Healthy Nurse, Healthy Nation™

Nebraska Nurses Association Convention

October 1, 2016
Objectives:

• Define a healthy nurse and the Healthy Nurse, Healthy Nation® initiatives that support this definition.

• Discuss ANA’s HealthyNurse® Health Risk Appraisal and its development to identify health, safety, and wellness risks unique to the nursing profession, and actions and resources to overcome these risks.
NURSING IS DANGEROUS WORK
When Nurses are Healthy…

They are more likely to counsel patients about healthy behaviors.

They are viewed as more credible by patients.
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.
“The nurse owes the SAME DUTIES TO SELF as others”
ANA’s HealthyNurse®

- 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

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 HealthyNurse® Constructs

Summary
Welcome to ANA’s HealthyNurse™ Health Risk Appraisal (HRA)
ANA’s HealthyNurse® HRA allows RNs to:

• Identify health, safety and wellness risks
• Compare results to ideal standards and national averages
• Access an interactive web wellness portal
• Build a nurse-specific personal and occupational health risk aggregate database
Have you taken ANA’s HealthyNurse® Health Risk Appraisal?

• Yes

• No
HRA Development Process

Healthy Nurse concept
Collaborations
Collection of data sources, comparable questions
Development of questions, HRA IT platform, results graph and coding
Testing Testing
Development of wellness portal
Launch
Revisions
Methodology

- 3765 participants
- Preliminary data
- Survey still open
- Snapshot in time
- Findings not generalizable to broader nursing community
- Data analyzed by LCWA Research Group
ANA’s HealthyNurse® HRA Categories

www.anahra.org

• Demographics
• Healthy Work Environment
• Health/Safety/Wellness
Demographics

- Age
- Race
- Marital status
- Specialty
- Education
- Affiliations
- Student vs. RN
- Domiciliary state
- Years of working as nurse
## Demographics: Age; Years as RN

<table>
<thead>
<tr>
<th>Race/Ethnicity</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>

<table>
<thead>
<tr>
<th>Student Age Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>6%</td>
</tr>
<tr>
<td>1-5 years</td>
<td>16%</td>
</tr>
<tr>
<td>6-10 years</td>
<td>13%</td>
</tr>
<tr>
<td>11-20 years</td>
<td>16%</td>
</tr>
<tr>
<td>21-30 years</td>
<td>16%</td>
</tr>
<tr>
<td>31-40 years</td>
<td>19%</td>
</tr>
<tr>
<td>41-50 years</td>
<td>6%</td>
</tr>
<tr>
<td>50+ years</td>
<td>1%</td>
</tr>
</tbody>
</table>

ANA & LCWA, 2014
Demographics

- Female: 93%
- Male: 7%

ANA & LCWA, 2014

- Registered nurse: 90%
- Nursing student: 8%
- Retired or former registered nurse: 2%
# Demographics

## Actively employed in nursing...

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>13%</td>
</tr>
<tr>
<td>Actively employed in a field other</td>
<td>4%</td>
</tr>
<tr>
<td>Retired</td>
<td>2%</td>
</tr>
<tr>
<td>Volunteer in nursing</td>
<td>2%</td>
</tr>
<tr>
<td>Unemployed/Actively searching for</td>
<td>2%</td>
</tr>
<tr>
<td>Semi-retired</td>
<td>2%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
</tbody>
</table>

## Actively employed in...

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital</td>
<td>16%</td>
</tr>
<tr>
<td>Acute care</td>
<td>13%</td>
</tr>
<tr>
<td>Academia (University or College)</td>
<td>13%</td>
</tr>
<tr>
<td>Medical/surgical</td>
<td>12%</td>
</tr>
<tr>
<td>Educator</td>
<td>9%</td>
</tr>
<tr>
<td>Critical care</td>
<td>9%</td>
</tr>
<tr>
<td>Administration</td>
<td>7%</td>
</tr>
<tr>
<td>Emergency department</td>
<td>6%</td>
</tr>
<tr>
<td>Cardiology</td>
<td>6%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>5%</td>
</tr>
<tr>
<td>Student</td>
<td>5%</td>
</tr>
<tr>
<td>Management</td>
<td>5%</td>
</tr>
<tr>
<td>Ambulatory care/outpatient clinic</td>
<td>5%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
</tbody>
</table>
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
Work Environment

- I often have to work through my breaks to complete my assigned workload.
  - Disagree: 27%
  - Neither: 11%
  - Agree: 58%

- I often have to arrive early or stay late to get my work done.
  - Disagree: 28%
  - Neither: 12%
  - Agree: 58%

- I am often assigned a higher workload than I am comfortable with.
  - Disagree: 40%
  - Neither: 21%
  - Agree: 35%

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 SPH&M program
• 67% adequate education and training
• 53% report MS 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
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

ANA & LCWA, 2014
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

ANA & LCWA, 2014
Key Findings: Health/safety/wellness

• About 20%-35% meet recommended fruit/vegetable and whole grain intake

• About half or more 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%

USA Cigarette Use

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

ANA & LCWA, 2014

CDC, 2014
Sample detail of HRA heat graph

<table>
<thead>
<tr>
<th>Sharps</th>
<th>Skin Cancer</th>
<th>Nutrition</th>
</tr>
</thead>
<tbody>
<tr>
<td>In my current work environment... - My facility has a sharps injury</td>
<td>What is the SPF number of the sunscreen you use most often?</td>
<td>How many ounces of sugar-sweetened beverages, such as soda or soda or...</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>What is the SPF number of the sunscreen you use most often?</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Answer: 50+</td>
<td></td>
</tr>
<tr>
<td></td>
<td>National Average: 2010 NHIS data: 70% of adults usually or always practiced one of the sun-protective behaviors described at right: 37% stayed in the shade, 40% used protective clothing, 31% used sunscreen of SPF 15+</td>
<td></td>
</tr>
</tbody>
</table>

[Link to resources]
# HRA Result Page

## Healthy Nurse Results

You will find your personalized results in the heat graph below. The heat graph contains US national standards when available. Most answers fall under the following key:

- Red = High Risk
- Yellow = Medium Risk
- Green = Little to no risk
- Gray = Not a risk question, you answer not applicable, or you skipped this question

### Heat Graph

The heat graph shows the risk levels for various factors affecting health, such as workplace environment, stressors, and personal habits. Each factor is color-coded to indicate its risk level. The graph allows for a visual comparison of your results against national standards.

