

The Experience of Nurse Practitioners in New York after the Nurse Practitioners Modernization Act

Presented by: David Armstrong, PhD

Project Director

Center for Health Workforce Studies

School of Public Health | University at Albany, SUNY

dparmstrong@albany.edu

June 11, 2020

Center for Health Workforce Studies

- Established in 1996
- Based at the University at Albany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

Better Information for Better Outcomes

- Center for Health Workforce Studies (www.chwsny.org)
 - NP Re-registration Survey (mandatory since 2015)
 - Annual Survey of RN Education Programs in New York
- Oral Health Workforce Research Center (www.oralhealthworkforce.org)
- Health Workforce Technical Assistance Center (www.healthworkforceTA.org)
 - Extensive Webinar Library
 - Health Research Alert System (promotes Health Workforce Research Centers)

Today's Presentation

- COVID-19 and the Nurse Practitioner Workforce in New York
- Nurse Practitioners Modernization Act
- A Profile of New York State Nurse Practitioners
 - Supply and Distribution
 - Demographics
 - Practice Setting
- Are Qualified NPs in New York Establishing Collaborative Practice Relationships with Physicians?

COVID-19 and the Nurse Practitioner Workforce in New York

Making Better Use of the Existing Health Workforce

- Regulatory restrictions were relaxed to allow for the rapid deployment of health care workers
- Executive orders allowed nurses and other health care professionals licensed in another state to practice in New York
- Executive orders also made changes to the scope of practice requirements of health care professionals
 - NPs could practice without a formal written agreement or collaborative practice relationship with a physician

What Happened to NPs during the Pandemic?

- NPs in New York City were redeployed in the larger hospital systems
 - NPs with acute care certification were a priority
 - NPs with some acute care experience were redeployed as part of a team
 - NPs with no acute care experience (in some cases) were redeployed as RNs
- Primary care services and elective procedures were suspended throughout the state during this time
 - Some health care providers (including NPs) were furloughed
- NOW: A new normal is emerging
 - NPs are gradually resuming their previous roles
 - Executive orders allowing regulatory flexibility are expired or expiring

Nurse Practitioners Modernization Act

Nurse Practitioners Modernization Act

- The Nurse Practitioners Modernization Act (NPMA) was passed in 2014 and went into effect on January 1, 2015
 - Other states have passed similar legislation
- Allows NPs with more than 3,600 hours of clinical experience to have a collaborative practice relationship with a physician (or a licensed facility) instead of a written practice agreement
- Mandated NP data collection
- The NPMA provided experienced NPs with more autonomy

What Is a Written Practice Agreement?

- Prior to the NPMA, for an NP to practice in New York they had to enter into a written practice agreement with a physician
- Written practice agreement provisions include:
 - Patient referrals
 - Emergency absences of NP and/or physician
 - How to resolve disagreements
 - Periodic review of patient records by the physician
 - Identification of written protocols that the NP will use
 - Etc.

What Is a Collaborative Practice Relationship?

- A collaborative relationship refers to when an NP communicates with a physician regarding patient care and/or referrals
- Qualifying NPs who want to enter a collaborative relationship must complete a 2-page attestation form
- NPs must also be able to document the collaborative relationship upon request
 - Emails, phone records, contracts, etc.

Nurse Practitioner Form NP-CR Collaborative Relationships Attestation Form

The University of the State of New York
The State Education Department
Office of the Professions
Division of Professional Licensing Services
www.op.nysed.gov

To be completed by Certified Nurse Practitioners who have Collaborative Relationships Pursuant to Education Law §6902(3)(b)

Instructions

This form must be filled out and signed by nurse practitioners (with more than 3,600 hours of qualifying nurse practitioner practice experience) who choose to practice and have collaborative relationships - instead of practicing in accordance with a written practice agreement with a collaborating physician. Once completed, a nurse practitioner must keep this form at the nurse practitioner's practice location and provide it to the New York State Education Department upon request. The nurse practitioner must ensure that information on this form is current, and should complete a new Form NP-CR, as appropriate, to update information. Nurse practitioners who practice in accordance with a written practice agreement with a collaborating physician do not have to fill out a Form NP-CR

1. Provide your name exactly as it appears on your current New York State Education Department issued nurse practitioner registration certificate(s)
2. Provide your nurse practitioner registration number(s)
3. Identify the nurse specialty area(s) of nurse practitioner practice in which you are certified by the New York State Education Department

☐ Acute Care ☐ Adult Health ☐ College Health ☐ Community Health ☐ Family Health
☐ Gerontology ☐ Holistic Care ☐ Neonatology ☐ Obstetrics/Gynecology ☐ Oncology
☐ Pediatrics ☐ Palliative Care ☐ Perinatology ☐ Psychiatry ☐ School Health
☐ Womens Health
4. By placing your initials below, you attest that you are certified as a Nurse Practitioner in New York State and have more than 3,600 hours of experience practicing as a licensed or certified nurse practitioner pursuant to the laws of New York State or another State or working as a nurse practitioner for the United States veteran's administration, the United States armed forces or the United States public health service.
Place Initials here _____
5. By placing your initials below, you attest that you have collaborative relationships with one or more New York State licensed physicians qualified to collaborate in the specialty involved or with a New York State Department of Health licensed hospital that provides services through licensed physicians qualified to collaborate in the specialty involved and having privileges at such institution. A collaborative relationship means that you communicate, as required by New York State Education Department regulation, with the qualified physician for the purposes of exchanging information, as needed, in order to provide comprehensive patient care and to make referrals as necessary.
Place Initials here _____
6. By placing your initials below, you attest that you maintain current and accurate documentation supportive of your collaborative relationships and, upon request by New York State Education Department, you will produce evidence of the collaborative relationships, such as: (a) an agreement or an arrangement with a hospital or a physician practice pursuant to which you may transfer or refer patients for care; (b) written communications or records of consultations and communications for referral; (c) documentation of employment relationships with a physician practice or a hospital, hospice program, licensed home care services agency or licensed mental health care facility with a physician medical director; or (d) documentation of contractual relationship with a physician, physician practice, or a hospital, pursuant to which you provide professional services, or (e) (other please describe):

