

EVERY
MOMENT
MATTERS

Realizing Lasting Impact

Global Leaders in RN: America's Health Responders

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United States Public Health Service Commissioned Corps

August 28th, 2024

Disclosures

- The speaker declares that there are no financial relationships to disclose
- **DISCLAIMER:** Expressed opinions do not reflect the position of the USPHS CC, US Government or Federal Agencies



Objectives

1. Describe the Commissioned Corps
2. Explain the role of the CNO
3. Describe the Surgeon General's Priorities
4. Discuss CNO Priorities & H.O.P.E. Framework
5. Summarize Global Nursing Workforce Initiatives



USPHS Commissioned Corps

INTRODUCTION

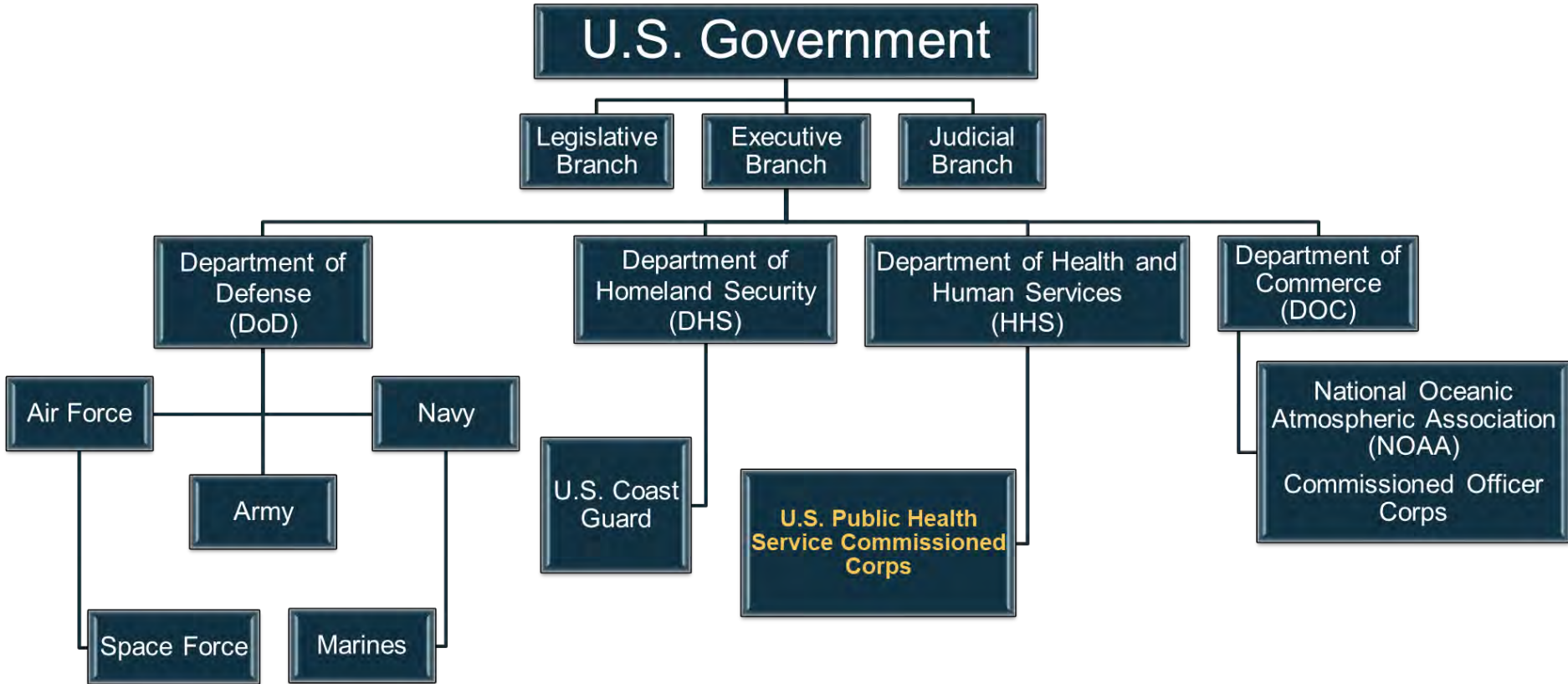
In Officio Salutis



- Established in 1889, the U.S. Public Health Service Commissioned Corps is solely committed to protecting the public's health.
- The Commissioned Corps is part of the U.S. Department of Health and Human Services and is overseen by the Assistant Secretary for Health.
- The U.S. Surgeon General and the Deputy Surgeon General provide operational command of the USPHS Commissioned Corps.



