Nursing Now – Working Together for Better Health and Care

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#IHIFORUM
Our Nursing Leadership Challenge

- Changing patient and staff expectations
- New research, and breathtaking pace of procedural change
- Technology, new equipment, and new medications
- Expanding mission scope; from care to the Triple Aim
These Challenges Require New Ways to Lead in Nursing

- Leading from the top
- Seeing across the system
- Building teams across the system
- Co-design and co-production of health and care with our patients
The IHI Triple Aim

Population Health

Experience of Care

Per Capita Cost
Nursing at the Center of Transformation

- Strengthening interdisciplinary collaboration
- Chronic disease management
- Integrating patient care across settings
- Optimizing IT across settings
Triple Impact

All-Party Parliamentary Group on Global Health
Nursing Shortages

- Bureau of Labor Statistics projects that 1.09 million additional nurses will be needed by 2024
  - 440,000 will be from new positions
  - 650,000 will be replacements for nurses who retire or leave the field
- Southern and Western states will be hit the hardest
  - Florida, Georgia, Texas, and California faces growing populations with fewer nurses entering the workforce
- State Spotlight: Utah
  - By 2020, 50% of the nursing workforce will be eligible to retire
  - About 1,000 vacancies across the state for RNs on any given day

Nurse Turnover

- European estimates
  - Of 23,000 nurses working in 10 countries
    - 33% intend to change jobs in the next year
    - 9% intend to leave their profession
      - This varied from 5-17% across the 10 countries
  - Nurses across 12 countries
    - Over 20% were dissatisfied with their jobs
    - Between 19% and 49% intend to leave their jobs

- US estimates
  - Turnover costs for a hospital system of 5,000 employers was between $17 and $29 million per year
  - The cost of nurse turnover falls between 0.75 and 2 times their annual salary
  - Annualized turnover rate for registered nurses is reported at 56%

Nursing Now
December, 2018
#NursingNow

Credit: Guy’s and St Thomas’ NHS Foundation Trust
Campaign vision

To improve health globally by raising the profile and status of nurses worldwide.

Influencing policymakers and supporting nurses to lead, learn and build a global movement.
Nursing Now

- 3 year global campaign
- In collaboration with International Council of Nurses and World Health Organization
- Programme of the Burdett Trust for Nursing
- Based on APPG report *Triple Impact*
Global launch in four continents on 27th February

- Duchess of Cambridge as Patron in London with CNO
- Dr Tedros in Geneva with global leaders
- Champions include: Atul Gawande, Patricia Scotland, Paul Farmer, Natalia Kanem, Sania Nishtar
- Nursing Now Uganda, Jamaica and more
Nursing Now

• Improve health globally
• Meet changing needs – especially in NCDs, primary and community care, prevention and promotion
• Enable “health professionals nearest the community” to achieve potential impact
• Develop leadership and influence in policy making
• Create and disseminate evidence of impact
Aims by 2020

• Influence UHC, NCD and other policy
• Promote and develop nurse leaders
• Disseminate and share effective practice
• Create, identify and disseminate evidence of impact
• Invest in all aspects of nursing
What will we do?

• Work with partners to advocate for more nurses in leadership roles
• Encourage nurses to organise at country, regional and global level
• Help nurses get better education and training
• Support nurse to share research and evidence
Join us

- **Share** your experience and ideas
- **Be agents for change** – organise to advocate for the profession
- **Sign our pledge of support** to Nursing Now
- **Raise awareness** of the campaign
Get involved

@NursingNow2020
www.facebook.com/NursingNow2020
www.nursingnow.org
#NursingNow
Nursing Now: Free Open School Resources

1. Take two free online courses, *QI 102: How to Improve with the Model for Improvement* and *L 101: Introduction to Health Care Leadership*

2. Download IHI tools and templates, starting with the complete *Quality Improvement Essentials Toolkit*

3. Watch a few videos from our activities library, starting with this "Illustrated Look at Quality Improvement in Health Care"
Nurses: Have you considered teaching?

- There’s a current shortage of nurse educators, and it’s growing

- U.S. Bureau of Labor estimates:
  - By 2026, the field of nurse educators will grow by 24%
  - Between 2016 and 2026, there will be an annual average of 71,260 job openings

- Becoming a nurse educator also opens you up to new opportunities, such as the option to pursue a practice or research doctorate