Place Initials here _____

7. Identify by name and license number physicians with whom you are currently engaged in collaborative relationships. If you have a collaborative relationship with a New York State Department of Health licensed hospital, include the name and address of the hospital.

8. (Optional) You may provide additional information regarding your collaborative relationships here.

Attestation

I acknowledge that if reasonable efforts to resolve any dispute that may arise with a collaborating physician, or in the case of collaboration with a hospital, with a physician having professional privileges at such hospital, about a patient's care are not successful, the recommendation of the physician shall prevail.

I attest that, to the best of my knowledge, all information provided by me on this form are true as of the date of my signature below.

Signature of Nurse Practitioner _____

Date _____

Print Name

The NPMA Provides NPs More Autonomy

- The NPMA is scheduled to sunset on June 30, 2021
- Plans to introduce legislation that enhances and extends current law
 - Allow experienced NPs to serve as collaborators to less experienced NPs
 - Get rid of the 2-page attestation form

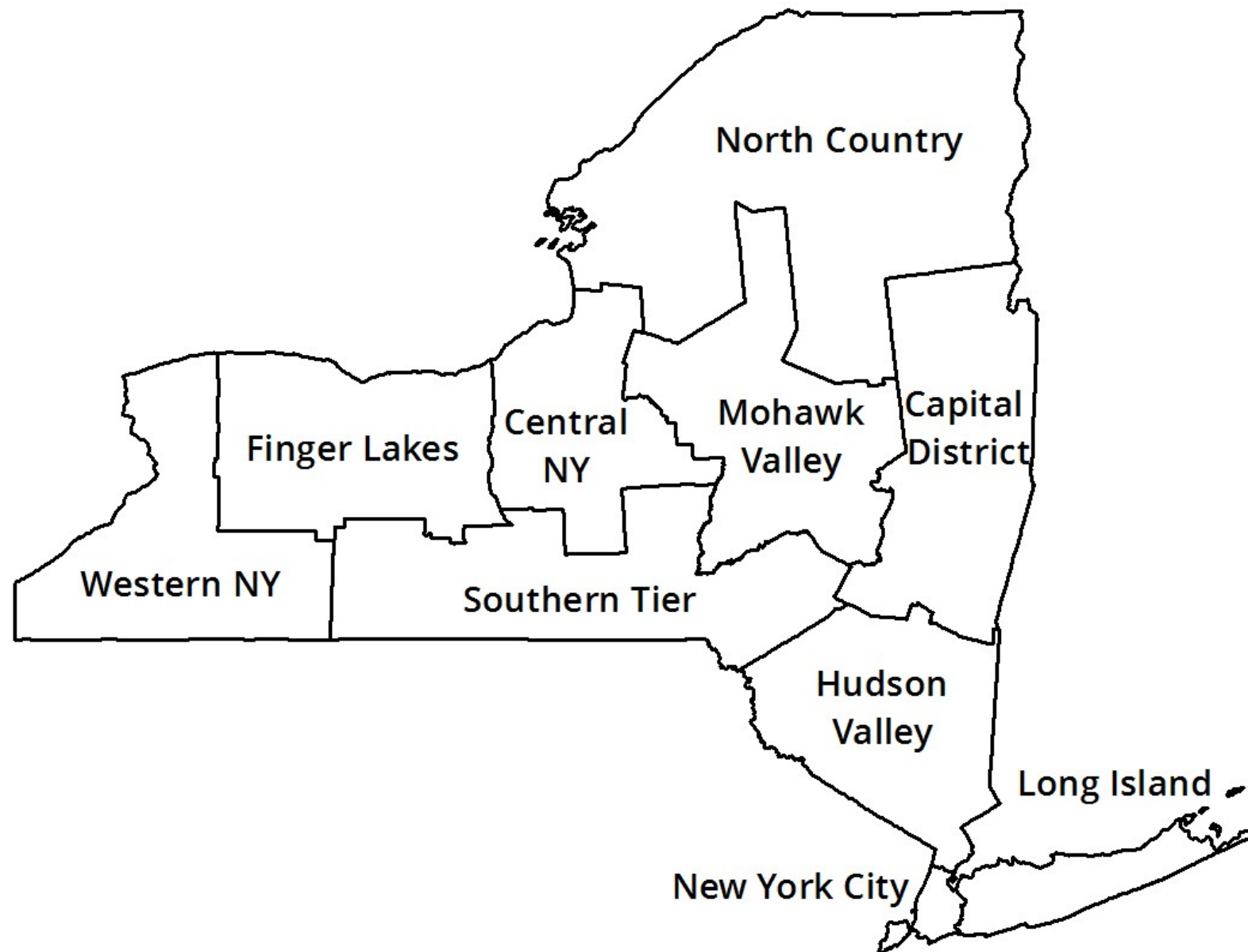
A Profile of New York State Nurse Practitioners

