



School of Nursing

UNIVERSITY OF WISCONSIN-MADISON

Mental Health Nursing; Roles, Responsibilities and Room for Innovation

Gina M. Bryan DNP, PMHCNS-BC, APRN
Clinical Professor

September 30, 2019



Objectives



- Understand the different educational paths to become a professional nurse
- Describe the Nursing Workforce
- Discuss various roles for nurses in mental health care
- Explore innovative models of mental health care and nurses roles within those models

ATTC Mission

- The ATTC Network Mission & Vision
 - Accelerate the adoption and implementation of evidence-based and promising addiction treatment and recovery-oriented practices and services;
 - Heighten the awareness, knowledge, and skills of the workforce that addresses the needs of people with substance use or other behavioral health disorders; and
 - Foster regional and national alliances among culturally diverse practitioners, researchers, policy makers, funders, and the recovery community.
 - The vision of the ATTC Network is to *unify science, education and service to transform lives through evidence-based and promising treatment and recovery practices in a recovery-oriented system of care.*



Mental Health Needs in the U.S.

- 56 million Americans lives with a MI or SUDs
- 7.8% (20.1 million people) ages 12 years and older experienced a SUD/yr
- 40% of 13-17yo experience a behavioral health problem by the time they reach the seventh grade
- 10.7% (3.7 million) of young adults experienced an alcohol use disorder and 7% (2.4 million) using illegal substances in 2016



Mental Health Needs:

- 75% U.S. counties have shortage of any type of mental health worker
- 96% counties have an unmet need for mental health prescribers
- Care gap is most profound in rural states - 111 million people live in mental health professional shortage areas



Mental Health Needs in the United States

- Two- thirds of PCP report difficulty referring patients for mental health care – that's twice the number reported for any other health specialty
- Number of patients going to hospital emergency departments seeking psychiatric services increased by 42% over a recent three-year period.



Healthcare MUST be Multidisciplinary Care

- 1950s mental health care has moved from institutions to community-based care
 - Result of improvements in pharm tx
 - Increasing emphasis on human rights, understanding of the detrimental effects of institutionalization
 - Influence of the therapeutic community movement
 - Needs of people living with severe mental health and or addiction can rarely be met by a single individual



Healthcare MUST be Multidisciplinary Care:

- Access to not just to physicians, but to psychologists, social workers, nurses, occupational therapists and other professionals
- Teams need to:
 - Share goals and values
 - Understand and respect the competencies of other team members
 - Learn from other disciplines and respect their different views and perspectives
 - Individual team members may need to reassess exclusive claims to specialist knowledge and authority in order to form effective multidisciplinary teams



Professional Nursing

- Follows the ANA Scope and Standards of Practice Statement
- Contract exists between society and the profession in the ANA Code of Ethical Standards .
- Nursing's response to this contract is to provide care for all who are in need, regardless of their cultural, social or economic standing.



The Alphabet Soup of Nursing

- CNA
- LPN
- RN (ADN)
- RN (BSN)
- APRN
- DNP
- PhD



Certified Nursing Assistant (CNAs)

- Certified nursing assistant(CNA)
 - Assists with activities of daily living and other healthcare needs under the direct supervision of a Registered Nurse (RN) or Licensed Practical Nurse (LPN)
- CNA Requirements
 - High school diploma or GED
 - Nursing assistant training approved by state BON
 - Pass a CNA certification examination(written and clinical skills exam



Licensed Practical Nurse (LPN)

- Licensed Practical Nurses (LPN)
 - Support core health care team and work under the supervision of an RN, APRN or MD
 - Check vital signs and look for signs that health is deteriorating or improving
- LPN Education
 - Graduate from accredited program with one year of coursework and practical application at a vocational technical school or community college
- Key Responsibilities
 - Perform basic nursing functions but not nursing assessment
 - May administer medications in some settings



Registered Nurse (RN)

- Perform physical exams and health histories, health promotion, counseling and education
- Administer medications and other personalized interventions
- Coordinate care, in collaboration with a wide array of health care professionals
- RN Education
 - Associates Degree RN
 - Associates Degree from an accredited school
 - Pass NCLEX Exam
 - Bachelor's Degree RN
 - Bachelors Degree from an accredited program
 - Pass NCLEX Exam