Uniformed Services



USPHS Commissioned Corps

ABBREVIATED HISTORY



- 1798 Act for the Relief of Sick and Disabled Seamen
- 1870 Marine Hospital Service
- 1871 First Supervising Surgeon (later Surgeon General)
Dr. John Maynard Woodworth
- 1878 National Quarantine Act
- 1889 Legislation created the Commissioned Corps
- 1912 Public Health Service (with broadened powers)
- 1930 Parker Act: Expanded Public Health Service to Non-Physicians
- 1944 **USPHS Act of 1944 paves the way for nurses and others to join**
- 1955 Establishment of the Indian Health Service
- 1979 Department of Health and Human Services established
- 1999 First Dedicated Disaster Response Mission for the
USPHS Commissioned Corps (20,000 Kosovo refugees)



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What We Do

- **Provide essential health services**
We go where most do not go to provide care for vulnerable and underserved populations.
- **Serve on the frontlines of public health emergencies**
We respond quickly to natural disasters, disease outbreaks and global public health emergencies as well as serve on humanitarian missions.
- **Lead public health programs and policy development**
We utilize our experience, skills, and networks to provide leadership within the U.S. Department of Health and Human Services and throughout the federal government.
- **Advance innovation and science**
We work at the forefront of medical challenges like COVID-19, cancer, and the opioid crisis.



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Our Mission and Values

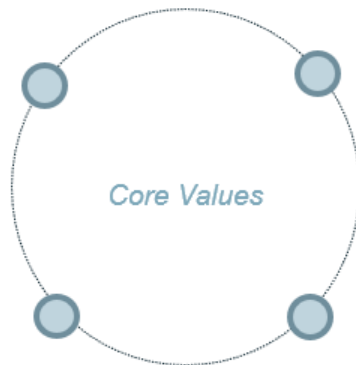
Protect, promote, and advance the health and safety of the nation

Leadership

We provide vision and purpose in public health through inspiration, dedication and loyalty.

Integrity

We exemplify uncompromising ethical conduct and maintain the highest standards of responsibility and accountability.



Service

We are committed to public health through compassionate actions and stewardship of time, resources, and talents.

Excellence

We exhibit superior performance and continuous improvement in knowledge and expertise.



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Role of the Chief Nurse Officer (CNO)

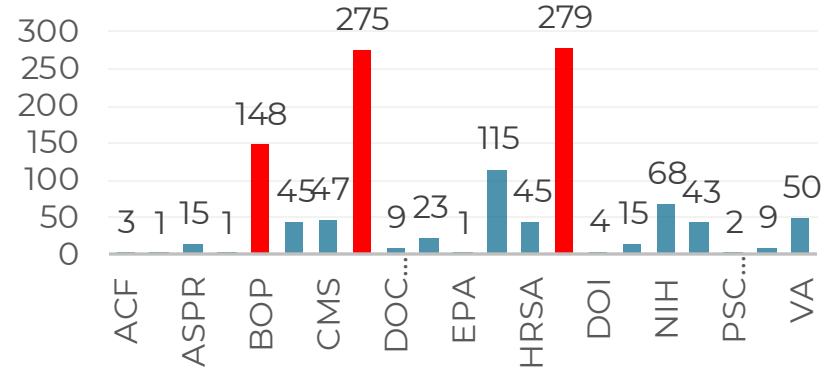
- Advise the Office of the Surgeon General (SG) and the U.S. Department of Health and Human Services on the recruitment, assignment, deployment, retention, and career development of nurse professionals.
 - PHS Commissioned Corps Nurse Officers
 - Federal and Civilian Nurses
- Promote/Support the SG's priorities
- Designated U.S. Government CNO
- Chair, Health & Human Services Nurse Council (HHSNC)
- Engage with stakeholders at the local, state, national and international levels



PHS Commissioned Corps Nurse Workforce

- Nurses: 1,166 active-duty regular corps and 23 ready-reserve corps
- For July 2024, 5 retirements and 2 CADs
- 5477 total (all categories)

