation in employee wellness programs. Here are two examples of organizations that have used these strategies successfully to engage their employees.

Northwell Health

In May 2016, the Employee Wellness Team at Northwell Health kicked off the final challenge of “myWellness year,” called “Walk the Wonders.” The 8-week challenge encouraged team members to take a virtual trip to all of the Wonders of the World, starting at Lisbon, Portugal and ending at the Great Wall of China. The whole trip required a team of up to 11 participants to walk a total of 4 million steps within the 8-week period.

More than 6,000 team members participated by walking and tracking their steps using the virtual platform at least four times per week. This challenge focused on awareness of team members’ amount of physical activity rather than meeting a specific step threshold. Based on the number of steps individuals or teams completed, the virtual walk unlocked the next destination and provided participants with educational information, recipes, and videos to create a real-world experience.

By the end of the 8-week challenge, 27% of the participants had lost weight, 71% said the challenge helped them reduce stress, 66% felt more connected to their colleagues, and 68% said they have more energy. At the conclusion of “myWellness year,” President and CEO Michael J. Dowling raffled off 16 trips to anywhere in the world to participants on the myWellness platform.

“This was a very motivating, engaging and team-building experience,” said Maureen White, MBA, RN, CNAA, NEA-BC, senior vice president and chief nurse executive, and an ANA member. “The enthusiasm it generated was palpable around the organization. We look forward to learning where our 2017 walking challenge will take us.”

Visit nursingworld.org to learn more about the “Year of the Healthy Nurse” and the Healthy Nurse, Healthy Nation™ Grand Challenge!



Valley Health System

At Valley Health System in Ridgewood, NJ, the employee health and wellness department is committed to the health of Valley's employees. Throughout the year, the department runs a variety of health and wellness initiatives, including "It's Your Move," Weight Watchers, a year-round weight-loss competition, an employee assistance program (EAP), discounted fitness classes, and self-management programs for asthma, diabetes, and COPD.

"It's Your Move" rewards employees for taking care of themselves through three simple steps—obtaining their biometric data, completing an online health risk assessment, and visiting their personal healthcare provider at least once a year. Employees whose results are concerning receive health coaching to help them to manage such conditions as prediabetes or high cholesterol levels.

The EAP provides assessment and evaluation, crisis intervention, problem identification, counseling, coaching, case management, referral, and follow-up services for employees experiencing emotional stress, mental health disorders, family or relationship difficulties, financial or legal concerns, and alcohol or drug abuse problems.

In 2015, Valley implemented a policy requiring all employees to receive flu shots. By the end of 2015, Valley had a final compliance rate of 92%. (This statistic doesn't include staff turnover or employees who declined or had medical or religious exemptions.)

Finally, to monitor the success of its programs, the department tracks metrics and outcomes. This allows programs to be adjusted or instituted as necessary to better serve hospital employees.



— Jaime Murphy Dawson is director of program operations for Nursing Practice and Innovation at ANA.

Enterprise News

ANA recognized with "2016 ASAE Power of A" Silver Award

ANA earned a 2016 ASAE Power of A Silver Award for its "2015: Year of Ethics" campaign, which offered a full range of support for nurses to help ensure that they practice at the highest ethical level.

As stewards of the profession's code of ethics, ANA knows that a patient's health, and even life, can be affected by a nurse's actions. That is why the ANA Enterprise, which also includes the American Nurses Foundation and the American Nurses Credentialing Center, held symposia, conducted webinars, engaged in advocacy, penned op-eds, scheduled a host of meetings, and distributed a variety of publications throughout the year. Read more about ANA's Year of Ethics at theamerican-nurse.org/2015/03/01/welcoming-in-the-year-of-ethics/. Download and read ANA's *Code of Ethics for Nurses with Interpretive Statements* at nursingworld.org/ethics.





Welcome to ANA on the Frontline

The American Nurses Association and its official journal, *American Nurse Today*, are pleased to introduce an enhanced communications program for ANA members in 2017.

After conducting an extensive readership survey and evaluating other member feedback, we are excited to offer members a new mix and publishing schedule of timely and relevant content.

Since 2006, *American Nurse Today* has been the official journal of ANA. Beginning in January 2017, *American Nurse Today* is introducing a new section in the journal — ANA on the Frontline. This new section integrates much of the core content about ANA's initiatives and nursing news that was brought to you in *The American Nurse* newspaper.

Additionally, *American Nurse Today* will publish on a new schedule. The journal will arrive in your mailbox as a printed

publication 10 times per year, supplemented with online-only issues in August and December.

With the new publishing mix, ANA's members benefit from:

1. timely publication of ANA's news and information — ANA on the Frontline every month. (*The American Nurse* was published bimonthly.)
2. one journal that includes both useful peer-reviewed, clinical nursing editorial content and original reporting on important news and nursing trends from ANA
3. an expanded print schedule — 10 times a year plus two digital (turn-page format) issues.

