

Care for the Common Good

The Nursing Agenda



Trinity Health is one of the largest not-for-profit, Catholic health care systems in the nation, serving diverse communities across 26 states. We advocate for public policies that promote care for the common good and advance our mission, including fair payment, a strong workforce, coverage for all that bridges social care, and total cost of care payment models.

Nurses are the backbone of a high-functioning, patient-centric health system. Trinity Health's outstanding care delivery is dependent on nurses and clinicians providing interprofessional team planning and patient care. Offering collaborative work environments, our nursing teams support each other, clinical staff, and physician partners to ensure better health, better care and lower costs. This includes the expertise of registered nurses (RNs) and advanced practice registered nurses (APRNs) as providers as well as nurses at all levels of training and members of the interprofessional care team, researchers, innovators and leaders.

The role of nursing continues to grow as providers and payers drive health system transformation and as the need for primary care increases. In the midst of an ongoing nursing shortage, it is critical to reflect upon what state and federal policymakers can and should do to help advance and support this essential workforce.

Why Are Nurses and Advanced Practice Nurses Important?

More than 40 years of evidence-based research demonstrates that nurses, RNs and APRNs—an essential part of an interprofessional team—provide safe, quality, cost-effective care with positive patient outcomes and high satisfaction. As the percentage of the population—65 years of age and older—continues to grow, the need for RNs and APRNs to practice at the top of their licensure will be increasingly necessary to ensure important access to care, especially primary care. Nurses must be empowered to provide care in a variety of settings and care delivery models, with a commitment to autonomy, and at top of license. Trinity Health's nurses are advancing a redesigned approach to care for patients with acute and chronic conditions across the care continuum.

What Can Policymakers Do?

Promote workplace safety across the continuum of providers.

- Advance policies that strengthen workplace safety for all nurses.
- Provide funding for research and demonstration programs related to clinician wellbeing.

Empower RNs and APRNs as decision-makers and to practice at the top of their licensure to improve care management and access to care.

- Support initiatives and funding opportunities that improve the use of health information technology to enhance the provision of care in innovative care models, decision-making, and safe clinical practice by all nurses.
- Oppose rigid nurse staffing ratios that inhibit innovative models of care.

Trinity Health's Commitment to Nurse Advancement

Committed to the development of nurses at all levels of practice, Trinity Health has formulated a number of programs and resources designed to enhance the practice of nursing within the interprofessional care team.

- Provide opportunities to registered nurses to advance to the level of a Bachelor of Science in Nursing (BSN) Degree and beyond.
- Nurse residency program, including collaboration between Trinity Health, the Vizient Consortium, the American Association of Colleges of Nursing (AACN) and academia, offers new graduate nurses current evidence in practice and support to transition to practice and grow in their profession.
- Trinity Health Nursing Academies offer professional development to practicing nurses in highly specialized clinical areas.
- Training of experienced nurses in new virtual nursing roles.
- Supporting nurses at all levels, including at the advanced practice level, to practice at the top of their licensure.

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- Ensure nationally consistent top-of-license authority for APRN decision-making to advance the care of patients in areas such as ordering and authorization of testing and diagnostics, prescribing medications and admitting privileges for primary care, home health care, skilled nursing facilities and hospice care.
- Support refinements to Medicare and Medicaid that address inconsistencies in how services provided by APRNs—within their existing scope of practice—are treated for certification or reimbursement.
- Support efforts to facilitate health care worker movement across states, including expedited licensure review and expansion of RN licensure compacts.
- Allow nurses and other clinicians to practice in collaborative, team-based environments according to their highest level of education, training and licensure.

Invest in education for RNs and APRNs to promote professional development and retain experienced clinicians.

- Provide funding for educational loan pay-downs for clinicians and other front-line workers across the care continuum.
- Reauthorize the Health Resources and Services Administration (HRSA) Titles VII and VIII workforce programs.
- Support policies that increase retention and promote educational and professional advancement as well as promoting positive practice environments, such as through the attainment of American Nursing Credentialing Center (ANCC) Magnet status and ANCC Pathways to Excellence designation.
- Provide grants to expand, modernize and support schools of nursing, especially in rural and underserved areas.
- Provide funding for nursing faculty recruitment including development programs and financial incentives.
- Create incentives for health systems to establish nursing residency programs.
- Develop innovative partnerships with academia to support transitions to practice, shared faculty opportunities, and create additional clinical placements.

Driving Nursing Excellence Across Trinity Health

Health care organizations that embark on a journey toward Magnet status or Pathways to Excellence designation are remarkable in that:

- they value staff nurses.
- involve nurses in shaping research-based nursing practice.
- encourage and reward professionals for advancing in their practice of nursing.
- are committed to offering positive collaborative practice environments.

Across Trinity Health, tools and resources are in place to encourage hospitals to embrace the essence of achieving these designations. Trinity Health St. Mary Mercy – Livonia, Mich., and Programs for All Inclusive Care for the Elderly (PACE) – Philadelphia, Pa., have both received the Pathways to Excellence designation.

Following are Trinity Health Magnet status hospitals:

- Trinity Health Mercy Health Saint Mary's (Grand Rapids, Mich.)
- MercyOne (Dubuque, Iowa)
- St. Peter's Hospital (Albany, N.Y.)
- Loyola University Medical Center (Maywood, Ill.)
- St. Joseph's Health (Syracuse, N.Y.)

Mission

We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

Core Values

Reverence • Commitment to Those Experiencing Poverty
Safety • Justice • Stewardship • Integrity