### Detailed Results

- **Bullying in the current work environment:** I face bullying in my current work environment.
- **Fatigue/Stress:** I feel fatigued and stressed at work.
- **Health during the past 30 days:** During the past 30 days, how often did you have any physical or mental health problems that lasted for a day or more?

### Comparison

You can compare your results with national data by selecting the appropriate option.

## Additional Resources

- **ANA HealthyNurse Survey:** Access the survey through the provided link.
- **Pfizer Support:** For further assistance or information, contact Pfizer.

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HRA Individual Result
Specific Breakdown

<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>How often do you drive… While texting?</td>
<td></td>
</tr>
<tr>
<td>Nursing job, I usually work this schedule:</td>
<td></td>
</tr>
<tr>
<td>Nursing employment, the usual length of my shift:</td>
<td></td>
</tr>
<tr>
<td>Paid employment (and student nurses)</td>
<td></td>
</tr>
<tr>
<td>Environment… - I am often assigned tasks that are not relevant to my</td>
<td></td>
</tr>
<tr>
<td>Professional expertise, often have to work through my work being</td>
<td></td>
</tr>
<tr>
<td>Work mandatory or unplanned overtime this week…</td>
<td></td>
</tr>
<tr>
<td>Healthy work environment… I put my patients’ needs before mine</td>
<td></td>
</tr>
<tr>
<td>Healthy work environment… My employer</td>
<td></td>
</tr>
<tr>
<td>Healthy work environment… Reporting of infections</td>
<td></td>
</tr>
<tr>
<td>Healthy work environment… Safety devices and protective equipment are</td>
<td>Safety devices and protective equipment are available to me – 45% are</td>
</tr>
<tr>
<td>available to me.</td>
<td>concerned about the effectiveness of existing personal protective</td>
</tr>
<tr>
<td></td>
<td>equipment (PPE) in an outbreak, while 32% are concerned with availability.</td>
</tr>
<tr>
<td>Ideal Answer: Agree</td>
<td></td>
</tr>
</tbody>
</table>

Link to resources
Demographics

Nebraska

• 103 respondents
• Vast majority white, female, and actively employed in nursing full time
• 31% BSN, 21% MSN, 15% AA in Nursing

Total

• 12,328 respondents
• 85% white, 7% black, 5% Asian, 4% Hispanic or Latino, 2% American Indian or Alaska Native
• 29% BSN, 17% MSN, 18% AA in Nursing
Significant level of risk for the following hazards (Top 4)

<table>
<thead>
<tr>
<th>Nebraska</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workplace stress</td>
<td>79.49%</td>
</tr>
<tr>
<td>- Lifting/repositioning heavy objects (including patients)</td>
<td>39.74%</td>
</tr>
<tr>
<td>- Prolonged standing</td>
<td>35.90%</td>
</tr>
<tr>
<td>- Needlesticks and other sharps injuries</td>
<td>32.05%</td>
</tr>
<tr>
<td>- Blood-borne pathogens (e.g. HIV or hepatitis)</td>
<td>32.05%</td>
</tr>
<tr>
<td>Workplace stress</td>
<td>81.21%</td>
</tr>
<tr>
<td>- Lifting/repositioning heavy objects (including patients)</td>
<td>44.46%</td>
</tr>
<tr>
<td>- Prolonged standing</td>
<td>41.55%</td>
</tr>
<tr>
<td>- Needlesticks and other sharps injuries</td>
<td>38.08%</td>
</tr>
</tbody>
</table>
Safety/health comparisons

Nebraska
• 92% talk on the phone while driving
• About half text while driving at least on occasion
• 97% have gotten their flu vaccine in the past 12 months

USA
• 89% talk on the phone while driving
• 54% text while driving at least on occasion
• 91% have gotten their flu vaccine in the past 12 months
Stay Tuned...
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>Action</th>
<th>Description</th>
<th>Individual</th>
<th>Organizational</th>
<th>Interpersonal</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGAGE</td>
<td>Engage Nurses on Three Levels</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IMPROVE</td>
<td>Improve Their Health In Five Key Areas</td>
<td>Activity, Rest,</td>
<td>Nutrition, Quality of Life, Safety</td>
<td></td>
</tr>
<tr>
<td>CREATE</td>
<td>Create a Healthy Nurses Population...</td>
<td>A Healthier Workforce</td>
<td>Effective, Safe, Sustainable Health Care</td>
<td>Role Models of Health, Educators and Advocates for Health</td>
</tr>
</tbody>
</table>
Online Platform: Empower

1. Join the Grand Challenge
2. Baseline survey
3. Domain focus area selected: activity – rest - nutrition – quality of life – safety
4. Engage RNs/social networking with other organizations/share data
5. Repeated survey/reported improvement in RN health
Nurse Wellness

“Only you can write your personal well-being prescription to feel good and maintain balance.”

Pamela Cipriano, ANA President
Commit to One Change

Be Healthy!!
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?

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