

VA



U.S. Department of Veterans Affairs

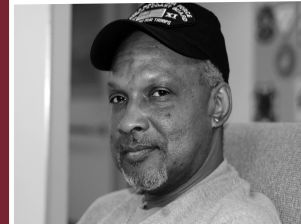
Veterans Health Administration  
*Roseburg VA Health Care System*

# Roseburg VA

## Attrition rates & Projected Nursing needs

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## VA Nursing

VA Nursing is highly valued within the Roseburg VA Health Care System. The VA has a rich history of supporting nursing students in both their learning and career pursuits, providing clinical rotations to one out of every four professional nurses in the U.S. through our affiliations with nursing schools. There is an ongoing need for nurses across the Roseburg VA Healthcare System due to attrition rates and growth.



## Roseburg RN Staffing

### RN Staffing Roseburg VA

| Year                         | 2015 | 2016 | 2017 | 2018 | 2019 | Totals |
|------------------------------|------|------|------|------|------|--------|
| Loss                         | 27   | 51   | 18   | 33   | 31   | 160    |
| Total nurses on staff        | 173  | 178  | 179  | 175  | 180  | 885    |
| Annual turnover rate for RNs | 16%  | 29%  | 10%  | 19%  | 17%  | 18%    |



# Roseburg RN Retirement

## Projected Retirement for RNs

| Year      | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | Totals |
|-----------|------|------|------|------|------|------|------|--------|
| Eligible  | 61   | 66   | 74   | 76   | 74   | 81   | 84   | 516    |
| Projected | 11   | 11   | 14   | 15   | 14   | 16   | 16   | 97     |



## Projected staffing needs Roseburg VA Medical Center

\*As the Roseburg VA Health Care System embarks on the VA “Journey to Excellence”, an increase in the number of BSN prepared nurses is preferred and will be reflected on position postings.

| Total RNs needed per year | ADN | BSN preferred |
|---------------------------|-----|---------------|
| 32                        | 16  | 16            |



# Veterans Health Administration Nursing

Per National VHA Directive 1400 “The VHA conducts the Nation’s largest coordinated education and training efforts for health care professionals. The primary and overriding rationale for health professions education and academic affiliations in VA is improved care of the Veteran.



# Veterans Health Administration Nursing

Veterans Health Administration is directed by 38 U.S.C. 7302(a) to “assist in providing an adequate supply of health personnel to the Nation”. The Office of Academic Affiliations (OAA) provides the oversight of the policies pertaining to health professions trainees, training program, and educational relationships with the VA’s academic partners.



# Roseburg VA Clinical Capacities

## Student Clinical placement numbers

| Department           | 8:00am-5:00pm tour | Off-tour rotation<br>Evening, nights/weekends | Totals |
|----------------------|--------------------|---|--------|
| Roseburg PACT        | 8                  | ***   | 8      |
| Mental health clinic | 2                  | ***   | 2      |
| Mental health APU    | 3                  | 3X3   | 9      |
| Mental health RRTP   | 2                  | 2X3   | 6      |
| River-house          | 2                  | 2X3   | 6      |
| Lodge                | 2                  | 2X3   | 6      |
| Medical floor/MTU    | 2                  | 2X3   | 6      |



# Roseburg VA Clinical Capacities

## Student Clinical placement numbers

| Department                           | 8:00am-5:00pm tour | Off-tour rotation<br>(Evening, nights/weekends) | Totals |
|--------------------------------------|--------------------|---|--------|
| Specialty clinics: Wound/dermatology | 1                  | ***   | 1      |
| Specialty clinics: Urology/ENT       | 1-2                | ***   | 1      |
| Specialty clinics: GI                | 2                  | ***   | 2      |
| Operative care: Roseburg SSU         | 2                  | ***   | 2      |
| Operative care: Roseburg OR          | 1                  | ***   | 1      |
| Urgent care                          | 2                  | ***   | 2      |
| -----                                | -----              | -----   | 52     |



# Roseburg VA Clinical Capacities

## Optional Student Clinical placement numbers

| Department                                   | 8:00am-5:00pm tour | Off-tour rotation<br>(Evening, nights/weekends) | Totals    |
|--|--------------------|---|-----------|
| Eugene PACT (optional)                       | 2                  | ***   | 2         |
| Eugene SSU (optional)                        | 2                  | ***   | 2         |
| Eugene OR (optional)                         | 2                  | ***   | 2         |
| North Bend PACT<br>(optional)                | 1                  | ***   | 1         |
| North Bend mental health<br>clinic(optional) | 1                  | ***   | 1         |
| -----  | -----              | -----   | <b>60</b> |



## Associated Health Trainees

### VHA Handbook 1400.04 Supervision of Associated Health Trainees

“academic institutions seeking to affiliate with VA medical facilities for associated health clinical education experiences must have (or be actively seeking) programmatic accreditation from an accrediting body officially recognized by the U.S. Department of Education or the Council for Higher Education Accreditation (CHEA)”.



# VA Nurse Qualification Standards

The VA Handbook 5005/27 Staffing, Section B, Nurse Qualification Standard, requires:

“a Graduate of professional nursing approved by the appropriate state agency and accredited by one of the following accrediting bodies at the time the program was completed by the applicant. 1. The National League for Nursing Accrediting Commission (NLNAC). 2. The Commission on Collegiate Nursing Education (CCNE)”.



# National Accreditation

- In nursing, the purpose of accreditation is to ensure that nursing education programs across the United States are being held to common standards of quality.
- National Accreditation is the standard that the VA requires to ensure that a nurse educated in Massachusetts and a nurse educated in California are able to perform their duties with the same level of competence.



# National Accreditation Requirements

- VHA National Directive and policies prohibits an Academic Affiliation Agreement with UCC's Nursing Program therefore disqualifying clinical rotations of their nursing students.
- Graduates from the UCC RN program are disqualified for employment in the Roseburg VA Health Care System as well as the VA's and other Federal Agencies across the Nation.



# National Accreditation Requirements

- Lack of a local Nationally Accredited Nursing Program greatly impacts the Roseburg VA's capability to hire local nurses and ultimately affects the care of Roseburg Veterans.
- Currently the Roseburg VA employs ninety-eight RN's which are UCC Nursing Program Graduates. Thirty-four of those graduates were hired over the past 5 years.

\*These numbers do not account for nurses who were hired from UCC and have since transferred to another VA Health Care System or other Private Health Care facility such as Mercy Medical Center.