PHS Nurses by Agency (1189 as of 7/1/24)



Global Partnership for Nursing & Midwifery (GPM)

- Every dollar invested in nursing averages \$3-5 dollars in benefits (improved outcomes, access, efficiency, etc.)
- Countries, including the USA, are currently preparing, and submitting their workforce data (NHWA)
- Migration of nurses to more developed countries (i.e., USA, Canada) is a concern because the countries with the largest disease burden have the lowest density of healthcare workers; however, no one believes that nurses should be restricted from migrated if they choose to do so; World Health Organization (WHO) has developed guidance on country level Bilateral Agreements to ensure safeguards for international nurses (April 2024)



Responsibilities Of The Government Chief Nursing & Midwifery Officers (GCNMO)

- Setting and evaluating shared and appropriate nursing and midwifery strategic direction, objectives and plans and ensuring appreciation of the resources required to facilitate implementation, with outcomes clearly focused on patient benefit
- Introducing, influencing, managing and evaluating innovative change programs to achieve strategic objectives.
- Identifying and developing national nursing and midwifery capacity and capability to deliver positive patient outcomes.
- Establishing liaison, collaboration and networking with the professions of nursing and midwifery, and other health professionals and organizations.
- Establishing appropriate partnerships and facilitating collaboration with both the private and public sectors and academic institutions.
- Representing and advocating nursing and midwifery interests and contributions nationally and internationally.
- Advocating involvement of patients, families, and communities in healthcare decisions.
- Advocating consideration of the health of the population in public policies and services.
- Leading the establishment of governance structures for nursing and midwifery at national and institutional levels to provide overall leadership and direction.
- Engagement of nursing and midwifery in setting shared annual strategic goals and programs, including effective workforce planning.