New York NP Re-Registration Survey

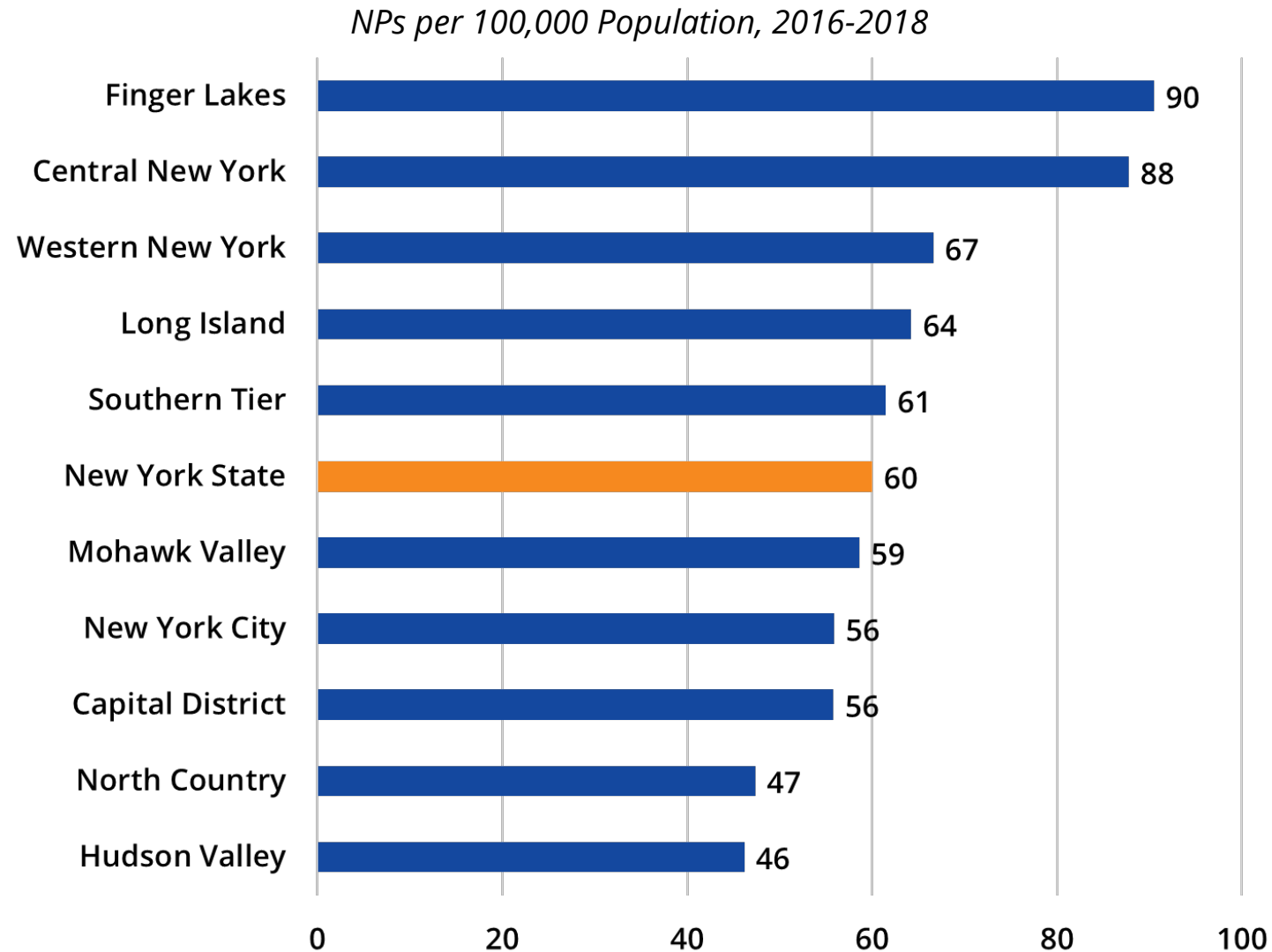
- NPs are required to renew their license every 3 years
 - Certification in 17 different specialty areas
- New York NP Re-registration Survey
 - 22-question survey
 - Demographics, education, and practice characteristics
- The survey has been mandatory since September 2015
 - Mandated by the NPMA
- > 95% response rate to the survey

