

JNA News Release

Japanese Nursing Association

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

The Annual General Convention for Fiscal Year 2019 (first year of the Reiwa era)

The Japanese Nursing Association (JNA) held its Annual General Convention for fiscal year 2019 on June 6. The Convention was attended by a total of 2,709 delegates, members, guests and officers.

Opening of the convention, Dr. Toshiko Fukui ; JNA President, stated that JNA has been working on the “Nursing Now” Campaign. She said that the purpose of the campaign is “to improve various conditions and environments to utilize nurses’ full potential to contribute to people’s health,” and requested participants’ support and cooperation.

She also talked about current situation of governmental and social activities that the acceleration of the social security system reform where a wide range of topics has been discussed in the field of healthcare and long-term care. Taking social and policy trends into consideration, JNA will continue to steadily promote four Priority Policies under her leadership in FY2019: “Promotion of reform of the basic nursing education system”, “Establishment of a system for nursing service provision in the community-based integrated care”, “Promotion of work style reform for nurses”, and “Promotion of the role expansion of nurses and development of human resources for nursing”. There was a regular election of the Executive Board members and the new Executive Board was established. Dr. Rieko Kawamoto, Executive Officer in charge of international affairs, finished her terms of office and Dr. Akiko Araki was newly took the position.



JNA President Dr. Toshiko Fukui in the center, at the Annual General Convention for fiscal year 2019

List of new Executive Board members

President	Toshiko Fukui
Vice Presidents	Kumiko Ii Noriko Saito Tomoya Akiyama
Executive Director	Hamako Katsumata
Executive Officers	Kumiko Yoshikawa Masami Kumagai Akiko Araki Kumiko Kamata Hiroko Imoto ★ Saori Okajima

★ : New member

<https://www.nurse.or.jp/jna/english/about/board.html>

Setting up the “Nursing Now Campaign in Japan”

JNA started working on this campaign in February 2019, upholding the theme of “Creating Healthy Society through the Power of Nursing.” In promoting this campaign, JNA has formed a local group in cooperation with the Japanese Nursing Federation, a political organization promoting the policies of JNA.

To expand the campaign nationwide, JNA in cooperation with the Ministry of Health, Labour and Welfare (MHLW) launched “Nursing Now Campaign in Japan” on May 11. Thirty nursing organisations have joined the campaign as committee members, as well as 13 supporting organisations including health professional organisations, hospital representatives, labour union and patient organisations. The MHLW serves as an observer. The Nursing Now Campaign in Japan will continue its activities until the end of December 2020.

In Japan, the Government promotes the reform of social security system in response to change in demographic and disease structures due to society of super aging and fewer children. The healthcare delivery system in Japan is greatly changing. The purpose of Nursing Now, which improves conditions and environments for nurses to respond to changes and maximizing the potential of nurses to perform well, is consistent with the situation in which Japanese nurses are placed. Each group will perform its activities aiming to become an agent to create change in nursing. The activities of the Committee and each group will be reported at a later date.

<https://www.nurse.or.jp/jna/english/activities/projects/index.html#Nursing Now Campaign>



Results of the “2018 Survey on the Actual Situation of Hospital Nursing”

JNA conducts the “Survey on the Actual Situation of Hospital Nursing” once a year to grasp the situations of supply/demand and retention of nurses at hospitals, and obtain basic data to review JNA activities and policy proposals. The following three results are based on the survey conducted in 2018:

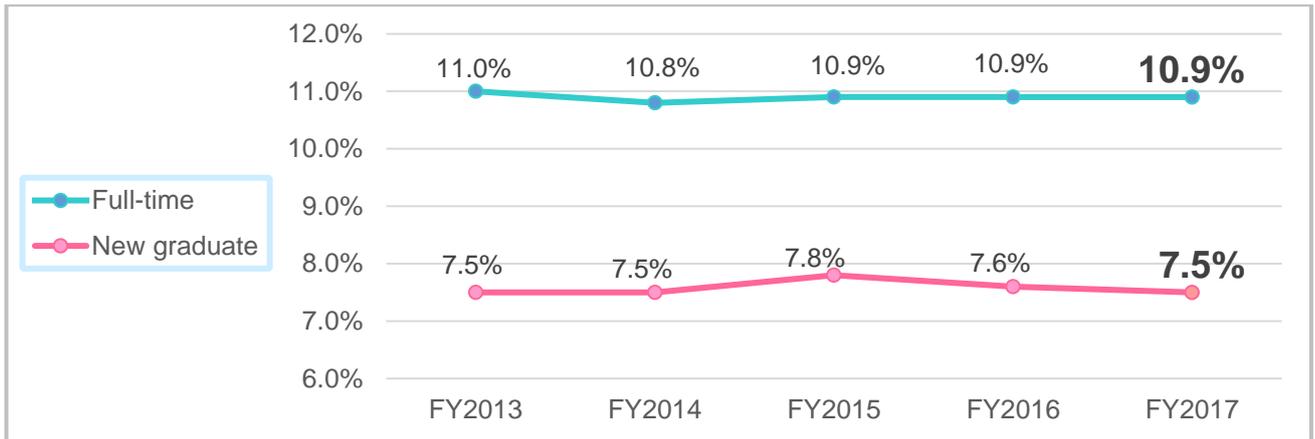
<Survey overview>

- 1) Targets: 8,361 hospitals across the country
(nursing directors were requested to reply)
 - 2) Survey period: October 1-15, 2018
 - 3) Survey method: Self-completed questionnaires sent and collected by mail
 - 4) Responses status: Valid responses: 3,634 (Valid response rate: 43.5%)
- * Valid response rate for the survey conducted last year: 49.2%

1. Turnover rate of nurses

The turnover rate of full-time nurses in 2017 was 10.9%, the same as the previous year, and that of newly graduated nurses was 7.5%, a decrease of 0.1 point from the previous year. The turnover rate has remained flat over the past 5 years (Figure 1). A breakdown by prefecture shows a high turnover rate in large urban areas. This is also the same trend as in previous years.

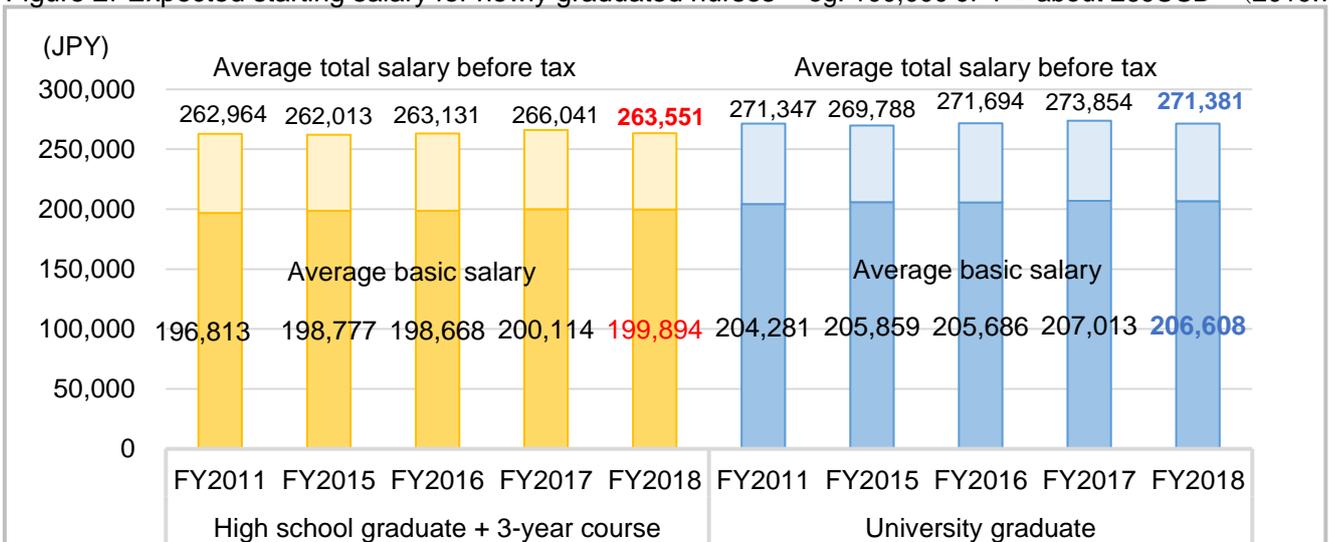
Figure 1. Changes in the turnover rate of hospital nurses (over the past 5 years)



2. Nurses' salary, etc.

The expected starting salary for newly graduated nurses in 2018 (basic salary, total salary before tax) remains almost unchanged from previous years (Figure 2).

