

Long Term Care Nursing
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Washington Health Care Association's Nursing Update

What's going on in LTC nursing?

- IOM study and its impacts on education
- Continued competency requirements
- Medication assistants in SNF
- Current legislation re: nursing
- Dear Administrator Letters
- Nursing commission
- Nursing: job...or profession?

IOM

- Study 2008: nurses should do more with more education
 - IMPROVE EDUCATION
 - Articulate programs between colleges/schools
 - BSN become standard
 - More PhD-prepared nurses
 - CHANGE EDUCATION
 - Focus on leadership, community nursing, chronic illness management, care coordination, transitions in care

IOM

- Competencies in education move from task-based to decision-making skills
- Create “transition to care” programs – aka residency programs – for new nurses or nurses new to LTC
 - Focus on chronic illness care, transitional care, coordination of services, unique aspects of geriatric nursing

IOM

- Lifelong learning emphasized as expected for all nurses
 - Continuing competency
 - Employers should include in job description/expectations of all nurses
 - Evaluate programs based on clinical outcomes and turnover rates

Continuing Competency

All Washington-licensed RNs and LPNs

- Started your birthday 2011
- Due on your birthday 2014
- Random audits begin in 2014
 - Proof of 531 hours worked
 - 45 hours continuing education
 - Personal learning and reflection

Continuing Competency

- Hours worked: 531 in 36 months
 - Can be paid or unpaid/volunteer
- Continuing educations: 45 in 36 months
 - Classes taken (online, seminars, webinars,etc)
 - Classes taught
 - Inservices
 - College courses
 - Research/publishing
 - CE cannot also count as hours worked

Continuing Competency

- Learning needs/self reflection
 - Not audited
 - Should guide you towards CE choices and personal nursing goals
 - Empowering, focused

Continuing Competency

- Portfolio can be printed or computer-based
- Revisit, update regularly
- Have available for review should you be selected for audit

Medication Assistant in SNF

- History
- Reasons for seeking program development
- Nursing commission views
- Positive aspects
- Negative views on the program
- Legislation

Dear Administrator Letters

- Skilled Nursing
- Assisted Living
 - I-1163
 - Provision of services for nonresident individuals
 - Boarding home guidebook

Nursing Commission

- Meets monthly
- Streamed live across the state
- Who routinely attends?
- Who doesn't? WHY NOT?
- Benefits of continued involvement

LTC Nursing Career Pathways

- Skilled Nursing
 - Administrator
 - DNS
 - ADNS
 - MDS coordinator
 - Staff development
 - Infection control
 - Staff nurse/unit manager
 - Medication/treatment
 - Restorative
 - Regional
- Assisted Living
 - Administrator
 - DNS
 - Oversight nurse
 - Nurse delegator
 - Staff development
 - Infection control
 - Staff nurse/unit manager
 - Regional

Nursing: Job...or Profession?

● Job

- Paycheck
- Benefits
- Routine duties/tasks
- Always looking...

● Profession/Career

- Crave development of skills/knowledge
- Constant learning
- Desire to excel
- Promote profession with others
- Work towards improving self, nursing, education, status, roles
- Serve the community
- Share expertise
- Certifications

Passion



How many of us...

- “When I graduate from nursing school, I want to work....”
- “I want to specialize in geriatric nursing.”
- “My passion is chronic illness management of the elderly.”
- “I work in a [nursing home] [assisted living community] and I LOVE IT.”

LTC Nursing

- It is an exciting time in nursing. We have the **opportunity** to shape our future, to **coach** curious nurses...new nurses...seasoned nurses...into our unique and challenging profession of LTC. We have a **responsibility** to advance nursing from a vocation into a profession. It is a time where the words “geriatrics” and “nursing,” when put together, are a beautiful thing.