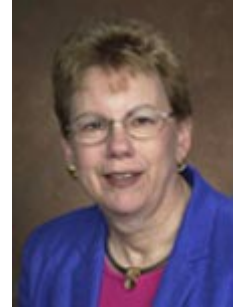


August 2001

HORIZONS

President's Message

Is your inbox as full of surveys and questionnaires as mine seems to be these days? It feels like just about every day or at least a couple of times per week, I could be answering someone's survey about nursing recruitment and/or retention. On my busiest days and in my more cynical moments, I am tempted to toss these surveys into the circular file. Then I sit back and reflect on the fact that these databases may indeed hold THE answer to finding a new approach to recruitment or retention. In the near future, you are going to be receiving a survey from your W-ONE Nursing Recruitment and Retention Committee. I urge you to take the time and respond. Our focus is on looking at best practices for recruitment. Both AONE and the Wisconsin Health and Hospital Association are doing lots of work on recruitment surveys. We felt that W-ONE might best use our energy in trying to focus on retention strategies.



Enclosed with this issue of Horizons is the brochure for the WHA/W-ONE fall conference. It is going to be held in Lake Geneva September 19-21. A major focus of this conference is patient safety. The afternoon of September 21 there will be several excellent patient safety presentations. Among these are the first patient safety best practices that your Patient Safety Committee has gotten from our members. Based on the number of responses to the call for patient safety best practices, this promises to be a significant opportunity for all of us to learn from each other.

Your Membership Committee has been very busy this summer. We have recruited 48 new members. Our total membership is now well over 200. The most successful recruitment strategy is when a colleague personally contacts another and invites that person to become a member. If there is someone in your organization or in your area that you think would benefit from the professional development and networking opportunities offered through W-ONE, I ask you to contact that person. Membership materials can be obtained by contacting the W-ONE office at 608/268-1806 or by contacting Jackie Lee. Her address and telephone number can be found on the back page of every issue of Horizons.

Your Board of Directors has been focusing a great deal of time studying and addressing the pending state legislature on mandatory overtime. There is no reliable data available as to how many Wisconsin hospitals or long-term care facilities require mandatory overtime. Anecdotally, it appears there are very few. However, a bill has passed the state senate and is being studied in the assembly. This issue has strong potential of being very divisive between our staff and us. Few of us use mandatory overtime. None of us would make that our first choice in staffing our facilities. Having state law prohibit it appeals emotionally to some of our staff. Should it become law, the bill could be a significant barrier between you and your staff as you look to the future. Right now a hearing is tentatively set for September 25. Please keep watching any and all correspondence from W-ONE as we may ask for a letter-writing campaign geared at each of you expressing your opinion to your legislative representatives.

I hope you are taking the time to enjoy the fleeting days of summer. Our organizations, our staff and most of all our patients need us to be healthy and balanced so that we can support them in these challenging days in health care.

Carolyn Friese, W-ONE President

Two Reminders: Mark your calendars

WHA Annual Convention

The WHA Annual Convention is planned at the Grand Geneva on September 19-21. The theme for this convention is "Emerging Health Futures."

On September 21 (Wednesday), a session will be held in the afternoon which will center on patient safety. The 2001 Patient Safety Showcase will be presented. To register, refer to the packet included in this issue of Horizons.

W-ONE Spring Conference

Plans are beginning to take place for the Spring W-ONE Conference, to be held April 24-26, 2002 in Milwaukee at the Pfister Hotel.

The Program Committee is hard at work developing an agenda and special events. To make early room reservations at the Pfister, call 414/273-8222. Rates are \$139 single, \$159 double, \$189 single suite, \$209 double suite.

WNA-WONE Patient Care Committee Update

The Patient Care Committee is looking forward to meeting in August to discuss the ten applications we received for the "Excellence in Patient Safety Award." We are pleased to see a variety of responses from diverse groups. Our next steps include preparing a press release and letters to our legislators to make them aware of the creative efforts these nurses have put forth. We are preparing a display presentation of all the submissions for the fall conference in Lake Geneva. We will also have a compilation of the applications that were submitted available at the conference and for distribution.