Advanced Practice Registered Nurse (APRN)

- Advance Practice Registered Nurses (APRN)
 - Hold at minimum a Master's degree in Nursing and must be a RN
 - Responsibilities include treat and diagnose illnesses
 - Independent license and practice
 - Practice to the extent of education, training and experience
- APRNs Roles
 - Nurse Practitioner(NP), Clinical Nurse Specialist(CNS), Certified Nurse Midwife(CNM), Certified Registered Nurse Anesthetist) (CRNA



Doctoral Prepared Nurse

- PhD – research doctorate
- Doctor of Nursing Practice (DNP)- clinical doctorate



Nursing Numbers

- Over 4 million RN in US
- One in every 100 people is a RN
- RN are in every community providing expert care from birth to the end of life.
- Nursing shortage- by 2020...**the total number of RNs will not meet the demand for the workforce number required**



Nurses in the United States

- Median salary for RN= **\$68,450** in 2017
- Best-paid 10% made > **\$102,990**
- Bottom-paid 10% earned < **\$47,120.**

- Most Common Entry-Level Education = Bachelor's degree
 - WI RNs are 56% BSN educated

- Number of Jobs 2016 = 2,857,180

- Job Outlook 2014-24 =16% (Much faster than average)

Highest mean salary states: CA(\$98K),HI (\$88K),Mass(\$86K), Alaska(\$86K), Oregon(\$83K)



Wisconsin Registered Nurses

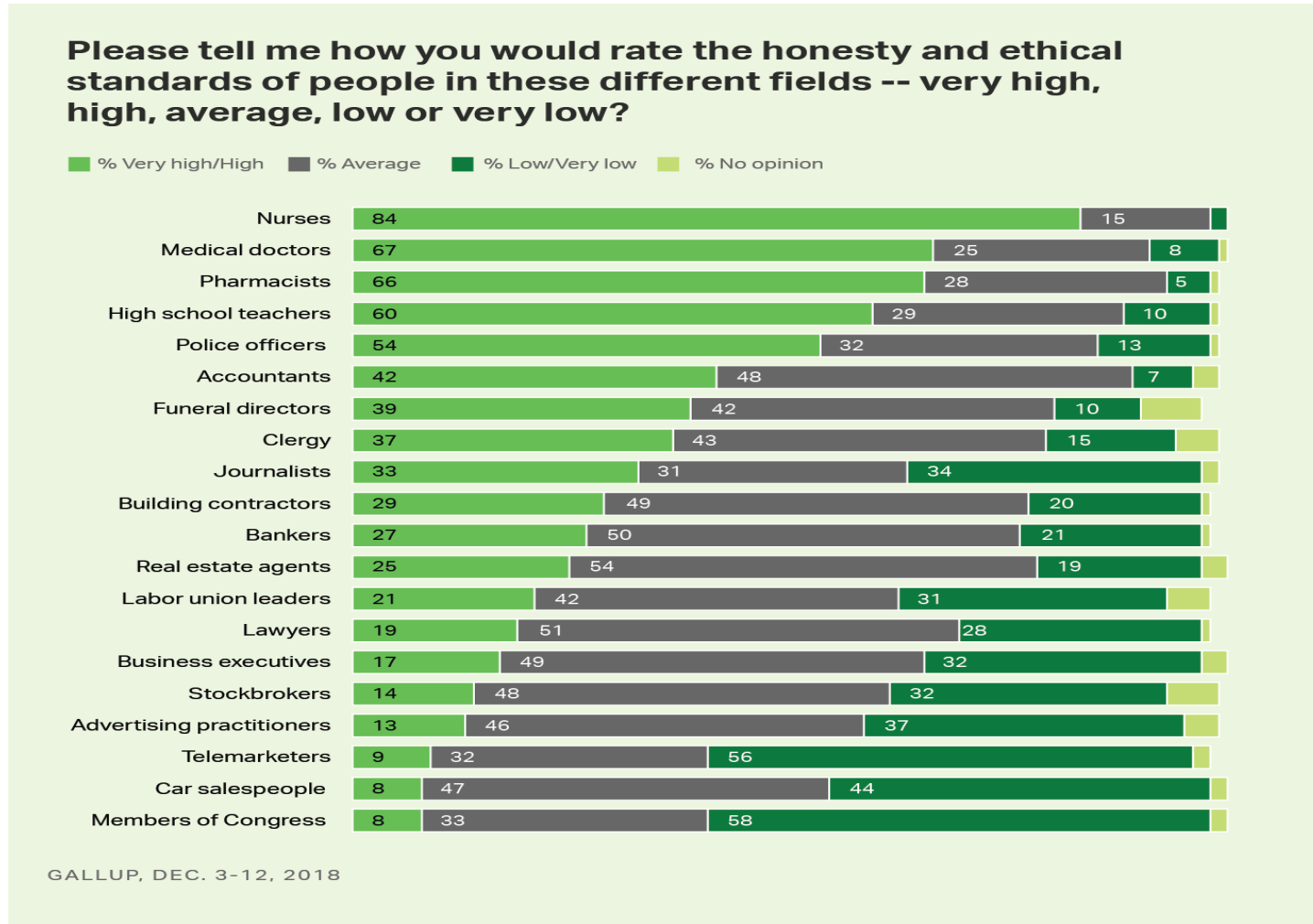
- 79,751 RNs work in Wisconsin as of 2018
- White (94.2%), female (92.5%), and only speak English (95.2%) (2018)
- 60% of WI RNs are over 40yo (2018)
- 95% of RNs educated in Wisconsin stay in Wisconsin (2016)
- Half of all the nurses are employed in hospitals as their primary employer (52.1%) (2018)

