Future Impact and Influence of Nursing in Public Health

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Commissioner of Health, Nassau County

Married to a Nurse
The Facts of Life

• Health care is changing at an unprecedented rate

• There are NOT enough primary care providers to fill the role in the new health care era

• Nurses will have to play an increasing part in preventive and public health care delivery.
Traditional Roles of Nurses in Public Health

• AT THE NASSAU COUNTY DEPARTMENT OF HEALTH (NCDOH) TODAY

• IN OTHER GOVERNMENTAL AGENCIES

• OUTSIDE OF GOVERNMENT
Nurses at NCDOH

• Communicable Disease Control
  • “Disease Investigators”
  • Outbreak control
  • Work with Infection Control Nurses at hospitals and nursing homes
  • Prepare Procedures and protocols, i.e. Ebola response, or bloodborne pathogen training
  • Assist the public with questions and concerns...animal bites, vaccinations, etc..
  • Communicate with school districts and universities
  • Work with CDC and State Health Department
Immunization Bureau

• Audit pediatricians for immunization compliance
• Provide vaccine education
• Maintain a stock of Vaccine preventable disease immunizations and administer to contacts as necessary
Tuberculosis Control

• CASE MANAGERS!!

• Oversee Directly-observed Therapy

• Maintain knowledge of the science and epidemiology of resistant TB
Emergency Preparedness

• Maintain and create POD plans (Point-of-dispensing)
• Maintain urgent vaccine and medication stockpile (some local, some state, and some federal)
• Preparedness drills, particularly bioterrorism
• Oversee the County’s Medical Reserve Corp (900 strong!)
  • 200 nurses in the MRC
Maternal Child Health

• Early Intervention Evaluators

• WIC

• Lead control
Other Local Health Departments

• Home Care Agencies

• Public Health Clinics

• Mental Health Work (in some jurisdictions)

• Community Education and Work
  • This is a big one!!!
Higher Government

• State oversees medical licensing (nurses involved)
• States oversee health care facilities (nurses often do case investigation in facilities)
• State Medicaid and federal Medicare

• Federal Agencies: CDC, HRSA, SAMSHA, VA, HHS
  • Large role in federal preventive health policy
Challenges for LHD’s with regard to nursing

• Low Salaries (comparatively)
• Decreasing Governmental Benefits
• Antiquated Civil Service Laws
• Sometimes-Limited growth potential (see bullet #3)
• Elimination/Changing/Consolidation of Programs
• Shrinking Governmental workforce
Local Health Department Budget Cuts and Job Losses: Findings from the 2014 Forces of Change Survey

<table>
<thead>
<tr>
<th>Job Losses (Jan. 1–Dec. 31, 2013)</th>
<th></th>
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<tbody>
<tr>
<td>Layoffs</td>
<td>1,800</td>
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<tr>
<td>Attrition</td>
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<td><strong>TOTAL</strong></td>
<td><strong>4,400</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Job Losses (Layoffs and Attrition) (2008–2013)</th>
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<tbody>
<tr>
<td>2008</td>
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<td>2011</td>
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<td>4,300</td>
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<tr>
<td>2013</td>
<td>4,400</td>
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<td><strong>TOTAL</strong></td>
<td><strong>48,300</strong></td>
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www.naccho.org/topics/research/forcesofchange.
Non Governmental Public Health?????

Is there really such a thing? YES!!!

- Research
- Academia
- Corporate Wellness
- Health Care administration
- Health Care IT
- Pharmaceuticals
- ADVOCACY
- Policy
- Increasing role of public health in health care delivery
One corporate definition of Public Health Nurse

• A Public Health Nurse works within the community to improve the overall health of the area. Their most common places of employment include county or state departments of health or public health departments, correctional facilities, occupational health facilities, businesses, and schools. They put together plans that alleviate or eliminate health or safety issues in a community, issues like immunizations, STDs, and obesity. They also help communities prepare for natural disasters and assist in disaster relief efforts.

• www.discovernursing.com, by Johnson and Johnson
Your Salary....

- an average salary of

- $40K - $55K

-Will public health nursing salaries become competitive in the future?
  -They will have to in order to successfully accomplish healthcare reform!
Health Care Reform

• Increase Access to Care

• Improve Quality of Care

• DECREASE THE COST OF HEALTH CARE

• Nursing is a vital component of all three major policy initiatives!
Medicaid Redesign

• DSRIP (Delivery System Reform Incentive Payment Program)
  • Over $8 Billion reinvested in the state (money comes from federal savings as a result of more efficient delivery of health care)

  • Establish an improved Primary Care infrastructure.....which leads to...

  • The MAIN OBJECTIVE: 25 percent reduction in avoidable hospital use over five years..