Surgeon General's Priorities

Social Connection

Youth Mental Health

Workplace Well-Being

Health Misinformation

Health Worker Burnout

Firearm Violence

www.surgeongeneral.gov



Current Priorities *of the*
U.S. Surgeon General

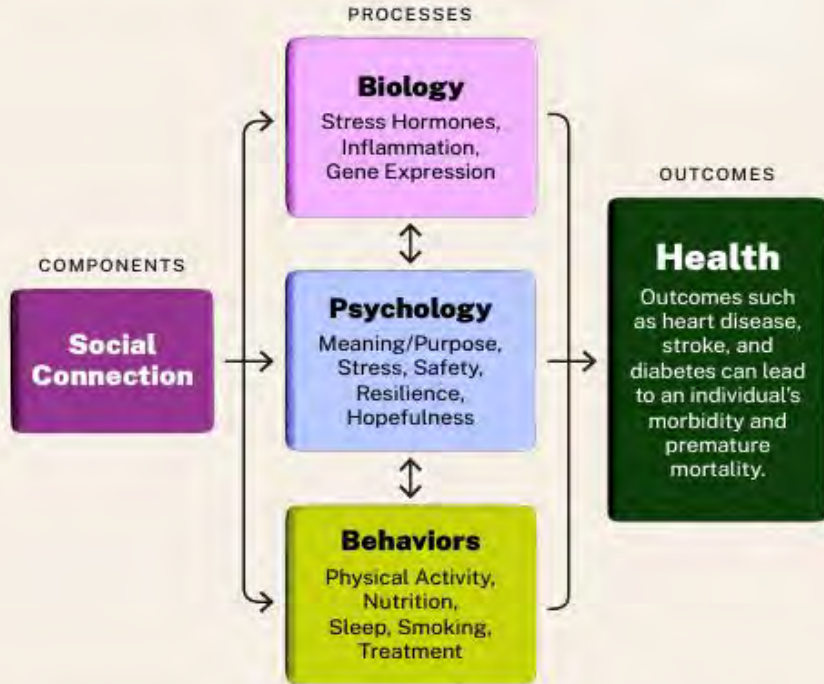


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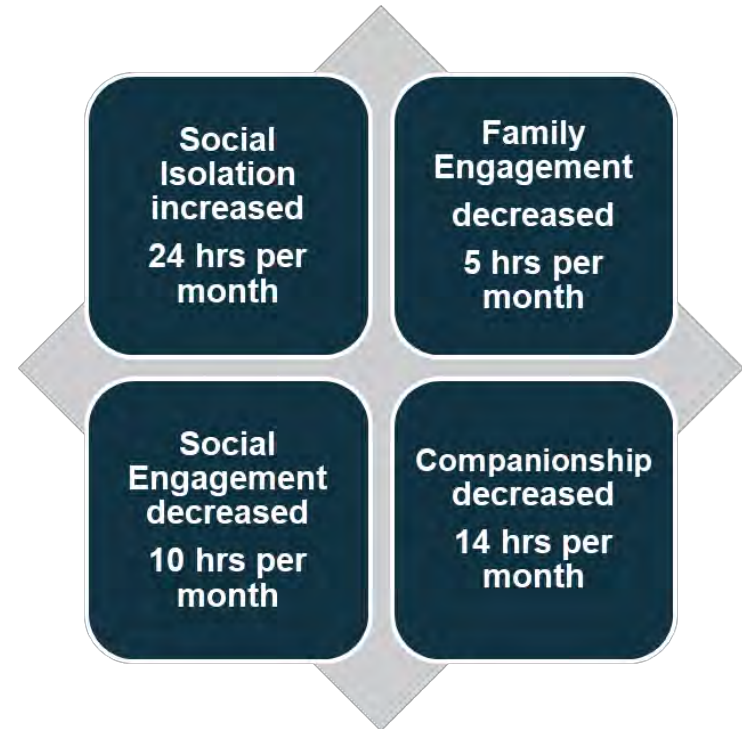
How Does Social Connection Influence Health?

Social connection influences health through **three principal pathways**: biology, psychology, and behavior.



Source: Holt-Lunstad J. The Major Health Implications of Social Connection. *Current Directions in Psychological Science*. 2021;30(3):251-259.

From 2003 to 2020, time spent alone increased, while time in-person decreased...



Surgeon General's Advisory



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Protecting Youth Mental Health

Key takeaways from the Surgeon General's Advisory:

Read more information and download the advisory at:
<https://hhs.gov/surgeongeneral/priorities/youth-mental-health/>

Mental health is an essential part of overall health

Mental health conditions are real, common, and treatable. People experiencing mental health challenges deserve support, compassion, and care — not stigma and shame.

Mental health is shaped by a combination of factors

Mental health conditions can be shaped by biological factors, including genes and brain chemistry and environmental factors, including life experiences.

COVID-19 added to pre-existing challenges that youth faced

Since the pandemic began, rates of psychological distress among young people have increased. The pandemic is most heavily affecting those who were already vulnerable. This includes youth with disabilities, racial and ethnic minorities, LGBTQ+ youth, and other marginalized communities.

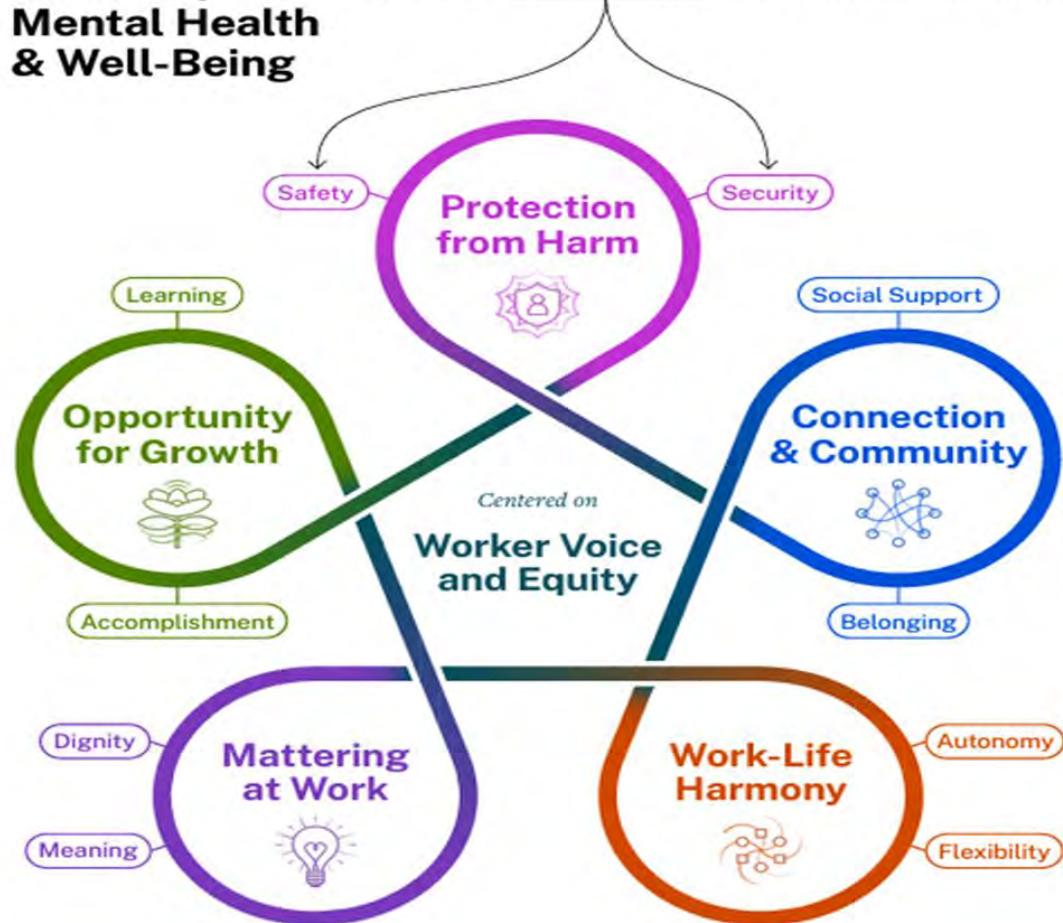
Focusing on youth mental health now is critical

