



The Center For American Nurses (the Center) Workforce Ecological Model

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AzNA has adopted the Center's Workforce Ecological Model to help create a nursing culture that includes self-advocating in their professional and personal development. AzNA's Professional Issues Steering Committee (PISC) is developing tools to guide nurses in this process.

Organizational Factors

These are the structural and process aspects of the organization as a whole, such as the use of teams, shared beliefs, and an increasing leadership capacity among nurses.

PISC is acting on the Action Proposal, Nursing Education in Arizona (2007 AzNA Convention) by supporting the Governor's Task Force on addressing the nursing shortage and partnering with universities and community colleges to advance strategies for clinical nursing education. ANA House of Delegates recently passed Action Proposals on residency programs and educational advancement for nurses. Both will require PISC review and activity. In addition, the Arizona Health Care Leadership Academy (AzHCLA) offers a three-tiered leadership education program to nurses and other healthcare professionals.

Physical Environment

This encompasses aspects of the workplace such as light, aesthetics, and sound. These elements will be crucial for the needs of a maturing workforce and offers solutions to health care employers.

PISC are supporting efforts and education to encourage employers to move to a lift-free environment. An Ergonomics Task Force is being planned for Spring 2009.

Staffing

This refers to job assignments including: the volume of work assigned to individuals, the professional skills required for particular job assignments, the duration of experience in a particular job category, and work schedules.

AzNA Acuity Task Force seeks to make acuity meaningful for the safety of patients and registered nurses through collaborative education. This is a statewide initiative to develop a consistent approach for implementing and evaluating a meaningful acuity system.

Workflow Design

Pertains to on-the-job activities of health care workers, including interactions among workers and the nature and scope of the work.

PISC is promoting awareness of the workplace incivility issue and advocating for workplace education and the development of zero tolerance workplace policies. This action is directed by the Action Proposal on Workplace Civility passed at 2007 AzNA Convention. AzNA Executive Director, Joyce Benjamin travels throughout the state giving formal presentations on workplace civility/lateral violence in the workplace.

Personal - Social

This refers to individual and group factors such as stress, job satisfaction, and professionalism, as well as skills that may be underdeveloped in the nursing population, such as financial literacy.

PISC is planning workshops that address individual and group factors such as stress, job satisfaction and professionalism. Programs on career development, financial planning for nurses and self-care workshops are being planned.



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