  • And...support and ensure solvency of the safety net facilities

http://www.health.ny.gov/health_care/medicaid/redesign/dsrip/overview.htm
Nursing in the “New Delivery System”

• Preventive and Primary Care roles emphasized
• Clearly not enough Primary Care Physicians around the nation (and in NY)
• Nurse practitioners to assume more responsibility!?!?
• Case Management
• Navigators

• Corporate wellness is worth money!!
## Workforce Implications

<table>
<thead>
<tr>
<th>DSRIP Workforce</th>
<th>Workforce Implication</th>
<th>Positions and Approximate Number of New Hires</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Percent of Employees Impacted</td>
<td>Redeploy</td>
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<tr>
<td>PPS</td>
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<tr>
<td>Adirondack Health</td>
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<tr>
<td>Advocate Community Partners</td>
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<td>Albany Med</td>
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<td>Bronx-Lebanon</td>
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<td>CNY DSRIP PPS</td>
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<tr>
<td>ECMC</td>
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<td>Finger Lakes PPS</td>
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<td>12</td>
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<td>Ellis Hospital</td>
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<td>Lutheran Medical Center</td>
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<td>20</td>
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<tr>
<td>Maimonides</td>
<td>1</td>
<td>27</td>
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<td>Mohawk Valley Mary Imogene Bassett</td>
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<td>Montefiore</td>
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<td>Mount Sinai</td>
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<tr>
<td>NUMC- Nassau Queens</td>
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<td>30</td>
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<tr>
<td>NYC HHC</td>
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<tr>
<td>Refuah</td>
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<td>The NY and Presbyterian</td>
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<tr>
<td>The NY Hosp MC of Queens</td>
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<tr>
<td>United Health Services Hospitals</td>
<td>34</td>
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<tr>
<td>Westchester Medical Center</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>9.63</strong></td>
<td><strong>32.63</strong></td>
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*Other=multiple types of positions across PPS
Listed Separately
Case Management

• The definition of Case Management by a Public Health Nurse is
  “to promote health education, prevention, control and/or minimization of disease and disability; through assessment, examination, diagnosis, evaluation, and care planning activities in a community.”

• Case Management Addresses a Wide Variety of Patient Concerns and is Implemented for Multiple Reasons

• **Supporting patients** in their illnesses, MD appointments and medication facilitation, non-compliance challenges, "System" Challenges, Health Education/Promotion, and access to agencies,

• **Monitoring of school and community health issues and concerns**: Health fairs, Immunization programs: Full Spectrum of patient concerns and needs... Day care and school promotions for health, Home Assessments child safety & nutrition, Maternal Child Health challenges, Family Planning, and Disease Surveillance/Management.

• **Case Managers assure**: Food, shelter, child-care priorities are met first.
  – Individualized care, consistency and continuity trust building.
  – Good communication skills, needs assessment proficiency, cultural sensitivity.

• [http://www.commed.vcu.edu/IntroPH/Primary_Care/Case_Management_PHNs.htm](http://www.commed.vcu.edu/IntroPH/Primary_Care/Case_Management_PHNs.htm)
• **Outcome-Oriented Care**: Prevent barriers to Positive outcomes

• Promotion of **Cost-Effective Care**

• Maximal Care **Coordination** of The Disciplines within the Health Care Team. (Think Health Home Model)

• "**Alliance Building**" to eliminate counter productive activities including waste and duplication

• **Navigate** the system by patient "Hand Holding " so that the patient feels protected, respected and one of the decision makers.
Patient Navigators

Patient Navigator Relationships

- Patients
- Healthcare Team
- Community Resource Providers

patientnavigatortraining.org
Pt. Navigators in Public/Preventive Health

• Value of pt. navigators known in cancer care.
• Roles in primary/preventive care:
  – Inform patients as to community services available
  – Educate patients in culturally competent ways as to recommendations for preventive care: i.e. vaccinations
  – Help patients establish relationships with health care providers (again, think health homes.)
  – Help residents enroll in proper insurances and other programs
  – Train residents as to screening and other preventive health recommendations
  – Not all Navigators are nurses, but as cases become more complex, nurses are extremely valuable as navigators
Outside the clinic......Social Determinants of Health

• “The Value of Nursing in Building a Culture of Health” (RWJ Foundation)

• Nurse innovators in the primary care arena are transforming communities by stepping outside the clinic to engage clients in healthy activities.

• Nurses are reducing the use of emergency care by helping vulnerable individuals manage their chronic conditions, receive appropriate care for non-emergency health events, and connect with preventive and social services.

• School nurses play a pivotal role in creating healthy school environments and bridging the gaps between education, health care, and public health.

• Nurses sit at the helm of roughly one-third of local and county health departments, and some of them have risen to become leaders at the state and national levels.

The Aging Population

• Currently about 40 Million people aged 65 and older (12.7%)
  – Estimated to double by 2030*

• Seniors are more than 50% of nights spent in hospital beds

• Aging in Place
  – Aging at home both cheaper, and healthier than in facilities
  – NORC (Naturally Occurring Requirement Community)

*According to United States Department of Health and Humans Services
Perhaps Most significantly....

• Nursing Roles in Primary Care Delivery....
  – Expect to see more direct care provided
  – Expect to see nurses leading new preventive care measures, educational initiatives, and wellness collaboratives
  – Expect great novel opportunities for nurses as new era health care evolves!!
Thank You!

• Questions/Comments???

• Discussion!