Objectives:

• Define a healthy nurse and overview the ANA initiatives that support this definition.
• Overview ANA Health Risk Appraisal Results
• Introduce the 2017 Healthy Nurse, Healthy Nation™ Grand Challenge and describe the framework used to launch a social movement!
Defining a “Healthy Nurse”

A “HEALTHY NURSE” is one who actively focuses on creating and maintaining a balance and synergy of PHYSICAL, INTELLECTUAL, EMOTIONAL, SOCIAL, SPIRITUAL, PERSONAL AND PROFESSIONAL WELLBEING.
ANA HealthyNurse® Constructs

1. Calling to Care

ANA HealthyNurse® Constructs

2. Priority to Self-Care
ANA HealthyNurse® Constructs

3. Opportunity to Role Model

ANA HealthyNurse® Constructs

4. Responsibility to Educate
ANA HealthyNurse® Constructs

5. Authority to Advocate

ANA’s Healthy Nurse Initiatives

- Dedicated list serve
- National conferences
- Webinars and CE
- Social media
- Web wellness portal
- Definition and constructs
- Health risk appraisal: www.anahra.org
- Website & resources: www.anahealthynurse.org

- Position statements
- RNaction.org
- Publications
- Partnerships

- 2017 Healthy Nurse, Healthy Nation™ Grand Challenge
ANA HealthyNurse® Constructs

Summary

Welcome to ANA’s HealthyNurse™ Health Risk Appraisal (HRA)
Demographics: Age; Years as RN

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>88%</td>
</tr>
<tr>
<td>Black or African-American</td>
<td>6%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>3%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

Demographics

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>93%</td>
</tr>
<tr>
<td>Male</td>
<td>7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Professional Status</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered nurse</td>
<td>50%</td>
</tr>
<tr>
<td>Nursing student</td>
<td>10%</td>
</tr>
<tr>
<td>Retired or former</td>
<td>2%</td>
</tr>
</tbody>
</table>

ANA & LCWA, 2014
Demographics

Actively employed in nursing... 86%
- Student 13%
- Actively employed in a field other... 4%
- Retired 2%
- Volunteer in nursing 2%
- Unemployed/Actively searching for... 2%
- Semi-retired 2%
- Unemployed 1%
- Other 1%

ANA & LCWA, 2014

Occupational Health

- Safe patient handling & mobility
- Workplace violence/incivility
- Sharps
- Worksite wellness
- Fatigue
- Absenteeism
- Shift work
- Other risks
In my current work environment:

• My employer values my health and safety.
• I put my patients’ health, safety, and wellness before that of my own.
• Safety devices and protective equipment are available to me.
• Reporting of injuries and health concerns is encouraged.
• Employees/staff members look out for each other’s safety and health.
• I have an opportunity to be involved in safety planning.
• I am recognized and thanked for the efforts I make at work.

Work Environment

- Workplace stress: 82%
- Lifting/repositioning heavy objects: 42%
- Prolonged standing: 37%
- Needlesticks and other sharps injuries: 35%
- Blood-borne pathogens: 33%
- Infectious disease agents: 30%
- Slips, trips, and falls: 28%
- Violence at work: 21%
- Poor indoor air quality: 18%
- Noise level: 17%
- Latex allergens: 15%
- I have had a work-related injury: 14%
- Debilitating musculoskeletal injury: 13%
- High level disinfectants: 11%

ANA & LCWA, 2014
DISCUSSION QUESTION

What is the root cause of RN stress?

Work Environment

<table>
<thead>
<tr>
<th>Statement</th>
<th>Disagree</th>
<th>Neither</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I often have to work through my breaks to complete my assigned workload.</td>
<td>27%</td>
<td>11%</td>
<td>58%</td>
</tr>
<tr>
<td>I often have to arrive early or stay late to get my work done.</td>
<td>28%</td>
<td>12%</td>
<td>58%</td>
</tr>
<tr>
<td>I am often assigned a higher workload than I am comfortable with.</td>
<td>40%</td>
<td>21%</td>
<td>35%</td>
</tr>
</tbody>
</table>

ANA & LCWA, 2014
Key Findings: Work Environment

1. Positive opinions-workplace health/safety
2. Lower percentages-safety planning and selecting/evaluating technology
3. Up to half have been bullied
4. One in 10 fears for physical safety
5. 70% have worksite wellness programs, half participate
6. About 60% work extra hours, through breaks
7. About one-third are often assigned an uncomfortable workload
8. About 70% feel “present” during work about 80-100%
9. 45% feel obligated to work when sick/injured

ANA & LCWA, 2014

Safe Patient Handling & Mobility

- 71% say their facility has a SPHM program
- 67% adequate education and training
- 53% report MSD pain at work

ANA & LCWA, 2014
Workplace Violence, Incivility & Bullying

RNs frequently encounter physical assaults and bullying behavior in the workplace.