- Wisconsin Center for Nursing, 2018



Most Trusted Profession

- Nurses rated highest for honesty and ethics for 17th consecutive year



BUT...

- RNs are not “at the table”
- Peter Buerhaus, PhD, BSN, FAAN – health economist- looks at RN shortage and RNs’ belief about having a “voice” in their place of employment- small minority (2014)
- Survey of “health care leaders” and “decision makers” and rank of RNs as important voices in the decision making process



Nursing Essentials for Education - BSN

- Liberal Education for Baccalaureate Generalist Nursing Practice
- Basic Organizational and Systems Leadership for Quality Care and Patient Safety
- Scholarship for Evidence Based Practice
- Information Management and Application of Patient Care Technology
- Healthcare Policy, Finance, and Regulatory Environments
- Interprofessional Communication and Collaboration for Improving Patient Health Outcomes
- Clinical Prevention and Population Health
- Professionalism and Professional Values

AACN, 2019



Nursing Essentials for Education - MS

- Background for Practice from Sciences and Humanities 9
- Organizational and Systems Leadership
- Quality Improvement and Safety
- Translating and Integrating Scholarship into Practice
- Informatics and Healthcare Technologies
- Health Policy and Advocacy
- Interprofessional Collaboration for Improving Patient and Population Health Outcomes
- Clinical Prevention and Population Health for Improving Health



Nursing Essentials for Education - DNP

- Scientific Underpinnings for Practice
- Organizational and Systems Leadership for QI and Systems Thinking
- Clinical Scholarship and Analytical Methods for EBP
- Information Systems/Technology and Patient Care Technology for the Improvement and Transformation of Health Care
- Health Care Policy for Advocacy in Health Care
- Interprofessional Collaboration for Improving Patient and Population Health Outcomes
- Clinical Prevention and Population Health for Improving Health



Psychiatric/Mental Health Nurses

- Psychiatric nurses work in many environments
 - Hospitals
 - Outpatient Clinics
 - Home healthcare organizations
 - Prisons
 - Schools
 - Public Health



History of Mental Health Nursing

- Grew out of need to have nurses work in hospitals and asylums
 - Tend to the large numbers of people before the introduction of psychotropic (estimated that there was roughly one nurse for every 135 psych patients in hospitals)
- 1882- McLean Hospital in Massachusetts implemented first nursing program that trained students specifically in mental health
- 1913- Johns Hopkins offered a course on psych nursing to its students serving as a prototype for other programs
- 1950- National League for Nursing mandated programs provide students with experiences in mental health nursing in order to be accredited



Unique Perspective

- Individual and Population health
- Foundation of education in the individual, family and community setting
- Anatomy and Physiology with Clinical training in a range of healthcare environments and
- Pharmacology
- Health Policy
- Leadership
- Global Health



Mental Health Nurses

- Psychiatric-Mental Health (PMH) registered nurses (RN) and advanced practice registered nurses (APRN) represent the second largest group of behavioral health professionals in the U.S.



