Trinity Health’s Commitment to Advancement

Trinity Health is one of the largest multi-institutional Catholic health care delivery systems in the nation, serving diverse communities that include more than 30 million people across 21 states. We are building a People-Centered Health System to put the people we serve at the center of every behavior, action and decision. This brings to life our commitment to be a compassionate, transforming and healing presence in our communities. We advocate for public policies that support better health, better care and lower costs to ensure affordable, high quality, people-centered care for all.

Building a People-Centered Health System requires empowering and fully deploying a health care workforce across the entire continuum of care. Trinity Health fully supports interprofessional team planning and care. Offering collaborative work environments our nursing teams support each other, clinical staff and physicians to ensure better health, better care and lower costs. This includes the expertise of nurses at all levels of training as well as registered nurses (RNs) and advance practice registered nurses (APRNs) as providers, members of the inter-professional care team, researchers, innovators and leaders. The importance of nursing continues to grow as providers and payers drive health system transformation and the need for primary care increases. It is critical to note 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 inter-professional 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 necessary to ensure important access to care, especially primary care. We believe in empowering our nurses to provide care the way it should be: in a variety of settings, with a commitment to autonomy, and at top of license. Putting people at the center of what we do, nurses and APRNs are advancing a redesigned approach to care management for our patients with chronic conditions.

Nurse Practitioners (NPs) Providing Primary Care in Program of All-Inclusive Care for the Elderly (PACE)

NPs are designated primary care providers (PCPs) in the Interdisciplinary Care Team (IDT) for the frail and elderly participants at several Trinity Health PACE sites. Working collaboratively with medical directors and other physician practitioners, NPs — performing at the top of their licensure — deliver successful outcomes in this role.
Supporting a People-Centered Workforce

What Can Policymakers Do?
Support policies that promote workplace safety and appropriate staffing across the continuum of providers.

Recommendations:
- Advance policies that strengthen workplace safety for all nurses.
- Oppose nurse-to-patient staffing ratios as evidence has demonstrated that ratios do not produce a positive impact on quality of care, often result in higher costs, and override clinical and professional judgment of patient needs.

Advance policies that will support, empower and reimburse RNs and APRNs as decision-makers to improve care management and access to care.

Recommendations:
- Expand authority for decision-making including authorization of performing screenings, ordering testing and diagnostics, prescribing medications and admitting privileges in the areas of primary care, home health care, skilled nursing facilities and hospice care to advance the care of patients.
- Support opportunities and provide hospitals a process to allow nurses, RNs and APRNs membership on hospital medical staffs and to grant hospital clinical privileges.
- Develop and support initiatives that improve the input into and use of health information technology as a way of enhancing care coordination and decision-making by all nurses.
- 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.

Invest in education and support policies that allow nurses, RNs and APRNs to practice at the top of their license to improve access to care, promote professional development and retain experienced clinicians:

Recommendations:
- Support initiatives to train and attract more nurses, RNs and APRNs.
- Support continuing education for nurses; for instance, by increasing the number of nurse faculty to improve access and patient care.
- Support policies that increase retention and promote educational and professional advancement as well as promoting positive practice environments, such as through the attainment of ANCC Magnet status and ANCC Pathways to Excellence designation.
- Modernize state licensure laws so that laws do not artificially limit the abilities of patients to obtain care; support efforts to facilitate care delivery across states, such as through Licensure Compacts; and incentivize the replication and adoption of national standards.
- Develop and test patient-centered care methods that allow nurses, RNs and APRNs to practice at their highest level of education, training and licensure.

Trinity Health Drives Nursing Excellence Across its System
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, or are committed to offering positive practice environments. Across Trinity Health, tools and resources are in place to encourage hospitals to embrace the essence of achieving these designations. St. Mary Mercy – Livonia, in Michigan, has received its Pathways to Excellence designation. Following are Trinity Health Magnet status hospitals:

- Holy Cross Hospital (Fort Lauderdale, FL)
- Mercy Medical Center (Dubuque & Dyersville, IA)
- Mercy Medical Center (Clinton, IA)
- Saint Peter’s Health Partners (Albany, NY)
- Loyola University Medical Center, (Maywood, IL)
- Mercy Health Saint Mary’s (Grand Rapids, MI)
- St. Joseph’s Health, (Syracuse, NY)
- St. Joseph’s Hospital (Atlanta, GA)
- Winter Haven Hospital (Tampa, FL)

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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 Who Are Poor • Justice • Stewardship • Integrity