

# JNA News Release

Japanese Nursing Association

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<http://www.nurse.or.jp/jna/english/>

## Message from new JNA President



I am Toshiko Fukui, President of JNA newly elected at the Annual General Convention held in June 2017. Before that, I served as an Executive Officer of the JNA for seven years. Japan is becoming a super-aged society with fewer children and the reforms to the social security system are picking up pace in preparation for 2025 when the baby boomers will reach age 75 years and older. These changes are also significantly affecting nursing. Today, Japanese society needs nursing more than ever before and nurses are required to provide care not only in hospitals but in all sorts of settings. I believe that meeting these expectations is an important function of the JNA. In 2015, the JNA published “Future Vision of Nursing: Nurses’ Endeavour toward 2025”, indicating how nursing will meet

the society needs in coming years. As President of the JNA, I will work to shape this vision and to turn the JNA into a nurses’ professional organization which can meet these expectations of society. I will work with nurses to turn the nursing profession into the professional group who can provide nursing in all kinds of settings. I look forward to collaborating with you all in the future.■

## Annual General Convention and Priority Policies for the Fiscal Year 2017

The JNA held its Annual General Convention for the fiscal year 2017 on June 7. The convention was attended by 3,390 delegates and the JNA members in total. At the convention, priority policies and main projects for the current fiscal year were reported and active discussions were conducted. Priority policies for this fiscal year are (i) promotion of reform of the basic nursing education system, (ii) establishment of the system for nursing provision in the community based integrated care, (iii) enhancement of positive practice environments for nurses, and

### JNA Executive Board Members FY2017

President	Toshiko Fukui(newly-elected)
Vice Presidents	Reiko Kikuchi Noriko Saito(newly-elected) Tomoya Akiyama(newly-elected)
Executive Director	Kumiko Ii
Executive Officers	Ikumi Nakaita Rieko Kawamoto(re-elected) Hamako Katsumata(re-elected) Kumiko Yoshikawa(newly-elected) Masami Kumagai(newly-elected) Akiko Araki(newly-elected)

(iv) promotion of the role expansion of nurses and development of human resources for nursing.

At the Annual General Convention, Executive Board Members were also elected and a new Executive Board was established. Executive Officer Ikumi Nakaita is to remain in charge of international affairs. ■

## 2016 Survey on the Actual Situation of Nursing in Hospital

The JNA conducted the 2016 Survey on the Actual Situation of Nursing in Hospital. The survey is conducted every year with the intention to clarify the supply-demand trend and working conditions of hospital nurses and the actual situation of nursing services.

### 1. Turnover rate of nurses

The turnover rate for full-time nurses in 2015 was 10.9% and that for newly graduated nurses was 7.8%. The turnover rate for full-time nurses has tended to remain unchanged since the fiscal year 2010 and that for newly graduated nurses has hovered around 7% since the fiscal year 2010. The results indicate that measures taken by hospitals to retain nurses such as the provision of clinical training for newly-graduated nursing-personnel are achieving certain outcomes.

Looking at the turnover rate by size of the hospital, those for both full-time and newly graduated nurses tends to increase the smaller the hospital. A breakdown by prefecture shows a continued trend for a high turnover rate in large urban areas, at 14.4% in the Tokyo, 13.9% in Kanagawa and 13.1% in Osaka.

### 2. Nightshift shift and shift work

The most common nightshift pattern is the two-shift system (16 hours or more per night shift), at 62.0%. As for the average hours that nurses worked on night shift per month, 44.1% work 64

hours or less, 21.2% work between 64.1 and 72 hours per month, and 34.8% work 72 hours or more per month. The percentage of nurses who work more than 72 hours increased slightly from the previous survey in 2012. It also showed the turnover rate is higher at hospitals where a high percentage of nurses working more than 72 night hours.

The results of the latest survey show no improvement in the tendency to make nurses who can work the night shift bear the brunt of the burden of night work. The JNA will continue to make “Guidelines on Night Shift and Shift Work for Nurses” known more widely, introduce best practices and engage in other efforts.

### 3. Salary

Average total salary before tax and including allowances showed a slight increase from the previous fiscal year for both newly graduated nurses and mid-career nurses with 10 years of service. However, average basic salary fell from the previous fiscal year. The JNA proposed the “the wage system of nurses employed by hospitals” in 2016 and we will continue to focus on improving the salary and treatment of nurses.