We are entering another exciting year as we focus on collaborating with many healthcare disciplines, as well as identifying and communicating patient safety initiatives. You are encouraged to use the Internet as an abundant resource for websites on patient safety. You may wish to start by using the WHA website at www.wha.org. Within the member's section go to "Patient Safety," and many helpful links are listed. (If you need a username and password contact Tammy Hribar at thribar@wha.org.) As always, we encourage and welcome new members to join the committee. If you are interested in joining us, please e-mail Betsy Benz at bbenz@stvgb.org or call 920-431-3063.

Betsy Benz

Research Grant Award

W-ONE is pleased to announce the awarding of this year's research grant to a group from Wausau Hospital. Joan Klehr, Geoffrey Barnes and Luann Theis will be studying the recruitment and retention of the older registered nurse in a clinical setting. Joan is the Director of New Beginnings Birthing Center. Geoffrey is the Program Director of the Behavioral Health Services. Luann is the Director of the Ortho-Neuro-Rehab Services. Our congratulations to them on receiving this funding. We look forward to learning about their research and gaining insight and ideas for recruitment and retention strategies as our workforce ages.

Ann Peck

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Covenant Healthcare System, Inc., Milwaukee's leading faith-based healthcare system, is built around a spirit of teamwork. And because nurses like you are the heart and soul of our team, we offer a growth environment with more areas to promote your skills. We are currently seeking these professionals at various locations throughout our system:

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Nurse Manager - Terrace at St. Francis
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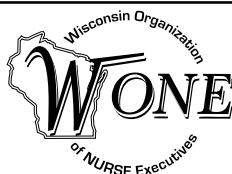
CNS/Educator Emergency Department - St. Francis Hospital
Orthopedic CNS - St. Francis Hospital
Cardiac Med/Surg CNS - Elmbrook Memorial Hospital
Center for Women and Infants CNS - Elmbrook Memorial Hospital
Oncology CNS - St. Michael Hospital
CNS/Director Oncology - Covenant Healthcare
Behavioral Health Nurse Practitioner/CNS - St. Michael Hospital
Ortho/Neuro Surgical CNS - Elmbrook Memorial Hospital

In return for your dedication, we offer an outstanding compensation and benefits package. You may contact **Ashley Voss** at 414-447-2249, or forward a resume to: **Covenant Healthcare System, Inc., Human Resources, 5000 W. Chambers St., Milwaukee, WI 53210.**

Fax: 414-874-4388. E-mail: aavoss@covhealth.org. We Value Diversity, EOE M/F/D/V. Sponsored by the Wheaton Franciscan & Felician Sisters.



For more information and contact information for each position, please visit our web site at www.covhealth.org.



Horizons is published quarterly as the newsletter of the Wisconsin Organization of Nurse Executives. Articles on nursing, management and health care issues, and letters to the editor are welcome. Display and classified advertising are accepted. For information, contact the editor.

W-ONE Board of Directors: President: Carolyn Friese; President-elect, Gerri Staffileno; Secretary, Rosemary Ryan; Treasurer, Sue Straub; Past President, Mary Lu Gerke
W-ONE Board Members: Beverly Hoegel, Shirley Larson, Peggy Ose, Diane Postler-Slattey, Faye Deich, Marti Klug
Editor: Peggy Ose

Editor's Note:

Published below is a recent communication from the AHA related to the supervision of Certified Registered Nurse Anesthetists (CRNAs). In it is an excellent summary of current and proposed requirements for your information and potential future action.

Regulatory Advisory

AHA advisories, a service to members, are produced whenever there is a significant development that affects the job you do in your community.
(If you did not receive all three pages of this fax, call 202 626-4629)



Supervision of Certified Registered Nurse Anesthetists

A Message to AHA Members:

In recent years, the issue of which professionals are permitted to administer anesthetics and the level of supervision required under the Medicare and Medicaid hospital conditions of participation has been the subject of considerable regulatory back and forth.

It is important that AHA members have a clear understanding of the current standard; the Clinton administration's final rule, which has been delayed until November 14; and the new anesthesia proposal published by the Bush administration in July. To help clarify the current state of play, we have put together the attached detailed background piece.