Identifying Active NPs in New York, 2016-2018

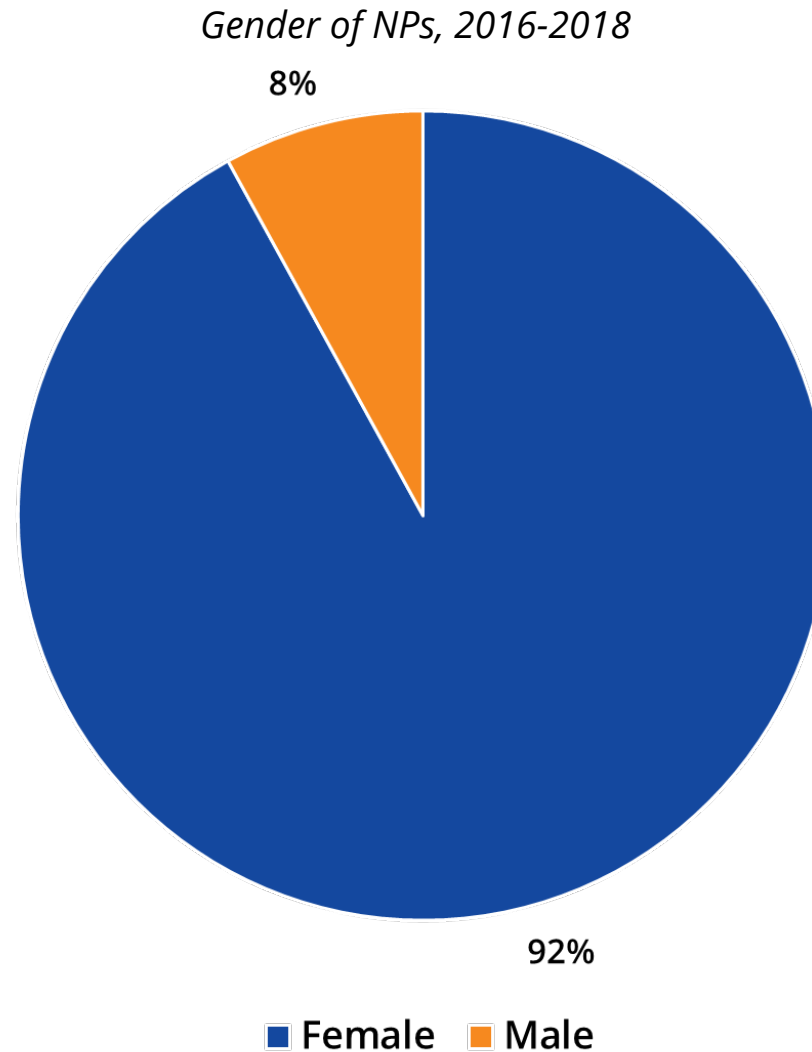
	Included	Removed
Surveys Received	19,423	
Duplicates, Out of State Addresses		2,048
New York State Addresses	17,015	
Not Working/Retired		3,138
Working, but not as an NP		2,010
Providing Patient Care	11,867	



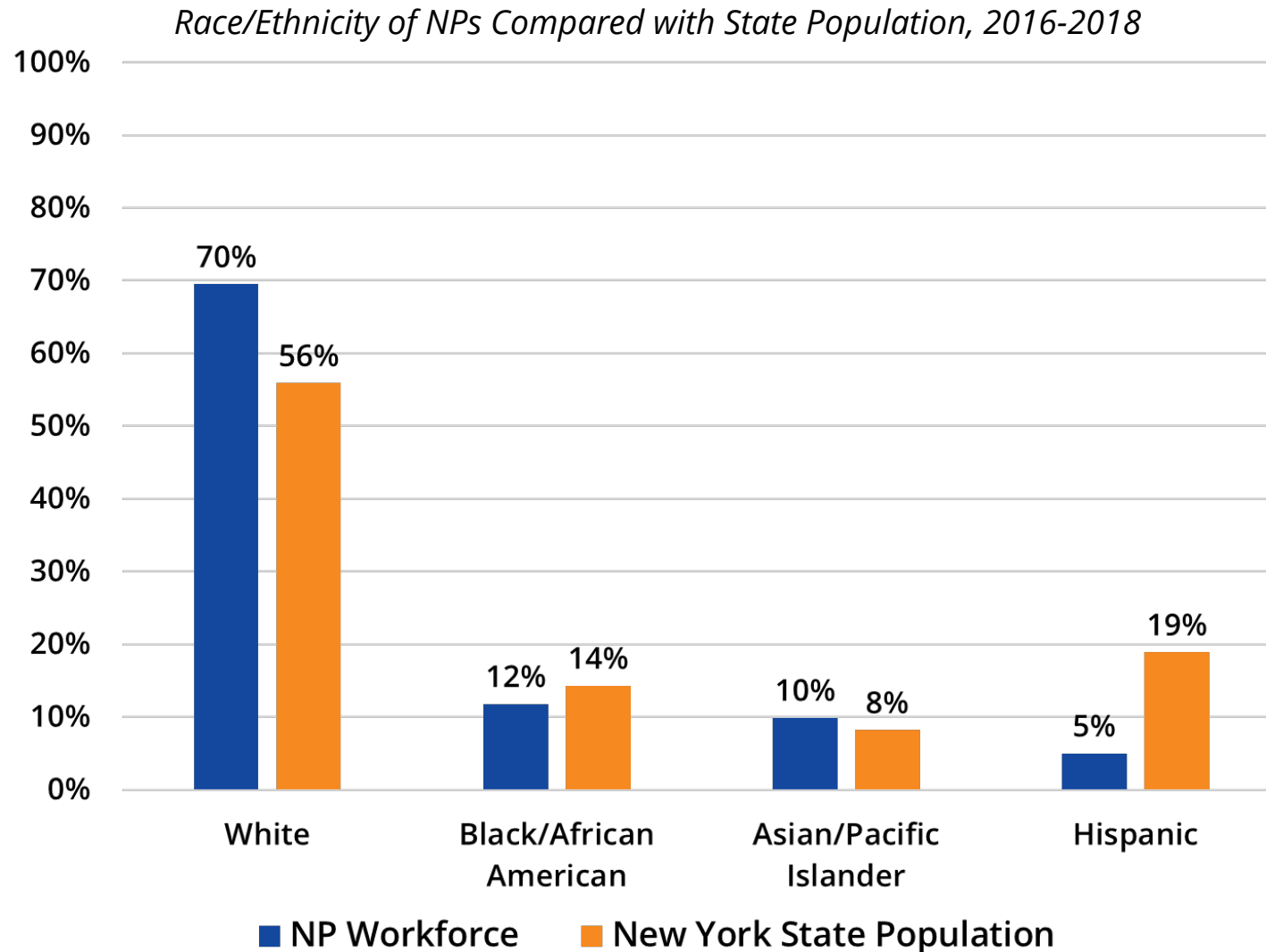
There Are 60 NPs per 100,000 Population in New York