We all have a role to play in supporting the mental health of children and youth. Find actionable steps and resources on our priority webpage: <https://hhs.gov/surgeongeneral/priorities/youth-mental-health/>



Five Essentials for Workplace Mental Health & Well-Being

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



Components

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

Protection from Harm

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA* norms, policies, and programs

Connection & Community

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

Work-Life Harmony

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

Mattering at Work

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

Opportunity for Growth

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

*Diversity, Equity, Inclusion & Accessibility



Office of the
U.S. Surgeon General

HEALTH MISINFORMATION

“Health misinformation is a serious threat to public health. It can cause confusion, sow mistrust, harm people’s health, and undermine public health efforts.”

—Dr. Vivek H. Murthy
Surgeon General of the United States



What health professionals can do:

Proactively engage with patients and the public on health misinformation

Use technology and media platforms to share accurate health information with the public

Partner with community groups and other local organizations to prevent and address health misinformation.



2022

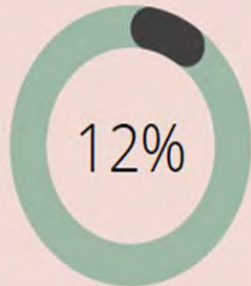
This Is The State of Nursing



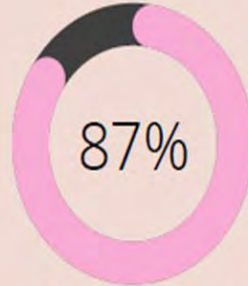
WHAT'S REALLY BEHIND THE NURSING SHORTAGE? 1,500 NURSES SHARE THEIR STORIES



Say their units are inadequately staffed



Happy in their current role



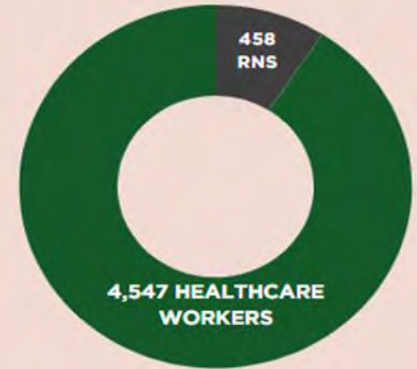
Feel burnt out, underpaid, frustrated with admin



↓ **100,000**

nurses left the profession from 2020-2021 the largest drop ever observed over 4 decades--more than half were under the age of 35

KNOWN COVID-19 DEATHS OF RNS AND HEALTHCARE WORKERS SINCE PANDEMIC BEGAN



HEALTHCARE WORKER BURNOUT

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FIREARM VIOLENCE ADVISORY

Firearm violence in America is a public health crisis.