Up to half
Have been bullied in some manner in the workplace:

ANA & LCWA, 2014

DISCUSSION QUESTION

Tell us about an initiative to improve the RN work environment. How do you measure success?
Health, Safety, and Wellness

- History
- Screenings
- Immunizations
- Nutrition
- Physical Activity
- Alcohol & tobacco use
- Sleep
- Skin cancer
- Distracted driving

Key Findings: Health/Safety/Wellness

- Half report very good or excellent health
- Past two weeks, on average, report fatigue (6 days), poor appetite/eating too much (5 days), disordered sleeping (5 days)
- Health conditions: allergies (45%) and lower back pain (34%)
- Average BMI = 28
- 60% advised to change a health behavior, majority in Action or Maintenance stage
- Most had recommended routine care, screenings and flu/Hepatitis B vaccines-smaller percentages had the pneumococcal or shingles vaccines
Health/Safety/Wellness

- Allergies highest percentage health condition
- Most received flu and Hepatitis B vaccines
- 50% reports very good or excellent health
- Most don’t smoke
- 60% talk on the phone while driving
- Almost 90% use SPF 15 or higher sunscreen
- About 10% UV tan

Key Findings: Health/Safety/Wellness

- About 20-35% meet recommended fruit/vegetable and whole grain intake
- About half meet the recommended exercise guidelines
- More than half had at least one unit of alcohol during past week
- Most get eight hours of sleep in 24 hours; but 10% have nodded off/fallen asleep while driving during the past month
- 60% talk on the phone, 53% say they eat and 16% text at least sometimes while driving
Tobacco Use

RN Cigarette Use
- Not at all: 94%
- Daily or some days: 6%

US Cigarette Use
- Not at all: 82.2%
- Daily or some days: 17.8%

Demographics as of 10/3/16

California
- 616 respondents
- 70% white, 6% black, 16% Asian, 9.5% Hispanic or Latino
- 17% ADN, 37% BSN, 18% MSN, 4% Doctoral degree in Nursing

Total
- 13,025 respondents
- 85% white, 7% black, 5% Asian, 4% Hispanic or Latino
- 18% ADN, 30% BSN, 17% MSN, 4% Doctoral degree in Nursing
Levels of Risk

<table>
<thead>
<tr>
<th></th>
<th>California</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workplace stress</td>
<td>85.19%</td>
<td>81.22%</td>
</tr>
<tr>
<td>- Lifting/repositioning heavy objects (including patients)</td>
<td>47.14%</td>
<td>44.92%</td>
</tr>
<tr>
<td>- Prolonged standing</td>
<td>43.36%</td>
<td>41.95%</td>
</tr>
<tr>
<td>- Needlesticks and other sharps injuries</td>
<td>35.51%</td>
<td>38.71%</td>
</tr>
</tbody>
</table>

Safety/health comparisons

California
- 77% talk on the phone while driving
- 11% have fallen asleep while driving in past 30 days
- About 52% text while driving at least on occasion
- 88% have gotten their flu vaccine in the past 12 months

USA
- 89% talk on the phone while driving
- 12% have fallen asleep while driving in past 30 days
- 54% text while driving at least on occasion
- 91% have gotten their flu vaccine in the past 12 months
DISCUSSION QUESTION

Do these results surprise you? Why or why not?

Healthy Work Environment Resources
Yearly Topical Themes

- 2015 – Ethics
- 2016 – Culture of Safety

One Unified Theme, Many Components

- Dedicated webpage
- Member messaging
- Social media
- National Nurses Week tie in
- Webinars
- And much more!
2017 is the Year of the Healthy Nurse!

- **January** - Worksite Wellness
- **February** - Cardiovascular Health
- **March** - Nutrition
- **April** - Combatting Stress
- **May** - Women’s Health, National Fitness & Sports Month
- **June** - Men’s Health, Cancer Awareness, Skin Health
- **July** - Healthy Sleep
- **August** - Happiness
- **September** - Recovery, Work-Life Balance
- **October** - Infection Control, Immunizations, Moral Resilience/Moral Distress
- **November** - Mental Health, Wellness
- **December** - Healthy Eating/Healthy Holidays
In 2017, the American Nurses Association Enterprise is launching a **national movement to change the health of the nation** by starting with the health of the **3.6 million registered nurses**.