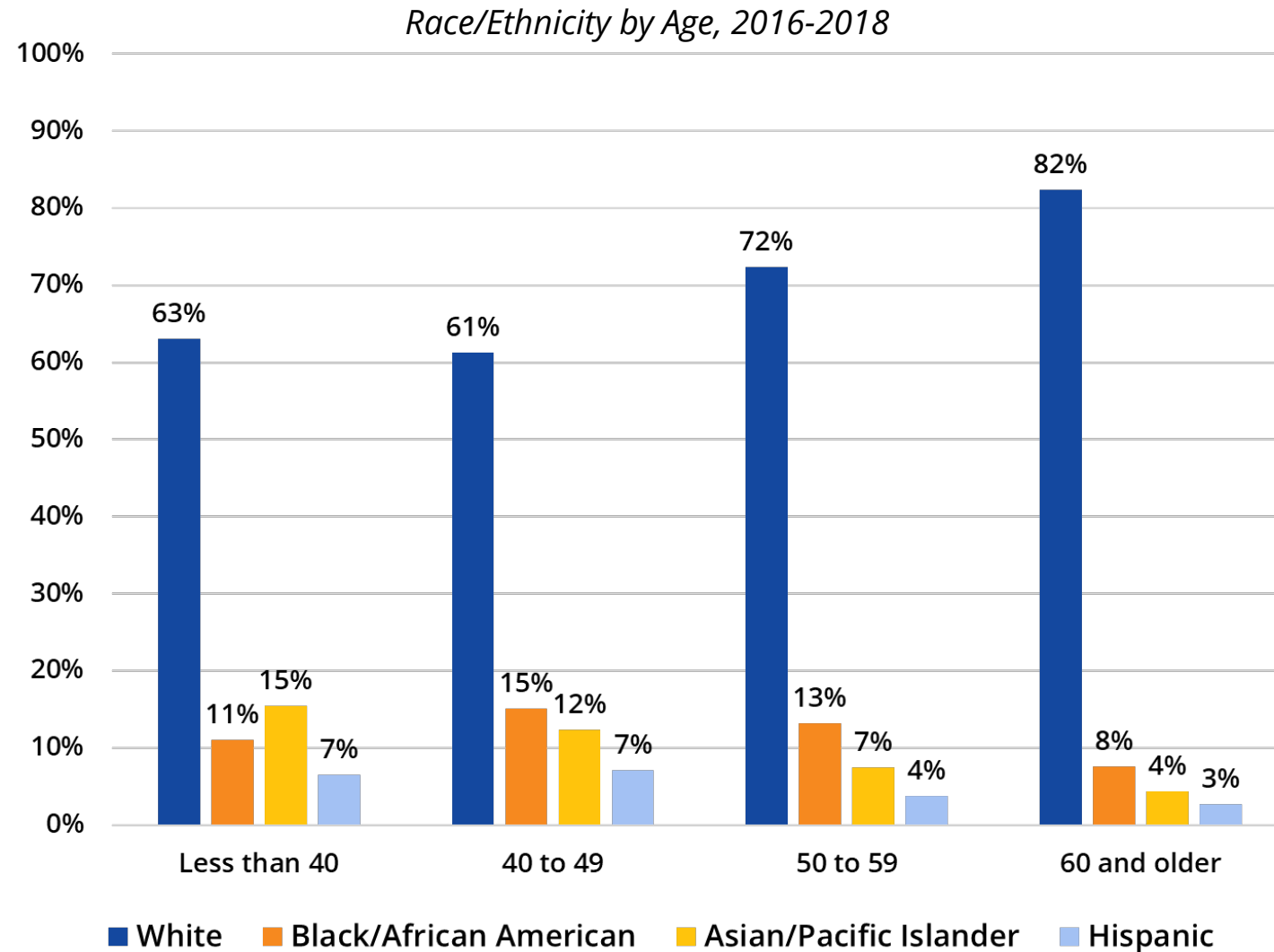
92% of NPs in New York Are Female



New York's NPs Are Less Diverse Than the Population



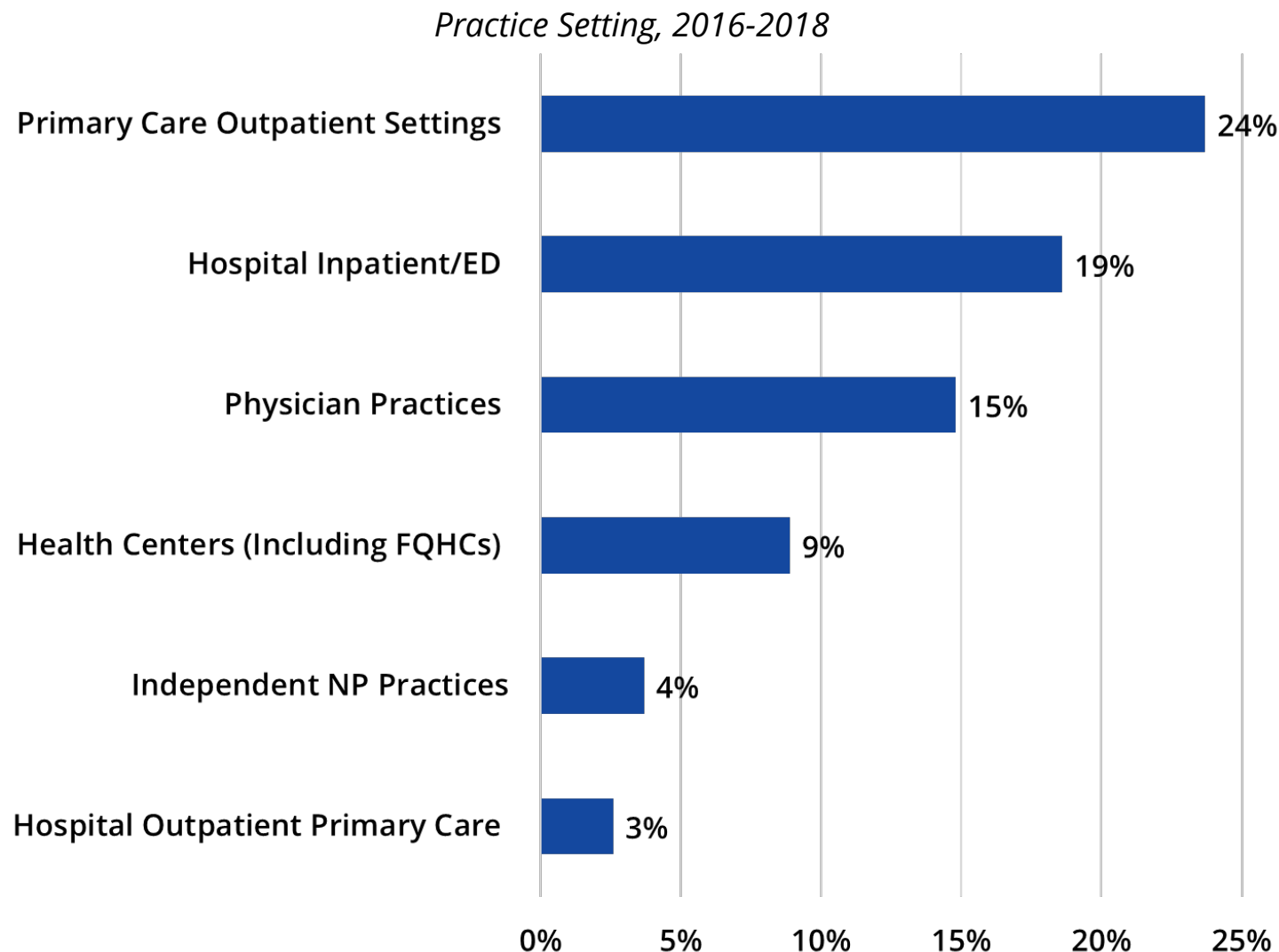
Younger NPs Are More Diverse Than Older NPs



Education and Training

- 91% of NPs report holding a master's degree or post-master's certificate as their highest NP degree
 - 6% report a doctorate as their highest NP degree
- 90% of NPs received their NP training in New York

More Than One-Third of NPs Work in Primary Care Outpatient Settings



More Than Half of NPs Work 40+ Hours per Week

Patient Care Hours	Age 20-29	Age 30-39	Age 40-49	Age 50-59	Age 60+	All Ages
0-9	1%	4%	5%	6%	8%	6%
10-19	3%	4%	6%	6%	7%	6%
20-29	7%	10%	11%	11%	11%	12%
30-39	25%	25%	23%	22%	19%	23%
40-49	57%	49%	42%	41%	31%	42%
50+	8%	8%	13%	14%	11%	11%

More Than 60% of NPs in Hospital Settings Work 40+ Hours per Week

Patient Care Hours	Prim Care Outpatient Settings	Hospital Inpatient/ ED	Physician Practices	Health Ctrs/FQHCs	Indep NP Practices	Hospital Outpatient Prim Care
0-9	5%	4%	4%	5%	13%	4%
10-19	6%	3%	8%	7%	12%	3%
20-29	12%	8%	16%	11%	17%	7%
30-39	27%	24%	24%	23%	19%	25%
40-49	41%	48%	37%	44%	21%	48%
50+	8%	13%	10%	10%	18%	13%

Defining Primary Care

- A “primary care NP” is defined as an active NP who works in one or more of the following specialties:
 - General Practice
 - Family Practice
 - General Internal Medicine
 - Obstetrics/Gynecology
 - General Pediatrics
- **And** works in one of the following outpatient settings:
 - Federally Qualified Health Centers
 - Hospital Outpatient Primary Care
 - Physician Practice
 - NP Independent Practice

One-Third of Active NPs in New York Are Primary Care NPs

Race/Ethnicity	Primary Care NPs	Specialty Care NPs
White	34%	66%
Black/African American	35%	65%
Asian/Pacific Islander	29%	71%
Hispanic	34%	66%
Total	34%	66%

NPs in Shortage Areas

- 42% percent of NPs actively practicing in New York State work in primary care health professional shortage areas
- About half of NPs working in shortage areas are age 50 and older and one quarter are age 40 and below (comparable to NPs working in non-shortage areas)

Are Qualified NPs in New York Establishing Collaborative Practice Relationships with Physicians?