\* See “the wage system of nurses employed by hospitals,” JNA News Release Vol.22 [http://www.nurse.or.jp/jna/english/news/pdf/2017\\_nr\\_22.pdf](http://www.nurse.or.jp/jna/english/news/pdf/2017_nr_22.pdf) ■

## Revision of Standards for Nursing Service

The JNA revised its Standard for Nursing Service for the first time in 10 years and published the revised Standards in 2016.

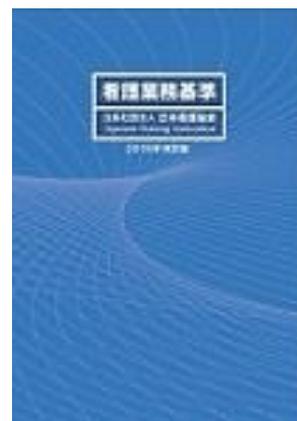
Japan is experiencing a super-aged society with fewer children. With advances in healthcare and changes in public awareness, healthcare and long-term care needs are not only increasing but also become more diverse and complex. Through its health care reforms, the Japanese Government seeks to shift from traditional hospital-contained healthcare to community-contained health care. Consequently, providers of public health, healthcare and welfare services are required to have the viewpoint of supporting individuals living in the community. With these changes, the role expected of nurses is changing and expanding, and the areas and settings in which nurses are working are becoming more diverse.

The Standards for Nursing Service were recently revised so that it could indicate the “universal core values of nursing”, to serve as a reference point for all nurses in their daily nursing practice regardless of where or at what level they practice. The Standards were revised as follows: (i) review of expressions in light of the diversity of the areas and settings in which nurses work, to enable the

Standards to be used by all nurses, (ii) reorganization and revision of “responsibilities in nursing practice” to indicate points of emphasis in line with the changing healthcare and nursing environments based on the JNA Code of Ethics for Nurses (2003),

(iii) review of the Standards as a whole from the viewpoint of ensuring human dignity and quality of life, taking trends such as the Constitution of the WHO into consideration, and (iv) addition of elements not included before in light of changes in the environment surrounding nursing; decision-making support for individuals who require nursing; and provision of information and obtaining consent about objectives and methods of nursing practice , etc.

The JNA has published the Standards for Nursing Service, which serve as a reference point for nursing service, the Future Vision of Nursing, which indicates future role of nursing, the Code of Ethics for Nurses, and various other guidelines to support nurses for their practice. ■



### Definitions of the JNA terms

**Nursing service:** This phrase refers to indication of “what” should be performed and “how” by a nursing provider as a core actor.

**Nursing practice:** This phrase refers to the activities toward recipients of care performed by nurses which form an important part of nursing service.

**Nursing care:** This phrase is used when trying to substantively capture the activities of nurses; refers to the essence of the professional service provided by nurses or the core components of nursing service or nursing practice.

Source: JNA: Glossary of Important Nursing Terms, JNA p13-15, 2007.

## JNA published English version of the Guidebook for Dementia Care

The Japanese Nursing Association published “The Guidebook for Dementia Care” in 2016. As a professional organization of nurses, we decided to create the primer of fundamentals for all the nurses involved in dementia care. Japan will experience an unprecedented super-aging society in the world with all the baby boomers turning age 75 years and over in 2025. Ministry of Health, Labour and Welfare estimates the number of people with dementia in Japan will reach over seven million in 2025. The JNA believes that it is required to support all the nurses to prepare for

expertise and skills on dementia care as well as promoting current effort to develop dementia care specialists. This guidebook is targeted for all nurses including those who provide care for people with dementia for the first time, those who are struggling for better outcome and nurse leaders responsible for creating a care system in their practice settings. The JNA developed the English Version of The Guidebook for Dementia Care (Excerption) and now on our website. <http://www.nurse.or.jp/jna/english/> ■

### News Topics in Japan

#### Population Projections for Japan

On April 10, the National Institute of Population and Social Security Research published its Population Projections for Japan. The period of projections begins with the 2015 Population Census and continues until 2065. It is projected that the total population of Japan, which stood at 127.09 million in 2015, will enter a process of decline, falling below 100 million by 2053 and reaching 88.08 million by 2065. The results of the latest survey indicated more moderate rates of population decline and population aging than the previous survey (2012).