Also, members will continue to enjoy the benefits of ANA's digital newsletters, which include the following:

ANA SmartBrief — e-news briefings designed for nursing professionals on health care,

research, policy, and technology, delivered to your email box each morning, Monday through Friday

ANA Member News — upcoming programs, resources, and opportunities for ANA members, delivered to your email box each month

The Online Journal of Issues in Nursing — a peer-reviewed, online publication that addresses current topics affecting nursing practice, research, education, and the wider healthcare sector, delivered to your email box three times per year (January, May, and September).

Also, we have launched a new blog, the Capitol Beat, where you can read about ANA's advocacy and policy efforts. Visit anacapitolbeat.org.

If you are not currently receiving these digital newsletters and would like to subscribe, go to www.nursingworld.org/MyANA.

ANA shares health-system principles with President-Elect and team

ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, sent a letter to President-Elect Donald J. Trump on December 5, 2016 sharing ANA's principles for health-system transformation. In her letter, she emphasized that America's 3.6 million RNs care profoundly about the health and welfare of the nation, are the most trusted professionals, and provide expert compassionate care throughout healthcare settings.

ANA's long-held principles state that the healthcare system must:

1. Ensure universal access to a standard package of essential healthcare services for all citizens and residents.

This includes:

- an essential benefits package that provides access to comprehensive services, including mental health services
- prohibition of coverage denial due to a preexisting condition
- inclusion of children on parents' health insurance coverage until age 26
- expansion of Medicaid as a safety net for the most vulnerable, including the chronically ill, elderly, and poor.

2. Optimize primary, community-based, and preventive services while supporting cost-effective use of innovative, technology-driven, acute, hospital-based services. This includes:

- primary health care that focuses on developing an engaged partnership with the patient
- primary health care that includes preventive, curative, and rehabilitative services delivered in a coordinated manner by members of the healthcare team

- removal of barriers and restrictions that prevent RNs and advanced practice RNs from contributing fully to patient care in all communities
- care-coordination services that reduce costs and improve outcomes, with consistent payment for all qualified health professionals delivering such services, including nurses.

- elimination of lifetime caps or annual limits on coverage
- federal subsidies based on an income-based sliding scale to assist individuals to purchase insurance coverage.

4. Ensure a sufficient supply of a skilled workforce dedicated to providing high-quality health-care services. This includes:

- an adequate supply of well-



3. Encourage mechanisms to stimulate economical use of healthcare services while supporting those who lack the means to share costs. This includes:

- a partnership between the government and private sector to bear healthcare costs
- payment systems that reward quality and appropriate, effective use of resources
- beneficiaries paying for a portion of their care to provide an incentive for efficient use of services while ensuring that deductibles and co-payments are not a barrier to receiving care

educated, well-distributed, and well-utilized RNs

- increased funding, whether grant or loan-repayment based, for programs and services focused on increasing the primary care workforce
- funding to elevate support for increasing nursing faculty and workforce diversity.

ANA's health-system principles sparked media interest, including coverage in such national news outlets as *Beckers Hospital Review*, *Forbes* magazine and HealthLeaders Media.com.

Powerful habits to manage change effectively

How well do you cope with stress and change? RNs today are immersed in challenging and fluctuating environments, with increased workloads, new roles and responsibilities, and tremendous pressure to adapt. Resilience is key to being successful in the face of change. But how do you become resilient?



Jeff Vankooten

Developing resilience is a personal journey, but everyone can learn powerful habits to help manage change. To discover how, please join ANA for its keynote session, “Bounce Back and Thrive,” presented by Jeff Vankooten at the 2017 ANA Annual Conference in Tampa, Florida from March 8-10. Vankooten has been a motivational speaker for more than 15 years. His focus is on the value of embracing change as an ally instead of viewing it as something to fear. In this session, he introduces nine habits that can help you thrive in a rapidly changing workplace—and help others thrive as well. Attendees will identify tools they can put to immediate use to increase personal resilience and reconnect with the true meaning of their work.

Don't miss this or any of the other powerful sessions at the 2017 ANA Annual Conference. Health care is transforming, and this conference provides resources to prepare for that transformation. Attendees will benefit from:

- understanding new nursing roles and responsibilities and the intricacies of providing care across the continuum
- strategies to build trusting relationships with consumers while navigating the shifting culture in health care
- techniques for leveraging data and technology to streamline work and improve patient care
- tools to create and maintain a balance among physical, intellectual, emotional, spiritual, personal, and professional well-being
- proven strategies to improve nurses' working environments and to prevent and mitigate workplace bullying, incivility, and violence.

Be prepared for challenges in health care: Plan to be at the 2017 ANA Annual Conference in Tampa from March 8-10, 2017. Join more than 1,000 of your nurse colleagues at the premier conference for RNs that is focused on quality outcomes. Register at nursingworld.org/anaconference.