Role of Psych/MH RNs

- Health promotion and maintenance
- Intake screening, evaluation and triage
- Case management
- Patient Education
- Administration and monitoring of psychobiological treatment regimens
- Crisis intervention and stabilization efforts
- Educating patients, families and communities
- Care Coordination



Registered Nurse Case Manager

- Coordinate all aspects of the care of individual people
- Ensure proper utilization of services and resources.
- Case managers provide assistance within, between, and outside of facilities.
- Experts at obtaining resources
- Case managers work with patients, families and other professionals.
- Advocacy!
- Case managers ensure patients receive medically appropriate services and experts regarding public and private insurance reimbursement policies
- Review charts and meet with other health care professionals to ensure that patients receive appropriate levels of care.
- Facilitate admission and discharge processes.



Inpatient Registered Nurse

- Assessment, management of treatment plans, run groups, unit milieu management, patient education
- Innovation-
 - Medication Groups
 - Discharge planning and follow up targeted appointments
 - Home visits post discharge



CSP/ACT Registered Nurse

- Bridge between case management and medical care, often providing both
- Medical risk as a population
- Prevention Interventions
 - Med adherence
 - Smoking
 - Exercise
 - Mindfulness/Meditation



Registered Nurse in Corrections

- Medical Risk
- Frequently only staff educated in mental health and medical health
- Advocacy!
- MAT for Substance Use
- Prevention and Education Programs



Innovative Roles of Psychiatric Nurses

- Nurse-led DCM typically involves a trained nurse care manager who works in collaboration with primary care providers, specialized mental healthcare providers, and other members of the IP team, to provide depression screening, outreach, and treatments
- Studies based in the home care setting have shown that nurse-led DCM interventions
 - Improved detection of depression
 - Reduced depressive symptoms
 - Lowered hospitalization rates
 - Of note, they involved only short-term screening and referral for depression, used
 - However, promising evidence showed that 6mo. nursing health promotion intervention, directed toward a general population of older home care clients providing nursing services on demand resulted in > mental health functioning and related quality of life and a reduction in the severity of depressive symptoms, at no additional cost

Nardi (2012)



Innovative Roles of Psychiatric Nurses:

- Community-based participatory action pilot study
 - assessed the impact of an intervention study focused on decreasing use of drugs and alcohol among a sample of homeless young adults (N=154)
 - drop-in site in Santa Monica, CA
 - Two programs -HIV/AIDS and Hepatitis Health Promotion (HHP) program led by nurses
 - Six-month follow-up data were obtained from 100 of these individuals
- Program led by a research nurse
 - provided three 45-minute group sessions which covered: a) HBV and HCV infections; HIV infection and its transmission, and prevention strategies; b) HAV/HBV vaccination; c) training in self-management and communications skills; d) overcoming barriers to completion of the vaccine series and reducing drug use behavior; and e) development of relationships, activities and social networks.

Nyamathi et al. (2013)



Registered Nurses in Schools

- Schools with BSNs have better health outcomes
 - Health education and Prevention
- Mental Health Clinics within Schools
 - Ease of access
 - Less time out of school
- Assistance with IEPs
 - Over 50% of students >14yo served by special education drop out—the highest dropout rate of any disability group



Psych/Mental Health APRN

- Provide full range specialized services
- Assess, diagnose, and prescribe medication; provide integrative therapy interventions, psychotherapy, consultation and liaison services; oversee case management; undertake policy development for programs and actively engage in comprehensive advocacy education and research efforts.
- PMH- APRNS may hold a doctoral degree, including either the Doctor of Nursing Practice (DNP) or the Doctor of Philosophy (PhD)



Psych/Mental Health APRN:

- All 50 states permit APRNs some level of prescribing authority
- Variable Practice Acts, as regulated by the state
- 23 states currently have full practice authority
- Full Practice Authority states
 - Increased access to underserved areas(rural and urban)
 - Increased access to MAT (JAMA, 2019)