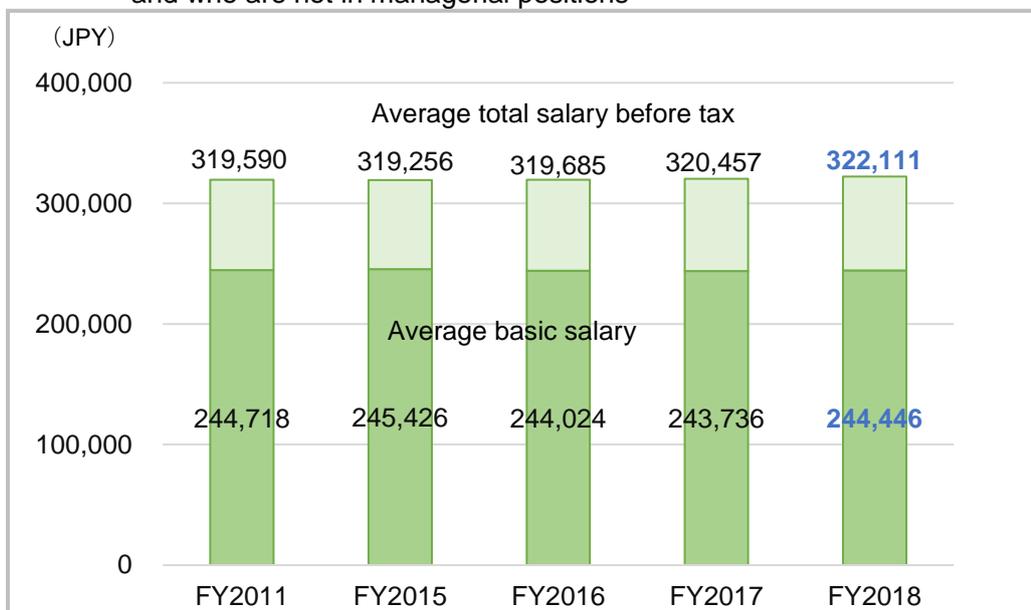
Figure 2. Expected starting salary for newly graduated nurses eg. 100,000 JPY = about 269USD (2019.7.22)



(Note 1) The total salary before tax includes commuting allowances, housing allowances, family allowances, night shift allowances, night duty allowances, etc. (excluding overtime allowances).
 (Note 2) In case of night shift, it is considered as 8 nights per month with a 3-shift system (4 nights with a 2-shift system).

On the other hand, concerning the salary of mid-career nurses with 10 years experiences and who are not in managerial positions, the basic salary remains unchanged from the previous years; however, the total salary before tax, including various allowances (excluding overtime allowances), has increased slightly (Figure 3).

Figure 3. Monthly salary for nurses aged 31 to 32, with 10 years of service, and who are not in managerial positions



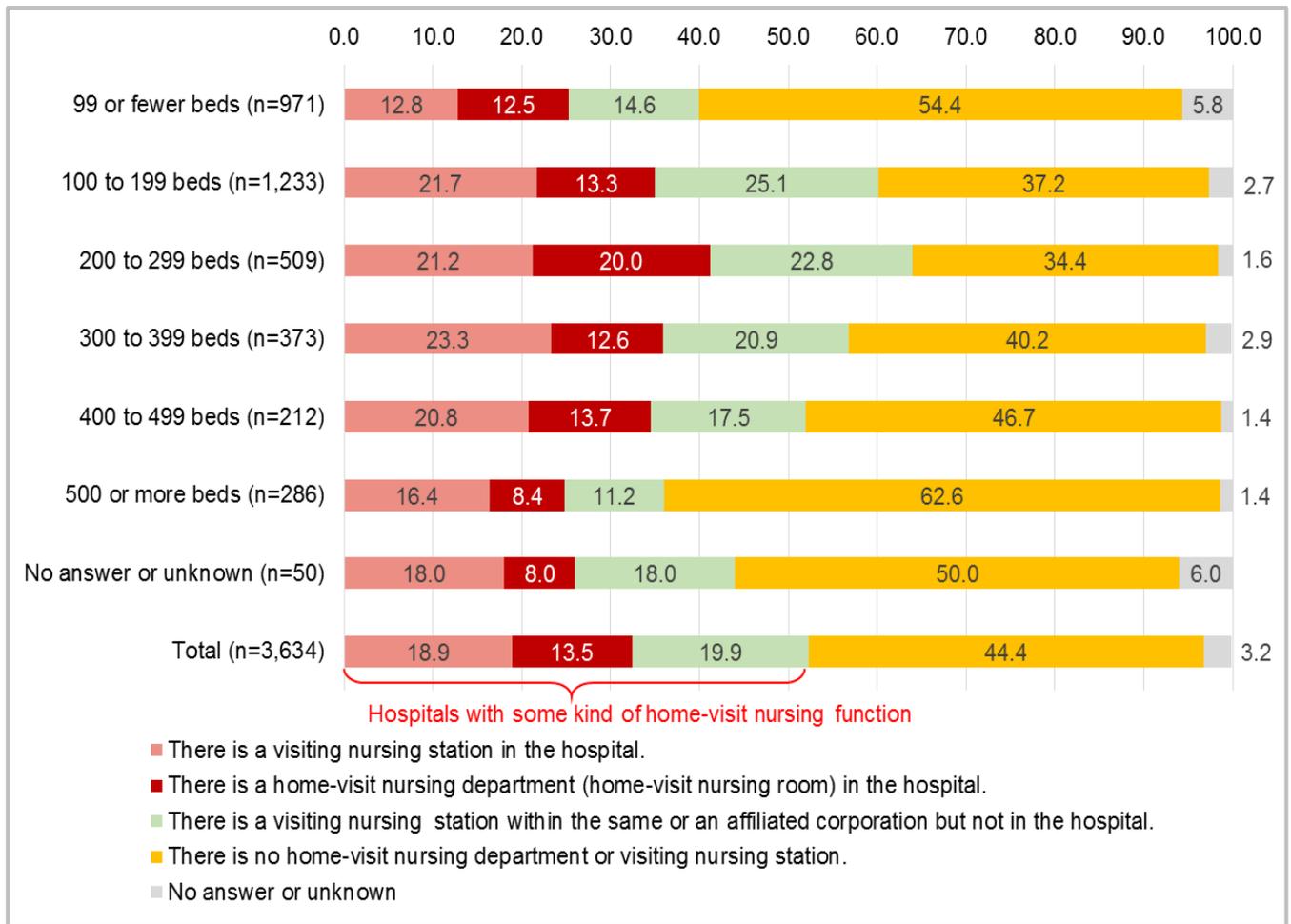
3. Status of the approach to home-visit nursing