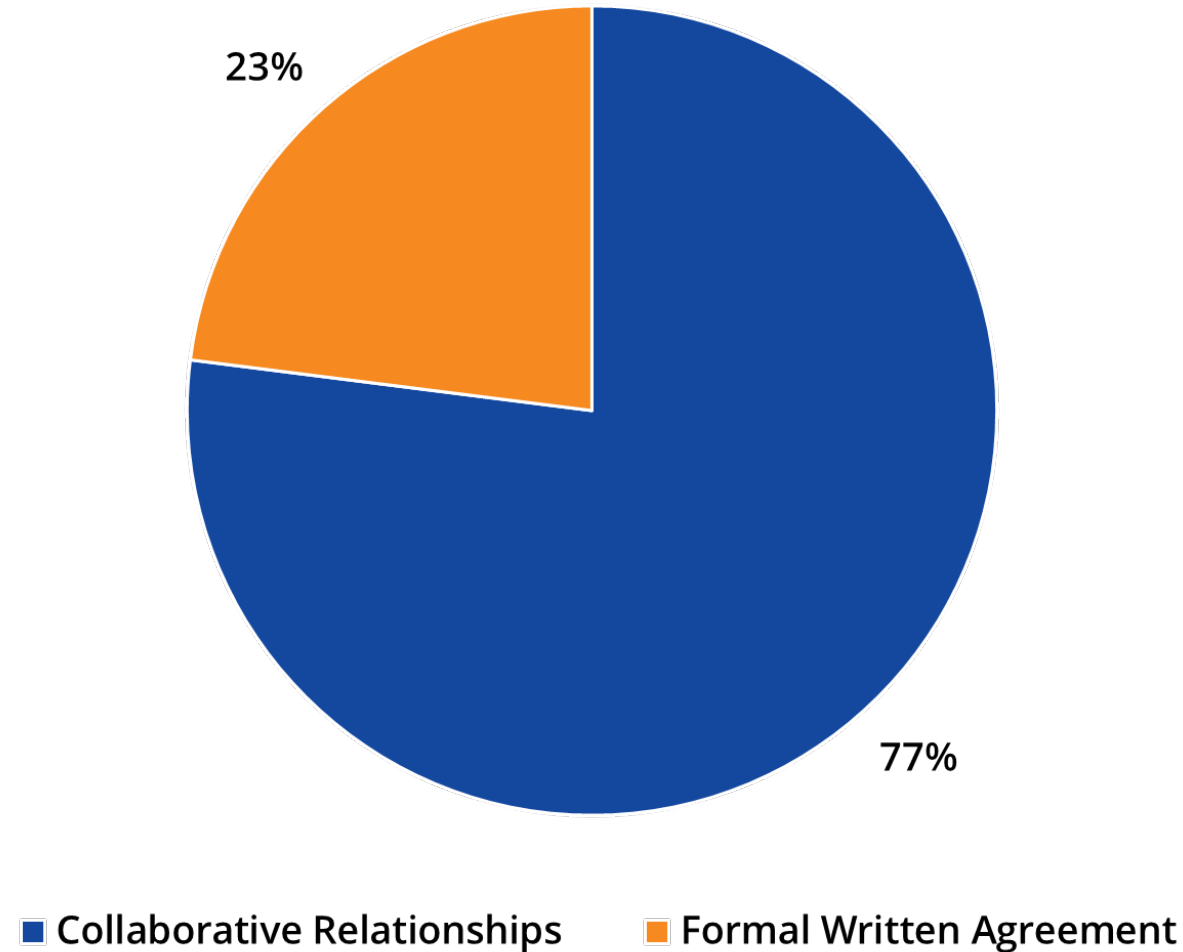
Identifying Active NPs in New York, 2015-2017

Category	Count
Surveys Received	14,172
Duplicates Submissions	-1,495
Out of State NPs	-982
Inactive NPs	-1,708
Active NPs Practicing in NY	9,987
Active NPs With More Than 3,600 Hours of Qualifying Experience	6,907

Research Brief: [Are Qualified NPs in New York Establishing Collaborative Practice Relationships with Physicians?](#)

77% of NPs (> 3,600 Hours of Exp) in New York Have Collaborative Relationships

Practice Experience of NPs, 2015-2017



NPs Aged 65 or Older Were Less Likely To Report Collaborative Practice Relationships

Age Group	Total NPs	# of NPs With Collaborative Relationships	% of NPs With Collaborative Relationships	Likelihood Compared To Reference Group
<34	665	522	79%	+33%
35-44	1,528	1,205	79%	+46%
45-54	1,865	1,428	77%	+30%
55-64	2,129	1,622	76%	+30%
>65 (Reference Grp)	691	497	72%	--
Total	6,878	5,274	77%	--

Black/African American NPs Were Less Likely To Report a Collaborative Practice Relationship

Race/Ethnicity	Total NPs	# of NPs With Collaborative Relationships	% of NPs With Collaborative Relationships	Likelihood Compared To Reference Group
Black/African American	741	550	74%	-19%
Asian/Pacific Islander	589	465	79%	+25%
Hispanic	341	267	78%	+6%
Other	291	213	73%	-25%
White (Reference Grp)	4,936	3,793	77%	--
Total	6,898	5,288	77%	--

NPs Working Less Than 50 Patient Care Hours a Week Were Less Likely To Report Collaborative Practice Relationships

Weekly Patient Care Hours	Total NPs	# of NPs With Collaborative Relationships	% of NPs With Collaborative Relationships	Likelihood Compared To Reference Group
1-9	192	121	63%	-44%
10-19	328	236	72%	-22%
20-29	598	447	75%	-16%
30-39	1,348	1,010	75%	-17%
40-49	2,666	2,079	78%	-8%
50+ (Reference Grp)	1,749	1,382	79%	--
Total	6,881	5,275	77%	--

