



2022 MONL ADVOCACY DAY

TIMES UP!

NURSES. ACTION. NOW.

MICHIGAN ORGANIZATION FOR NURSING LEADERSHIP 2022 ADVOCACY DAY WITH MICHIGAN LEGISLATORS

Michigan's nurse leaders call on our legislators to support our ability to continue and expand our service to the people of Michigan through action on the following key issues.

Two recent national nursing reports provide information and roadmaps for addressing nursing workforce issues in the next decade. The reports are:

*The Future of Nursing 2020 to 2030: Charting a path to Achieve Health Equity***

*NLN Value Statement on Workforce Demands of the Future: The Educational Imperative****



#1 PRIORITY

NURSING WORKFORCE IN MICHIGAN

Michigan currently has 141,000 registered nurses. This number is not sufficient to meet the needs.

- Nurse employment remains low while wages increased during the first 15 months of the COVID-19 pandemic, suggesting a tightening labor market, according to a study published Jan. 4, 2021 in *Health Affairs*.
- Improving nurse training and retention is needed to stave off shortages. The American Association of College Nursing Rounds with Leadership 2020 View of the Nursing Workforce Report (January 29, 2020) reported....*more than 60,000 qualified applicants are turned away from our (nursing) programs each year due to lack of faculty and clinical sites.*
- Michigan is desperately in need of more registered nurses. The MI Board of Nursing Rules allow foreign educated nurses who have passed the RN-NCLEX exam (also taken by all U.S. Registered Nurses) to be licensed without taking an additional nursing exam (CGFNS exam). This Rule is being bypassed by the MI Board of Nursing due to the language which uses the term "may" be licensed in Michigan. The Michigan hospitals are losing out on hundreds of Philippine educated nurses who wish to come to Michigan but are bypassing the state in favor of surrounding states that do not have the CGFNS exam requirement. MONL urges legislators to address this issue with the MI Board of Nursing in the interest addressing the nursing shortage in our state.

Recommended Actions:

- Provide legislative financial support to incentivize nurses to obtain graduate education and to provide incentives for nursing faculty to stay in educational settings (faculty salaries may lag hospital staff nurse salaries by as much as \$20,000 a year).
- Convene a legislative driven *Task Force on Michigan's Nursing Workforce* in collaboration with nursing, public health, healthcare and economic stakeholders. Recommendations may take the form of required legislation.
- Remove barriers to rapid recruitment and employment of foreign educated nurses need to be removed.



#2 PRIORITY

VIOLENCE AGAINST NURSES IN THE WORKPLACE

The safety of nurses in the workplace impacts the care of patients and families and increases the retention of nurses in healthcare. Nurses experiencing violence in the workplace has been tracked through a state survey for the past two years. The most current survey results show:

- 35% of Michigan nurses reported experiencing violence in the workplace in one year
 - 59% in emergent/urgent care
 - 54% in correctional institutions
 - 45% in acute care
 - 32% in nursing homes

Source: *Survey of Michigan Nurses: Workplace Violence Results*. Michigan Public Health Institute. June, 2021

Recommended Action:

- Engage task force to evaluate effectiveness of legal penalties for felonies committed against nurses and other healthcare personnel. Utilize the previously recommended Task Force to identify pro-active strategies to create safer work environments.



#3 PRIORITY

NURSING LICENSURE COMPACT

Michigan hospital and healthcare employers, as well as the state's regulatory environment, must be nimble to attract and retain nurses. The current nurse licensure system is cumbersome and slow for nurses working across states. States with a Nursing Licensure Compact are better able to attract nurses.

Michigan is currently not competitive with the 39 states who have enacted a Nurse Licensure Compact *****(including our border states of Wisconsin, Indiana and Ohio).

MONL commends the legislature for passing SB759 (PA167 of 2021) which contained some features under emergency orders for cross-state nurse mobility.

Nursing workforce data and information that recommend a nurse licensure compact.

- Michigan has a 10% higher than national average supply of nursing jobs.
- Nursing jobs grew by 11% from 2013 to 2018.
- "Michigan is a hotspot for nursing jobs" (Emsi, Q1 2021 Data Set. *Registered Nurses in Michigan*. www.economicmodeling.com)
- 18-20% of nurses surveyed indicated they are leaving the bedside in the next 6 months. Source: Nursegrid.com *The Impact of 2020 on Nurses*. January 2021.

Recommended Action:

- Pass legislation that would allow fully qualified nurses to practice across state lines under all circumstances. This would reflect the rapidly changing methods of healthcare delivery such as telehealth, industrial nursing with companies with plants in multiple states, etc.

Resources

** National Academies of Sciences, Engineering, and Medicine. 2021. *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.

***National League for Nursing. 2021. *NLN Value Statement on Workforce Demands of the Future: The Educational Imperative*.

****National Council of State Boards of Nursing, *Nurse Licensure Compact States List* (January, 2022)