Please be aware that the current federal standard requires that anesthesia services administered by a certified registered nurse anesthetist be supervised. This standard is in effect until further notice. While the Centers for Medicare & Medicaid Services' July 5 proposed rule outlined a process for states to secure exemption from the federal standard, exemption from this supervision requirement is not an option at this time.

We know this issue is important to your operations. The AHA will continue to advocate that the Bush administration return to the standard published in January, which eliminates the federal supervision requirement and defers to state law in this area. However, should the July rule outlining a state-by-state exemption strategy go into effect, it will be important for you to work with your state hospital association to advocate action by your state governor.

Questions regarding this advisory should be directed to AHA's Anne Berdahl at (202) 626-4628 or aberdahl@aha.org.

A handwritten signature in black ink that reads "Rick Pollack". The signature is written in a cursive style.

Rick Pollack
Executive Vice President

August 3, 2001

over . . .

Regulatory Advisory



August 3, 2001

Supervision of Certified Registered Nurse Anesthetists

Background

In December 1997, the Centers for Medicaid & Medicare Services (CMS), formerly the Health Care Financing Administration, proposed revisions to the Medicare and Medicaid hospital conditions of participation. The proposed rule outlined provisions relating to numerous aspects of hospital care, including patient rights, pharmaceutical and nutritional services, quality assessment and performance improvement, and anesthesia services. Several provisions of the rule, such as the conditions related to organ donation and transplantation, and patient's rights, have been finalized.

In keeping with what CMS characterized as a flexible, outcomes-oriented regulatory approach, the agency proposed to revise its supervision requirements relating to the administration of anesthesia services in hospitals, critical access hospitals and ambulatory surgical centers. Recognizing states' traditional role in establishing professional licensure and scope-of-practice laws, CMS proposed to eliminate the longstanding federal standard requiring physician supervision of certified registered nurse anesthetists (CRNAs), and to defer to state laws governing which practitioners may provide anesthesia services and the level of required supervision. States and hospitals were always free to establish additional standards for professional practice and oversight, as they deemed necessary.

The final rule implementing the condition for anesthesia services was published January 18 and scheduled to take effect March 19. However, an executive order by President Bush delayed the effective date for 60 days. CMS has further delayed the effective date until November 14.

On July 5, CMS issued a new proposed rule that adds another regulatory step to eliminating the physician supervision requirement. In this new rule, the agency proposes to maintain the existing federal requirement for physician supervision of CRNAs administering anesthesia, unless the governor, after consulting with the State Boards of Medicine and Nursing, attests that it is in the best interests of the residents of the state to request an exemption from the federal requirement. A request for exemption from the federal standard must be consistent with the requesting governor's state law. CMS proposes that a governor's request for exemption (or withdrawal of the exemption) will be granted automatically and becomes effective upon submission to the agency. CMS is also requesting that the Agency for Health Research and Quality design and conduct a study to monitor the outcomes of care relating to CRNA practice and involvement.

Current Requirement for Anesthesia Services

The current condition of participation for hospitals' anesthesia services states that anesthesia may only be administered by:

- A qualified anesthesiologist;
- A doctor of medicine or osteopathy (other than an anesthesiologist);
- A dentist, oral surgeon, or podiatrist who is qualified to administer anesthesia under state law; or
- A CRNA who is under the supervision of the operating practitioner, an anesthesiologist who is immediately available, or an anesthesiologist's assistant, who is under the supervision of an anesthesiologist who is immediately available.

Hospitals must comply with these requirements until either the January 18 final rule is put into effect (currently set for November 14) or another rule finalizing the July 5 proposal is issued.

Comments

If you wish to comment on the July 5 proposed rule that establishes a process for governors to request an exemption from the physician supervision requirements for CRNAs, mail an original plus three copies of your comments to:

Centers for Medicare & Medicaid Services, ATTN: HCFA-3070-P
P.O. Box 8013, Baltimore, MD 21207-8013

To be considered, CMS must receive your comments by September 4.

In our comments, the AHA will encourage CMS to withdraw its July 5 proposed rule and allow the January 18 rule take effect. We welcome your input as we develop our comments. Please forward any suggestions, concerns or additional issues that you may have about these proposed conditions to Anne Berdahl at (202) 626-4628 or aberdahl@aha.org.