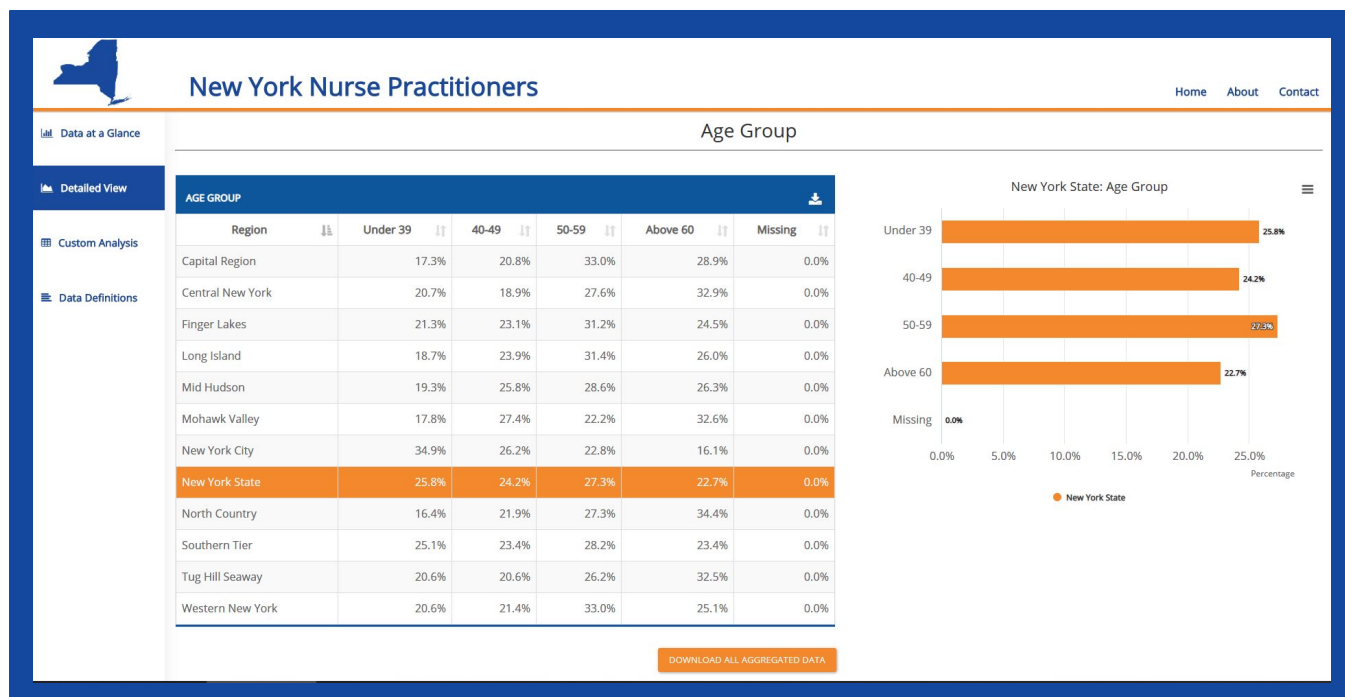
More Findings

- NPs working in independent NP practices were less likely to report collaborative relationships than NP in hospital inpatient/ED settings
- NPs working in specialty practices were more likely to report collaborative relationships

Concluding Remarks

Key Take-Away Points

- The New York NP workforce is varied
- One-Third of NPs in New York work in primary care
- More than 40% work in primary care health professional shortage areas
- Nurse Practitioners Modernization Act
 - Allows experienced NPs to have collaborative relationships
 - Mandatory NP data collection
 - Requires data to be publicly available



New York Nurse Practitioners

[Home](#) [About](#) [Contact](#)

Detailed View

This page provides a detailed view of active Nurse Practitioners in New York in which you can select variables and categories by region type. Each panel on the page corresponds to your variable selection and displays the data in percentages by region and statewide. In addition, you can download an aggregated dataset using the Download Tools which will include an Excel file along with a separate worksheet linking the variables.

Age Group: Under 39 by PHIP regions

Geography:

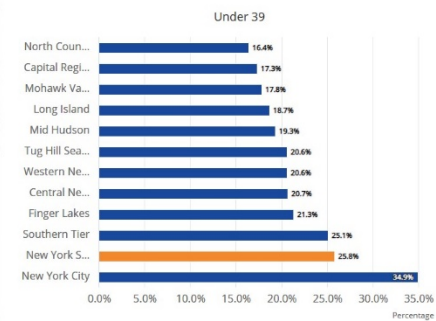
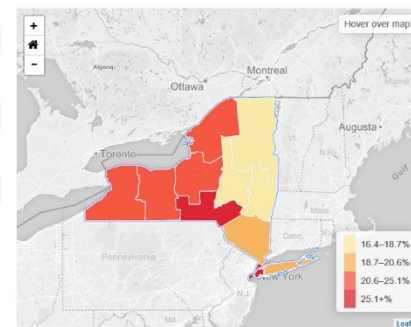
Regions

Select Variable:

Age Group

Select Variable Category:

Under 39



Age Group

Contact Information

- For more information, please email me at: dparmstrong@albany.edu
- Visit us at:



@CHWS_NY



@Centerforhealthworkforcestudies



/company/center-for-health-workforce-studies