Since 2020, firearm-related injury has been the leading cause of death for U.S. children and adolescents (ages 1-19), surpassing motor vehicle crashes, cancer, and drug overdose and poisoning (Figure 1).^{1,2}

In 2022, **48,204** total people died from firearm-related injuries, including suicides, homicides, and unintentional deaths.³ This is over **8,000** more lives lost than in 2010 and over **16,000** more lives lost than in 2019.⁴

Based on a recent nationally representative survey*,

54% of U.S. adults report that either they, or a family member, have **experienced a firearm-related incident.**

Among all respondents:

- 21%** have been **threatened with a firearm.**
- 19%** have a family member who was **killed by a firearm (including by suicide).**
- 17%** have **witnessed someone being shot.**
- 4%** have **shot a firearm in self-defense.**
- 4%** have been **injured by a firearm.**

*n=1,271 U.S. adults
Source: Schwartzel, S., Kirshner, A., Prasadu, M., Valdes, I., & Brodie, M. (2023). Americans' experiences with gun-related violence, injuries, and deaths. AIF. <https://www.aif.org/other/pdfs/finding-americans-experiences-with-gun-related-violence-injuries-and-deaths>

Office of the U.S. Surgeon General





CNO Priorities

- Retention and Recruitment
- Deployment readiness and competencies
- Nursing shortage and the impact on quality and access to care across the globe
- Barriers to practice (APRNs)
- Social determinants of health and education
- Nurse leadership development
- Emergency preparedness



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HHS Nurse Council (established May 2024)



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H.O.P.E. Framework

We are the Heart and the Hope of the Healthcare System



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Internal- Commissioned Corps/Nursing Workforce

External- Individuals/Communities/Stakeholders



“H” IS FOR HONOR

- **Respect**
 - Ensure nursing is respected as the largest healthcare workforce; a seat at every table
- **Support**
 - Adequate staffing, supplies and safe work environments
- **Recognition**
 - Awards, incentives, acknowledgements



“O” IS FOR OBLIGATION

- **Service**
 - Nursing is an art & science based in serving the holistic healthcare needs of individuals and populations
- **Integrity**
 - Nurses are the #1 most trusted profession in the U.S.
- **Commitment**
 - Healthcare systems must commit to prioritizing nursing (education, compensation, benefits, career development and advancement)



“P” IS FOR PURPOSE

- Mission
 - Nurses must demonstrate value toward support of their entity’s mission
- Deployment
 - Utilization of travel nurses
 - PRN pools
 - Emergency response
- Assignment
 - Varied clinical experiences



“E” IS FOR EMPOWERMENT

- Training/Education
 - Nurse residency programs
 - Leadership Development
- Communication
 - Leverage social media for recruitment as well as health promotion
- Engagement
 - Support of local and national nursing organizations



NURSES ARE HOPE & NURSES GIVE HOPE

- Health
- Outcomes
- Promotion
- Education



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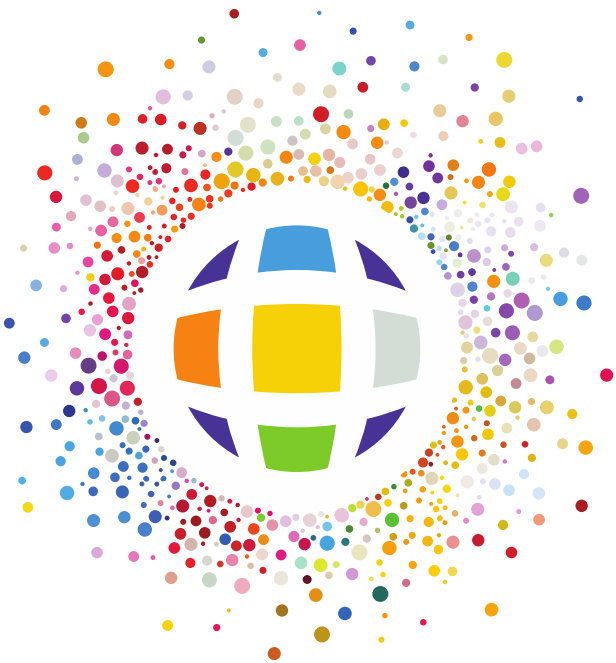
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Questions?



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Thank You!

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Scan for References



For additional information on the Commissioned Corps,
please visit www.usphs.gov