Welcome New Members

W-ONE announces the following members who are new to the organization since the last issue of the Horizons newsletter. Please extend a warm welcome when you see these individuals and help them learn and take advantage of the benefits of belonging to W-ONE.

Daniel G. Kerr, Manager of Clinical Services, Rogers Memorial Hospital – Oconomowoc
William E. Brown, Director of Patient Care Services, Aurora Medical Center – Two Rivers
MaryJo Klos, Administrative Director, Gundersen Lutheran – La Crosse
Diane Reif, Patient Care Manager, West Allis Memorial Hospital – West Allis
Penny S. Block, Nurse Manager, Shawano Medical Center – Shawano
Elizabeth A. Becker, RN Manager, Aurora Medical Center – Two Rivers
Sharon Frazier, VP, Clinical Operations, St. Michael's Hospital – Stevens Point
JoAnn K. McNeely, Shift Manager, Sauk Prairie Memorial Hospital – Prairie du Sac
Linda Scalzo, VP, Patient Care Services, Elmbrook Memorial Hospital – Brookfield
Vicki Domier, Clinical Manager, Gundersen Lutheran – La Crosse
Carla M. Brott, Clinical Manager, Business Operations, Gundersen Lutheran – La Crosse
Ruth M. Barton, Manager – Nursing, Gundersen Lutheran – La Crosse
Ruth A. Grimer – Infection Control Practitioner, Gundersen Lutheran – La Crosse
Barbara R. Granstrom, ICU Clinical Manager, Gundersen Lutheran – La Crosse
Cathy S. Fletcher, Clinical Director – Surgery, Gundersen Lutheran – La Crosse
Rosanne Schulz, Clinical Manager, Gundersen Lutheran – La Crosse
Karol Schlosser, Clinical Manager of Business Operations, Gundersen Lutheran – La Crosse
Rosemary Nelson, RN – Clinical Manager, Gundersen Lutheran – La Crosse
Cheryl A. Pearse, Clinical Manager, Gundersen Lutheran – La Crosse
Jeanne M. Kremer, Clinical Manager, Gundersen Lutheran Medical Center – La Crosse
Beth L. Rock, RN, OCN, Nurse Manager. Gundersen Lutheran Medical Center – La Crosse
Patti A. Anderson, Director Family Birthplace & OB/GYN Clinic, Franciscan Skemp Healthcare – La Crosse

With the above listed individuals, the current W-ONE membership count is at 218. The Membership Committee has also recently facilitated the creation of an article which was published in June's "Nursingmatters." The article was written by our President, Carolyn Friese. The topic of focus was on leadership opportunities within W-ONE. I hope many of you had an opportunity to read it. Also, at July's W-ONE board meeting, Wisconsin maps were shared indicating the geographical distribution of our membership. Board members will be contacting nurse executives from healthcare facilities with no W-ONE members to encourage joining W-ONE. Also I would like to ask each of you as members to invite one of your colleagues to join the organization.

Jackie Lee, Membership Chair

Legislative Committee

The Legislative Committee continues to focus on the issue of Mandatory Overtime Legislation. A letter has been developed for the legislators and preparation is underway for the hearing that will occur in late September. The individuals who will be representing the WONE at the hearings are as follows:

Carolyn Friese	Bev Hoege
Karen Lautermilch	Diane Peters
Diane Postler-Slattery	Linda Trotter

If you have any suggestions for the presentation at the hearings, please contact Karen Lautermilch, Chair of the Legislative Committee by e-mail or phone: kl0523@sns.hshs.org
920/459-4623

Director of Emergency Services

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Mary C. Maurer
Vice President of Professional Services
Holy Family Memorial
P.O. Box 1450
Manitowoc, WI 54221-1450



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Member Checklist

- Please contact Mandy Kalepp whenever you have a change in either employment or residential address to guarantee timely mailings.
e-mail mkalepp@wha.org or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Peggy Ose, 715/421-7427.
- If you are interested in being a part of a specific committee, contact the committee chair.