In Japan, the establishment of a community-based integrated care system is being promoted in order to cope with issues of the aging society with fewer children so that people can live their lives until the end in the community they are accustomed to. The needs for home-visit nursing, which is essential when people with diseases live in the community, are expected to grow. JNA grasped the current situation and future direction of the home-visit nursing provided by hospital as it is important that hospitals exert home-visit nursing function in the community and support visiting nursing station in the community.

1) Status of the establishment or installation of a visiting station or home-visit nursing department

The percentage of hospitals with a visiting nursing station was 18.9% (686 hospitals). The percentage of hospitals having a visiting nursing station in the same or an affiliated corporation but not in the hospital was 19.9% (724 hospitals), the percentage of hospitals with a home-visit nursing department was 13.5% (491 hospitals), and the percentage of hospitals with some kind of home-visit nursing function was 52.3% (1,901 hospitals) (Figure 4).

Figure 4. Status of establishment or installation of visiting nursing station or a home-visit nursing department by number of hospital beds



2) Status of the establishment or installation of visiting nursing station or home-visit nursing department by number of hospital beds and region

Hospitals with “200 to 299 beds” made up the highest percentage of having some kind of home-visit nursing function (Figure 4), and more than half of them were located “outside the urban area.”

3) Future plan for installation of a visiting nursing station

Slightly more than 10% of these hospitals that they have not established or installed a visiting nursing station or home-visit nursing department (1,615 hospitals, 44.4% of the total), were planning or considering to install a visiting nursing station in the future.

News Topics

Enforcement of the Work Style Reform-related Act

The “Work Style Reform-related Act” was enacted in June 2018 and the “Act on the Arrangement of Related Acts to Promote Work Style Reform” was enforced in April 2019.

The “work style reform” is the reform that allows workers to “choose” diverse and flexible work styles depending on their individual circumstances. By realizing the society with such work styles, creating a virtuous cycle of growth and distribution, it aims to ensure a better future prospect for an individual worker.

Japan is facing issues of “a decrease in the working-age population due to an aging society with fewer children” and “diversification of the needs of workers.” In order to comprehensively promote “work style reform”, the government will take measures, such as rectification of the practice of long working hours, realization of diverse and flexible work styles, and ensuring fair treatment of workers irrespective of their employment type. The main items are: (1) introduction of upper limit regulations for overtime work with penalties, (2) 5 days of mandatory annual paid leave, and (3) introduction of a work-interval system (obligation to make efforts). These measures will apply, regardless of the size of the work place including where the nurses belong, not only to hospitals, but also to visiting nursing stations, long-term care facilities, and any other workplaces.

JNA has been focusing on improving the working conditions and work environment for nurses, and has set the goals of work style reforms for nurses as follows:

“Creating a mechanism that enables nurses to continue working. The mechanism is feasible and sustainable. Promoting to create the environment in which nurses are able to continue working peacefully throughout their life.”

In the 2019 priority policies and projects, JNA is upholding the theme of “the promotion of work style reform for nurses and the development of working style models for nurses.” JNA will continue working to create workplaces where nurses can work peacefully in healthy work place.

Source: Ministry of Health, Labour and Welfare. *work style reform ~towards a society participated by all citizens~*. <https://www.mhlw.go.jp/content/000335765.pdf> (in Japanese) (accessed on June 12th,2019)