Certification for Home Care Nurses
Let’s make it happen!!!

CATHY MAGOWAN, MSN, RN
Objectives

* Describe the importance and benefits of certification in nursing specialties in the United States
* Establish that Home Health Nursing is indeed a nursing specialty
* Identify why certification is important to the Home Health Nursing specialty
* Identify why lack of certification could be detrimental to the Home Health Nursing specialty
* Determine if there is international interest in Certification for Home Care nurses
Certification in America

Certification is a way to demonstrate expertise in a specific area of nursing practice.

Ambulatory Care
Critical Care
Emergency
Infusion
Forensic
etc. etc. etc.

Other professions
Teaching
Auto repair
Accounting
Pilot
Home Health Nursing IS a specialty!!

American Nurses Association *Scope and Standards of Home Health Nursing Practice*

* Outlines the unique skill set home care nurses possess
* Defines how home care nurses utilize the nursing process in a unique way
* Identifies twelve areas of nursing competencies
* Neal Theory of Home Health Nursing
* Requires autonomous, self-directed practice
Home Health Nursing

Care is moving out of the hospitals and into the community
* More appropriate for chronic illness
* Enhanced safety
* More cost effective
* Preferred by patients
2,687,310 Registered Nurses in the US in 2014

General Hospitals: 1,560,200
Specialty Hospitals: 58,200
Outpatient Care Centers: 107,300
Psych and Substance Abuse Hospitals: 35,090
**Home Health Care Services:** 168,970

Department of Labor, Bureau of Statistics 2014
Benefits of Certification

For the employer
- Increased employee satisfaction
- Decreased staff turnover
- Decreased cost to replace staff
- Improved patient outcomes

For the patient
- Decreased adverse incidents
- Decreased use of restraints
- Decreased pressure ulcers
- Improved patient outcomes

For the nurse
- Validation and recognition of expertise
- Demonstrates a commitment to excellence
- Feelings of empowerment in the workplace
- Higher performance evaluation scores
- Improved patient outcomes
Detrimental effects of no certification

* No role models demonstrating best nursing practice
* Advancement of Home Health Nursing as a profession stalls
* The profession suffers:
  - Advancing education, career ladders, pay-for-performance, commitment to practice
  - No unified voice to address policy and practice issues
How a nurse becomes certified

Take an exam
* Who develops the exam?
* How will it be administered?
* What if someone wants to challenge a question?
* How to monitor the security of the exam?
* Can an exam be valid on an international basis?

Portfolio process
* Requires minimum number of hours in homecare
* Continuing education credits
* Education at Baccalaureate level
* Academic credits
* Publication
* Presentation
Proposed Certification Criteria (using the Portfolio Process)

1. Educated to at least Baccalaureate level in nursing
2. Valid license as a Registered Professional Nurse
3. At least 4,000 hours of work as a home health nurse
4. At least 50 hours of continuing education credits, or a combination of CE credits and academic credits
5. Demonstrated competence in the ANA’s Scope and Standards criteria, including patient assessment, case management, patient and family education, and patient advocacy
Proposal:
International Certification

* ANCC requires the support of an organization with a mailing list
* ANCC supports international certification
* It is a robust process of developing the criteria
* Is this something the IHCNO is interested in pursuing?
* Are there other paths that may be appropriate?
* What is the next step?