

JNA News Release

Japanese Nursing Association

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Message from JNA President, Suga Sakamoto



I am now in the second term of my presidency. Japan is witnessing demographic change and the corresponding change of its healthcare delivery system. It is the time to reform this system. We, the nurses are the key in the future healthcare delivery system that is supported by self-, mutual-, and public-help, and focuses on patients with chronic illnesses. Japanese Nursing Association wants to be the organization that focuses 5 and 10 years ahead, makes policy proposals and sees them become reality. We have therefore worked on a future vision of nursing which clearly shows the concept of an ideal way of work and feature of nursing. We look upon this time of change positively and focus on establishing the quality nursing in Japan.■

Report on the 2013 Survey on the Demand and Supply of Hospital Nurses

Since 1995, JNA has conducted the Surveys on the Demand and Supply of Hospital Nurses to understand the trend in supply and demand and working situations of hospital nurses. In 2013, we surveyed areas such as efficiency of nursing work in the wards as well as usual items including the turnover rate and average salary.

✿ Turnover Rate of Nurses

The turnover rate was 11.0% among full-time nurses (+0.1 points from the previous year) and 7.9% among newly graduated nurses (+0.4 points). In both categories there was a tendency that larger hospitals have lower turnover rates. The turnover rate of full-time nurses by prefecture also tends to be continuously high in large cities.

✿ Status of Implementation on Training Program for Newly Graduated Nurses

Following the 2009 revision of the Act on Public Health

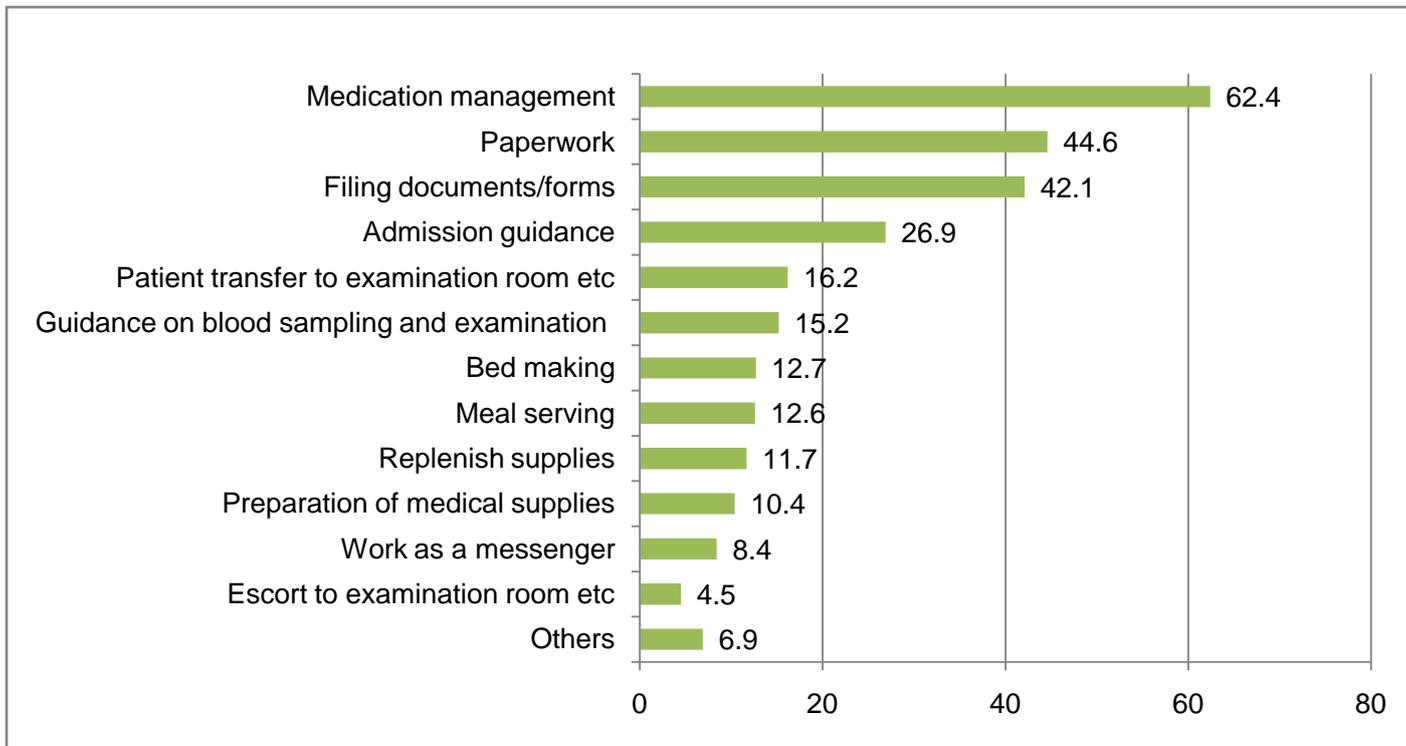
Nurses, Midwives and Nurses and Act on Assurance of Work Forces of Nurses and Other Medical Experts, the training program for newly graduated nurses that was obligated to exert stronger effort from April 2010, was conducted at 95.8% of hospitals that hired new graduates. The larger the scale of hospital, the higher the rate at which the hospital conducted its own training, and hospitals with fewer than 200 beds showed a strong tendency to outsource training.

