



State/Territory Report

State/Territory: Arizona

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Projects/Issues Addressed This Year: Public Health Pandemic H1N1 Response: PHNs worked actively on the public health H1N1 influenza planning and response coordination at the state and local levels. Local PHN's provided leadership in managing the logistics and management of Immunization sites in the counties.

The Arizona County Directors of Nursing Association (ACDONA) and Nursing Section of the Arizona Public Health Association (AzPHA) held a joint meeting at the annual Arizona Public Health Association fall conference to strategize and create opportunities for professional development for PHN in Arizona.

Planning for a Professional Development and Leadership meeting occurred. Dr. Karen O'Brien from the Colorado Center of Nursing Excellence was the featured speaker at the Arizona Professional PHN Leadership seminar.

Projects/Issues Pending: Following the Az Professional PHN Leadership seminar with Dr. Karen O'Brien in May, 2010, PHNs from local health departments will convene to prioritize opportunities that were identified at the meeting and select a plan of action. Opportunities include assessment of the professional development needs of PHNs in Arizona, developing a standardized orientation to PHN, mentoring and internship opportunities and developing a Professional Development Plan template.

Issues & Special Concerns for Public Health Nursing: Each year recruitment and retention of qualified PHNs in Local Health Departments is a critical issue. Arizona continues to experience a decline in experienced PHN staff at all levels of the public health system, due to retirement and promotional opportunities outside of nursing. Positions previously requiring a registered nurse are also being modified to include other professionals as candidates. There have been persistent PHN position vacancies within County Health Departments. It is extremely difficult to find applicants for positions requiring PHN experience, particularly PHN management level positions. Salaries continue to be problematic with PHN salaries below market value.