

The impact on nursing of the 2010 iom report on the future of nursing critical th...

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The Impact on Nursing of the 2010 IOM Report on the Future of Nursing

In November 2010, the Institute of Medicine issued a report that was bound to change the dynamics as known in the profession and bring forth reforms that would improve this profession (Institute of Medicine, 2010). The report contained four imperative messages regarding nursing and the changes it would have in the future. These were that nurses should practice fully of their education, they should also achieve higher levels of education, they should collaborate with physicians and other professionals in the systems and finally should exercise better workforce planning. If these recommendations were followed to the latter, the complete healthcare system would reform as a whole.

The impact of the IOM report on nursing education

The connection between nurses' education and patient effect has been broadly researched and the results were noted to favor the more educated personnel. The report recommended that private and public institutions be involved in financing the education of nurses so that the percentage of nurses with baccalaureates degree would increase from 50% to 80% (Institute of Medicine, 2010). The institutions were urged to encourage at least 10% of the degree graduates to enroll in a masters or doctoral course (Institute of Medicine, 2010). Residency of the nurses was also addressed. The report pointed out that for the smooth transition of the nurses from school to practice; there was need for professional residency training. This would ensure set their careers on a successful path if done correctly.

Accrediting bodies were also supposed to update their syllabuses regularly according to the health requirements so that the graduates would be prepared to meet the current population needs. The nursing faculties in the work place would also be required to continue teaching and practicing new methods, technicalities, and supporting research in order to ensure innovative methods of dealing with new complications. These practices would foster a culture of long life learning and improve in adaptability, flexibility, and accessibility in the nursing career fields (Smith & Mireles, 2010).

The impact of the IOM report on transforming practice

The impact of the IOM in the primary care would have a tremendous change. This is because with the proposed recommendations, nurses will be no longer confined in their practice and will be interdependent. The report cites a new health care law that would call for better management of chronic conditions and better care coordination, transitional care, primary care, and prevention and wellness. Due to the numerous researches to be carried out, better bedside healthcare systems are bound to be discovered and therefore a better and healthier nation to be (Cresaia & Friberg, 2010).

The changes that I would embark in my practice would be encouraging and financing the nurses education in form of loans and grants, encouraging nurses to practice their full scope on their education by removing the scope-of-practice barriers and encouraging them to lead and manage collaborative efforts with doctors while conducting research and redesigning the work

place (Cresaia & Friberg, 2010). Such measures and changes would help improve practice environments and the healthcare system in general.

The impact of the IOM report on the nurse's role as a leader

The recommendations report includes that nurses should be prepared to transform the health care system by receiving leadership training in each level. Good communication is one of the areas addressed by most researchers as a major key in achieving excellent leadership. This aspect is necessary in the managing diverse patients and workforce. Other areas that were noted were good organizational skills. Good organizational skills are required in most areas of nursing starting from making bedside reports, hourly patient rounds to organizing basic teamwork (Garman & Lemak, (2011). Stress management is also an area needing training in since this field is very demanding and emotional as well. Being accommodating and approachable is also an added skills as the inexperienced staff feel safe to ask for assistance.

The final and most important leadership skill is the management conflict. Most nurses need this training since with the diversifying workplace and the introduction of social media, workplace conflicts have taken a serious turn of seriousness(Nilsson, & Furåker, 2012). The department should organize numerous leadership skills workshops and encourage the nurses who show potential (Garman & Lemak, (2011). This practice will be vital in the growth of leadership in the nursing careers and this would just be the beginning of the transformation of this important health sector.

Conclusion

As the nursing system surges forward with the new approach in delivering better health care to the nation, the changes must come from the top of the hierarchy to the students beginning their path in this career. If this recommendations are followed to the latter, this prestigious career will move from one level to another and nurses will never be viewed the same. The career has a potential of growing stronger and better if only the right pressure is exerted in the right areas. Education, leadership, and bedside practice are just some of the areas that would benefit from these changes since this career would make a transformation as a whole.

References

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