✿ Improving efficiency of nursing work in the wards

In areas where more improvement is needed in efficiency for work in which nurses are currently engaged, medication management was highest at 62.4%, followed by 44.6% for paperwork and 42.1% for filing documents/forms. Irrespective of the number of beds, these were the top three areas, but an increase in beds correlated with the large

proportion of medication management, while a lower number of beds correlated with a higher proportion of documentation and filing documents/forms. Regarding the top three items, it was stated that role-sharing is possible with other types of jobs in the

notification issued by head of Health Policy Bureau of the Ministry of Health, Labour and Welfare in 2007. However, it was thought that this was not known in all fields and introduction of specific measures has not progressed. ■



The area requiring efficiency in the work

2013 Survey on Actual Situation of Nurses

JNA conducted the 2013 Survey on Actual Situation of Nurses. This survey is intended to clarify the actual status and attitudes in ways of working of nurses who are active in a range of fields, such as hospitals, home-based services, nursing facilities, education institutions and public administration. The survey has been conducted on JNA members once every four years.

🌟 Heavy workload

The biggest gap between the image and reality of nursing was the heavy workload, with 70.1% of respondents answered that “worse than imagined.” There were not only problems of working hours and taking leave, but also the busy practice due to diversification and sophistication of nursing and highly demanding nature of work.

