GNA COVID-19 Rapid Response Team Meeting Draft Notes 4-27-20

7:00 -7:05 - Attendance

7:05-7:10 - Richard Lamphier/Matt Caseman – Governor Kemp Tele-Conference

1. Matt shared that five pre-approved questions were submitted and the Governor responded to all our questions. Recommendations have been posted on GNA’s Website. Lynn thought the advanced practice nurse’s scope of practice was not addressed well. Joy questioned if there are any avenues open for discussions? Richard offered to reach out to Wendy/Lobbyist for clarification and follow-up. Michelle wants GNA to request “a seat at the table” with APN discussions and issues that impact nurses. Shawn suggested to contact current Governor’s advisors, Richard explained we have been trying to connect with advisors but noted in the Governor Tele-Conference call, the Governor specifically did offered us contact/follow-up with him with our suggestions. Michelle called for some action steps and we need to come up with a plan.

 – Debbie Hatmaker, ANA Chief Nursing Officer, update from ANA

1. National Work: ANA staff members began working around mid-February on COVID-19 issues; responding to what nurses need; for example- practice guidelines, resources; Recent ANA survey had 32,000 responses, 3000 international; State specific information has been turned over to each state.
	* 1. Advocacy: Worked on PPE and supplies; focused on developing resources. Three Webinars were released and first Webinar had over 100,000 people registered.
		2. Membership- Hilton and American Express collaborations. Opportunity is active thru May.
		3. Pivotal Issues; Certification/testing on hold with test centers closures.
		4. Monitoring Happenings at each State’s Nursing Organizations- one theme has been hazard pay;
		5. Questions:
			1. Karen Rawls asked; what type of actions we are going to take with the survey results? Debbie explained information is on their website and has been pushed out to the media. Sequential surveys will be sent out to learn more- example, we are not at the place right now to create best practices about PPE.
			2. Mary Gullatte asked about the VA system and certain medication practices. Debbie offered to follow-up with her contacts.
			3. Lisa Eichelberger asked about tracking of disease and mortality with nurses. Also questioned about death benefits for nurses. Debbie stated at the national level no improvement has been seen with tracking of disease or deaths for nurses and an undercount is expected. Debbie will check if death benefit are included in proposed Public Health policies. Lucy Marion questioned “who” sets testing priories? - Debbie responded that allocation of resource is problematic since we don’t have a national policy of testing. Testing decisions are pushed down to the state level. The issue of testing is one of the strongest collaboration across nursing- but the absence of a national policy requires testing “best practices” to be handled at the state level. Debbie shared that Washington and Ohio are states that are stepping up and leading the way.
			4. Ryan Bannen asked if ANA has been able to dig into the long-term risks and best practice for PPE and safe work environment. “What do nurses across the nations think about death benefits”? Debbie responded virus exposure information will take some time to be understood. Unsafe work environment should always be advocated, if we get to where PPE supplies are so robust, then we can get back to working on a “best practice”.

 – Shawn Little/Pat Horton/Dina Hewett/Lisa Eichelberger, update on **New Graduates/Temporary Work Permits**

1. Pat shared recent meetings on regional phone calls. Each regional’s conversation have been very different. Some regional groups are going to have to reevaluate the role of new graduates specifically with timing of hiring and residencies starting in summer with hope the grads have taken their exams;
2. Lisa- mentor program and pre-residency. Testing sites requirements have limits on number of nurses who can test at any given time. Partnerships with schools to work with new grads to help them stay testing ready. Pre-residency model- where new grads could get more clinical experience.
	1. Rachel asked if there is a formal description of the role of mentor for the new grads?
	2. Chamberlin is working on Virtual program available for new graduates

 – Paula Tucker/Matt Caseman, update on **GNA Frontline Nurses Experience Survey**

1. Matt shared second survey results sent our April 10th- 204 recipients. COVID preparedness plans results:

Demographics

• Large proportion work in the hospital setting (70%)

• Approx. half from the Metro Atlanta area (49%); Middle Georgia about 13%

Themes

• Most settings have a COVID-19 preparedness plan in place

• 40% felt that COVID-19 preparedness plan was fair and needed improvement in the area of communication and the integration of telehealth

• 82% trained in PPE

• Results somewhat divided on feeling safe and equipped to perform job duties during COVID-19- 55% (Yes), 44% (No)

o Not enough PPE and re-using n95 mask/PPE (5-2 weeks)

o Mask cuts into your face and don’t fit

o Improper use of PPE

• 38% fear losing their job if they speak out on lack of PPE

• 35% responded facility does not offer open communication/feedback

• Challenges in performing job: Lack of and re-use of PPE

• 84% not tested for COVID-19

• 80% not had to self-quarantine

• 56 (28%) asked to practice outside the state

• 58% caring for elderly/children

• 86% feel additional compensation needed

• COVID-19 Impact on Nurses

o Depression

o Anxiety

o Financial responsibilities

o Fear of getting COVID-19 and spreading to family

o Fatigue

o Reduced hours

o Isolation

o Concern for lack of PPE

Media outreach/publications with survey results; Idea to possibly reach out to PPE manufactures.to discuss skin-related issues.

Karen asked “What are we going to do about it”- Karen shared that front-line nurses want action. GNA should reassure to the nurses that this information is getting disseminated. Richard asked if we need more support groups.

  – Tim Cunnigham/Barbara Austin, update on **Furloughs and Regional Staff Sharing**

1. “Fast track” skills check list- in emergency situations (current or future)- that is portable and an universal skills checklist form.
2. Waiver/Legal document which would be a standing agreement between healthcare systems
3. Philanthropic outreach- goal to build resources for nurses post-COVID- “GNA thanks GA nurses”. Wanda shared May 6th is National Giving Day.

Random Questions; BON website and information for new grads

Masks are not being produced effectively

 – Melanie Bales, update from **School Nurses**

1. Recent meeting with Department of Education and Department of Public Health- surveyed school nurses noting school nurses had a very quick transitional to virtual workplace.
2. Employment/hiring issues with school nurses- there is not a school nurse for every school in the state of Georgia
3. Support from national organization to hire more school nurses for new school year. Biggest challenges is surround staffing. Department of Education is scheduling webinars for guidance with closures and re-entry.
4. Build distance learning modules similar to increment weather.

  – Phyllis Wright/Lisa Eichelberger, update on **Mental Health Support/Community Resiliency Model**

1. Lisa shared if anyone is interested in joining group please let Lisa, Richard or Matt know. Richard asked the question; “How do we support the caregiver’s support system”?