Example Role of Psych APRN

- Ohio Co-location project with primary care services
 - Reported the benefits integration of mental and physical health care
 - Each person seen screened for MDD and GAD on initial visit
 - Onsite PMH APRN, counselling, psychotherapy, psychiatric assessments, prescriptive services and consultations
- New York - PMH APRN established center individuals who were homeless and living with SMI
 - center was staffed exclusively by PMH APRNs who provided both comprehensive mental health services and interventions to address social needs, such as housing
 - Data available on two years of outcomes indicate low levels of inpatient hospitalization of clients and none incarcerated

Nardi (2011)



Psych/Mental Health DNP

- Quality Improvement
- Translational Research
- Health Policy
- University Faculty



Psychiatric Nursing Affected by the Nursing Shortage

- Demand for mental health services >in recent years
 - more Americans have health insurance
 - ACA has several requirements on provision of mental health care
- From 2014 to 2015 58% > in mental health nursing jobs requiring an RN and a 17% > in demand for psychiatric NP jobs
- Represent two fastest growing non-physician specialties in healthcare



Pre-licensure challenges

- Faculty Shortage
 - Not uncommon to see some of the content taught by faculty and instructors with limited experience or academic preparation in mental health
- Stigma-
 - students may view mental health patients as depressing, taking too long to see improvement, putting them at risk of being exposed to violence, or requiring more of an interpersonal connection with the patient than they would like
 - Students often see is the mental health nurses on the unit devoting much of their time to charting, pills, and paperwork
 - Exposure to as many sites and contexts as possible which utilize the skills and services of mental health nurses would likely increase interest



Professional obstacles

- Recruitments challenges
 - Lack of understanding and appreciation of the skills and roles of mental health nurses is low
 - Public's perception of mental health nurses is not always favorable
 - Nursing profession views mental health nurses in less than a favorable light
 - According to multiple studies the nursing profession views mental health nursing as a less desirable career choice when compared with other areas of nursing and as a specialty area that “lacks an advanced knowledge base and advanced skill set”



References

- Kutash K, Acri M, Pollock M, Armusewicz K, Olin SC, Hoagwood KE. [Quality indicators for multidisciplinary team functioning in community-based children's mental health services](#). Administration and Policy in Mental Health and Mental Health Services Research. 2014 Jan 1;41(1):55-68
- [Nyamathi,A.](#) , [Branson,C.](#)[Kennedy,](#) [Salem,B.](#) [Khalilifard,](#) F. [Marfisee,](#) M.[Getzoff,](#)D. and [B. Leake](#).Impact of Nursing Intervention on Decreasing Substances among Homeless Youth. 2013.*American Journal of Addiction*.
- Proctor, E.K., Landsverk, J., Aarons, G., Chambers, D., Glisson, C., & Mittman, B. (2009). Implementation research in mental health services: an emerging science with conceptual, methodological, and training challenges. *Administration and Policy in Mental Health*, 36(1), 24-34 doi:10.1007/s10488-008-0197-4
- <http://www.nimh.nih.gov/health/statistics/prevalence/any-mental-illness-ami-among-adults.shtml2>
- <http://www.nimh.nih.gov/health/statistics/prevalence/any-disorder-among-children.shtml3>
- http://www.cdc.gov/asthma/most_recent_data.htm 4
- <http://www.cdc.gov/diabetes/risk/age/youth.html> 5 US Burden of Disease Collaborators. The state of US health, 1990-2010. Burden of diseases, injuries, and risk factors. *JAMA*. 2013 Aug 14;310(6):591-608.6
- <http://www.nimh.nih.gov/health/statistics/disability/us-leading-categories-of-diseases-disorders.shtml>
- <http://www.nimh.nih.gov/health/statistics/prevalence/any-mental-illness-ami-among-adults.shtml2>
- <http://www.nimh.nih.gov/health/statistics/prevalence/any-disorder-among-children.shtml3>
- http://www.cdc.gov/asthma/most_recent_data.htm 4
- <http://www.cdc.gov/diabetes/risk/age/youth.html> 5 US Burden of Disease Collaborators. The state of US health, 1990-2010. Burden of diseases, injuries, and risk factors. *JAMA*. 2013 Aug 14;310(6):591-608.6
- <http://www.nimh.nih.gov/health/statistics/disability/us-leading-categories-of-diseases-disorders.shtml>
- http://psychiatryonline.org/pb/assets/raw/sitewide/practice_guidelines/guidelines/schizophrenia-guide.pdf