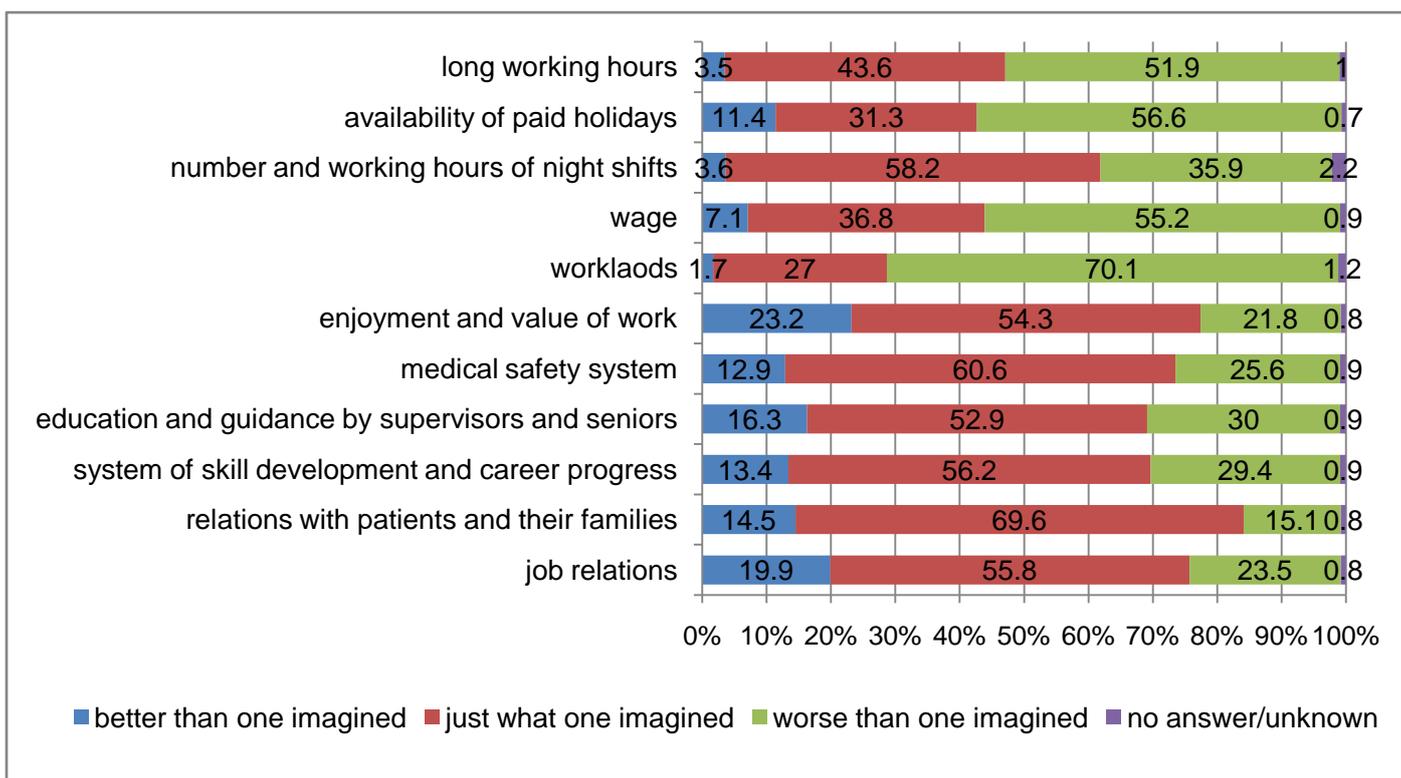
🌟 Intent to continue working as nurses

Regarding the intent to continue working as a nurse until retirement, the highest opinion of those 30 years of age and older who were surveyed is they “want to continue working as a nurse,” while nurses in their 20s who “want to do a job in which they can pursue their own interests, irrespective of whether or not that is nursing” were 43.5%; higher than the 39.9% who “want to continue working as a nurse.” This poses an issue in adjusting work contents and environments in order for young people to have the desire to continue working as nurses.

🌟 Requests to current workplaces

The most frequent request to the current employer was salary increase, at 50.5%, followed by reduction of workload at 32.4%, promoting taking leave at

28.5% and relieving the burden of nightshifts at 15.1%. ■



The gap between image and actual situation of nursing work

Report on Employment of Non-working Nurses: Results of Analysis of Registry Data in Prefectural Nurse Centers

The prefectural nursing associations are entrusted by prefectures and operates nurse centers that offer free employment placement for nurses and support returning to work for currently non-working nurses. JNA summarized results of analysis of registry data collected from the prefectural nursing associations between 2003 and 2012.

✿ Ratio of job offers to job applicants

The ratio of job offers to job applicants nearly doubled over 10 years. The ratio for full-time workers tended to be on the rise. There were differences in the ratio among regions.

✿ Job seekers

Looking at the trends of job seekers by age over 10 years, those in their 40s or older tend to be increasing. Those wishing to work in hospitals decreased in line with age, while those wishing to work in long-term

care facilities increased in line with age. Those seeking full-time jobs were going downward, while the rate of job seekers seeking part-time or temporary employment was tending to increase.

✿ Job offers

The trend of job offers at facilities was trending upward since 2010. In 2012, hospitals that registered at the nurse centers accounted for 50.8% of all hospitals in Japan.

✿ Introducing job seekers and finding employment

A total of 28.6% of all job seekers were introduced to employers, and 18.9% were hired. The rate of introducing job seekers who were unemployed then was 36.7% and the employment rate was 27.0%. On the other hand, the ratio of introduced job seekers to job offers was 10.6% of which the actually employed nurses were 66.3%. ■

News Topics in Japan

Toward the Establishment of a Training System for Performing Specified Medical Intervention as Assistance for Medical Care

On February 12, the Cabinet decided on the submission of the “Bill for Establishment of Related Acts for Comprehensively Promoting the Securement of Regional Health and Long-term Care” to the Diet and introduced to the House of Representatives. This is a package bill for amending the Medical Service Law and Long-Term Care Insurance Act and such to promote the necessary health and long-term care. This includes a large number of law amendments related to nursing such as establishment of a training program for nurses to perform specified medical intervention, a system to improve the working environment for healthcare workers, and a provision of notification (obligation to put forth the best effort) to the prefectural nurse centers in times of nurses turnover.

Nursing in Japan

Q What is the Training System for Nurses to Perform Specified Medical Interventions?

The bill, the Training System for Nurses to Perform Specified Medical Interventions, is under deliberation in the Diet. In this system, nurses completing the designated training are able to perform specified medical intervention as part of assisting medical care of nursing role. The training program aims to improve practical comprehension, thinking and judgment competence, and advanced professional knowledge and skills. While the needs for healthcare are increasing with the coming of the advanced aging society, providing more effective and efficient healthcare toward the future is necessary. The Japanese government has proceeded with fundamental reform of the healthcare delivery system. Nurses are expected to play their role to the fullest extent, and deliberation and examination have also been conducted in the Ministry of Health, Labour and Welfare for revising the work of nurses. One such revision is the Training System for Nurses to Perform Specified Medical Interventions. Following the recommendation of establishment of “specific practice nurses” (tentative name) in the review meeting of the Ministry in March 2010, the discussion proceeded based on the results of a fact-finding effort concerning the work of nurses and results of a pilot project on education and work. The consensus was formed regarding the Training System for Nurses to Perform Specified Medical Interventions in October 2013. The bill was submitted to the Diet in February 2014, and deliberation have progressed toward revision of the Act on Public Health Nurses, Midwives and Nurses.