ANA president responds to Department of Veterans Affairs' final rule on APRNs

The Department of Veterans Affairs (VA) released in December 2016 a final rule granting full practice authority to three of the four established advanced practice registered nurse (APRN) roles when they are acting within the scope of their VA employment. Nurse practitioners, clinical nurse specialists, and certified nurse-midwives will now have full practice authority within the VA health system as a mechanism for giving veterans access to a full range of qualified health professionals. ANA is disappointed that the VA failed to extend full practice authority to certified registered nurse anesthetists (CRNAs).

“The American Nurses Association is pleased with the VA’s final rule allowing APRNs to practice to the full extent of their education and training,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN.

“This rule puts veterans’ health first and will help improve access to the timely, effective, and efficient care they have earned. However, ANA is concerned with the final rule’s exclusion of CRNAs, which is based solely on the VA’s belief that there is no evidence of a shortage of anesthesiologists impacting access to care. We join with our colleagues in continuing to advocate for CRNAs to have full practice authority within the VA healthcare system.

“The 6,000 APRNs serving in the VA healthcare system are dedicated to delivering the best possible care to our heroes and their families. Today’s rule is the right policy at the right time, and we applaud the VA for taking this vital step in en-



Pamela Cipriano

suring access to care and keeping America’s veterans healthy.”

APRNs have met advanced educational and clinical practice requirements. Their services range from primary and preventive care to mental health, birthing, and anesthesia.

The proposed rule generated an unprecedented number of comments from veterans, health-care providers, and the general public. The final rule amends the VA’s medical regulations to permit full practice authority for three of the four APRN roles when they are acting within the scope of their VA employment and authorizes the use of APRNs to provide primary health care and other related healthcare services to the full extent of their education, training, and certification, without the clinical supervision or mandatory collaboration of physicians.

CDC reports on ‘winnable battles’ to improve Americans’ health

The Centers for Disease Control and Prevention (CDC) recently released the final report on the Winnable Battles program, an effort to make the biggest health impact for the most Americans in the shortest time.

Winnable Battles took on seven threats to U.S. public health where concerted effort with partners could make an immediate impact: tobacco; nutrition, physical activity, and obesity; food safety; healthcare-associated infections; motor vehicle safety; teen pregnancy; and HIV. By recognizing priority strategies, defining clear targets, and working closely with public health partners, CDC made progress in lightening the health burden of the targeted diseases and conditions.

“The Winnable Battles approach is all about accountability, setting ambitious goals, working with a broad group of partners, and holding ourselves to the high standard of rapid health improvement. The past 6 years show that with focus and commitment, we can win battles against the most important health problems Amer-

icans face every day,” said CDC Director Tom Frieden, MD, MPH.

The project was launched in 2010, when progress on some public health problems, like smoking, had shown signs of stalling. Other health challenges, like teen pregnancy, were already improving. By adopting a new approach with Winnable Battles, CDC could work with partners to jumpstart stalled challenges or accelerate issues that were improving.

There were meaningful reductions seen in tobacco-related harms. Smoking has been the leading cause of preventable death since 2010. Adult cigarette smoking decreased 27% and youth cigarette smoking decreased 45% from 2009 to 2015. Approximately 15% of adults and fewer than 11% of youth currently smoke—10 million fewer Americans than in 2009.

CDC and its partners also realized success in reducing the

number of births to teen mothers. Teen birth rates are at historic lows, down 46% since 2007.

Results of other battles varied. Although final data are not yet available, CDC expects to meet three of the four goals set to

reduce certain types of healthcare-associated infections and to meet the goal to increase the percentage of people who know their HIV status. Less progress was seen in efforts to meet targeted goals in the areas of obesity, food-borne illness, and reducing the number of HIV diagnoses.

To see the full report, go to cdc.gov/winnablebattles/report.

To learn how nursing is addressing these health challenges and for relevant resources, go to nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse and nursingworld.org/MainMenuCategories/Policy-Advocacy/Positions-and-Resolutions.



Obama signs ANA-supported Cures bill

On December 13, 2016, President Obama signed into law a package of important health policy advancements aimed at encouraging healthcare innovation, improving mental health service coverage, expanding opioid treatment programs, and investing in medical research.



Throughout 2016, ANA advocated strongly for many of the key policies addressed in the package, including:

- 21st Century Cures Act (HR 6), which seeks to make the Food and Drug Administration’s approval process for new drugs more efficient and invests \$4.8 billion in new medical research at the National Institutes of Health
- Helping Families in Mental Health Crisis Act (HR 2646) and Mental Health Reform Act (S 2680), which represent comprehensive reforms to

mental health programs at the Substance Abuse and Mental Health Services Administration of the Department of Health and Human Services

- funding for cancer research, notably \$1.8 billion for Vice President Joe Biden’s “cancer moonshot” program
- fighting the opioid epidemic—\$1 billion over 2 years. ANA worked closely with Congress and the White House during 2016 to pass legislation and secure enough funding to ensure greater access to treatment services.