**Nurses are Critical**

As the largest subset of workers in America’s Health Care system, nurses’ good health makes a meaningful difference.
Our Nurses’ Health Is Suffering
On most indicators, the health of a registered nurse is worse than that of the average American

<table>
<thead>
<tr>
<th></th>
<th>BMI</th>
<th>Sleep</th>
<th>Nutrition</th>
<th>Stress</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURSES</td>
<td>28</td>
<td>7.0 hours</td>
<td>16%</td>
<td>81%</td>
</tr>
<tr>
<td>Average American</td>
<td>26.6</td>
<td>7.8 hours</td>
<td>23%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Body Mass Index: BMIs in the 25-29.9 range are classified as “overweight”
Sleep: Number of hours of sleep in a 24-hour period
Nutrition: % eating recommended servings of five fruits and vegetables daily
Quality of Life: % reporting high levels of stress

What is a Grand Challenge?

A BOLD, SOCIALLY BENEFICIAL GOAL THAT SUCCESSFULLY ADDRESSES A SYSTEMIC & EMBEDDED PROBLEM THROUGH COLLABORATION & JOINT LEADERSHIP
Collective Impact Model

1. Common Agenda
2. Backbone Support Organization
3. Shared Measurement Systems
4. Mutually Reinforcing Activities
5. Continuous Communication

Healthy Nurse Healthy Nation Imperatives

1. COMMUNICATE
   explicitly that the health of nurses is critical to an effective, safe, and sustainable health care system.

2. EMPOWER
   nurses and organizations with a platform that allows them to improve their personal health and create environments that foster good health.

3. PARTNER
   with stakeholders and sponsors committed to improving the health of America’s nurses.
<table>
<thead>
<tr>
<th>ENGAGE</th>
<th>Organizational</th>
<th>Interpersonal</th>
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</thead>
<tbody>
<tr>
<td>Engage Nurses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>on Three Levels</td>
<td>Individual</td>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>IMPROVE</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve Their</td>
<td>Activity</td>
<td>Safety</td>
</tr>
<tr>
<td>Health in Five</td>
<td>Rest</td>
<td></td>
</tr>
<tr>
<td>Key Areas</td>
<td>Nutrition</td>
<td>Quality of Life</td>
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</table>

<table>
<thead>
<tr>
<th>CREATE</th>
<th>A Healthier Workforce</th>
<th>Effective, Safe, Sustainable Health Care</th>
<th>Role Models of Health</th>
<th>Educators and Advocates for Health</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create a Healthy Nurses Population...</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

... and in turn, A HEALTHY NATION!
Online Platform: User Experience

- Health survey
- Domain focus area selected: sleep – physical – activity – nutrition – quality of life - safety
- Custom health information sent to user
- Ongoing engagement/social networking/share success
- Repeated survey/self-reported improvement in health

Making a commitment
DISCUSSION QUESTION

Why do you want to be a part of a movement to improve the health of nurses?

Beta-Launch Organizations

Health Care Organizations:
- Catholic Health Initiatives
- Dana Farber Cancer Institute
- Northwell Health
- University of Maryland Medical Center
- The Valley Hospital
- Virginia Commonwealth University

C/SNAs:
- ANA California
- ANA Illinois
- Arizona Nurses Association
- Nevada Nurses Association
- Texas Nurses Association
9 Ways to Beat Nursing Burnout
Get tips and resources to help overcome your emotional exhaustion.

By Rose Hayes

If you get a pit in your stomach before your shift starts and you’d rather pull the covers over your head than pull on your scrubs, you’re not alone. The reasons why nurses leave the profession are complex, but burnout is a major cause. Burnout can also lead to:

- Poor patient outcomes
- Low patient satisfaction scores
- Work injuries
- Depression and anxiety
- Compassion fatigue

Here are nine ways to conquer burnout and find joy in your work once again:

Northwell Health

Northwell Health has posted a blog entry

Do you exercise?

If not, we’ll show you how to incorporate exercises into your daily lives. Write heavy weights is placed on the importance of aerobic activity and strength training. Read Post

Lilah

You, Seline Sangles and Donna Loe Heaves, RN like this.

Add a comment

90

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DISCUSSION QUESTION

Have you participated in the beta phase?

Early Results

• Survey long, but worthwhile
• Elements of site not intuitive
• Call to actions need to be more prominent
• Important to connect nurses with orgs
Where do we go from here?

Resources & References

- ANA Health Risk Appraisal: [www.anahra.org](http://www.anahra.org)
References & Resources

• ANA. HealthyNurse™ website: http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse

• ANA Workplace Safety website: http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety


Resources & References


• CDC. (2014) Media Advisory on obesity: http://www.cdc.gov/media/releases/2014/a0904-obesity-map.html


• CDC (2014) Overweight and Obesity website: http://www.cdc.gov/obesity

Resources & References


Questions?
jaime.dawson@ana.org