

# Are you a retired MNA Nurse?



**Members of the new MNA Retired Nurse Council: (L-R) Joyce Stein, RN; Sue Nehring, RN; Debra Nault, RN, MNA Director of Nursing Practice and Education; Jesusa Vasquez, RN**

The Michigan Nurses Association is organizing MNA retired nurses to help build and maintain the Association along with promoting quality health care for the citizens of Michigan. MNA realizes that our retired nurses still have much to contribute to both the profession of nursing and the Association. Following the approved resolution from the 2013 House of Delegates, MNA has formed a retiree group as a way for nurses to stay connected and involved.

## Background information

The number of Michigan nurses approaching the end of their working careers is increasing as nearly 30 percent of licensed nurses are between the ages of 55 and 64. As baby boomers continue to age, many will both retire and become patients themselves, requiring changes at all levels of health care. Current near-retirement nurse surveys indicate they may leave the profession at an increasing rate. Many are already reducing their hours worked, or transitioning to other settings to pursue less physically and time-demanding jobs. Forty percent of all nurses plan to retire within the next 10 years. This represents a concern for the stability of Michigan's nursing workforce. Employers, communities, and other healthcare/education organizations will need to address many complex issues. Currently, the economic benefit and expertise of retired nurses is vastly undervalued.

## Mission Statement

The Michigan Nurses Association will promote opportunities for retired members to become involved in actions and activities that influence the nursing profession to improve health care, and advocate for patients and policy changes.

## Core Values

- Retired nurses have a wealth of information and experience that can be utilized
- Retired nurses often want to keep their license current
- Mentoring of new nurses is highly successful, but inconsistently utilized
- Retired RNs are capable of practicing in a variety of settings
- Retired RNs may have more time to volunteer and participate in outreach
- Retired nurses deserve recognition for their expertise and inspiration

## Goals

- Develop an organized "MNA Retired Nurses Council"
- List activities the group could participate in
- Provide incentives for membership
- Start and maintain specific communication methods (newsletter, website, *MI Nurse*)

The MNA retired nurse group can assist, volunteer, mentor, and educate to help strengthen the nursing workforce by utilizing their expertise and leadership.

A core group of MNA retired nurses met at the beginning of the year to devise plans for a steering committee who will continue to develop and organize the Retired Nurse Council. The group will be sending letters to each LBU to obtain names and contacts of those retired nurses interested in joining the steering committee. In addition, MNA continues to devise methods for obtaining/tracking information on members who retire. The next meeting will be March 20 in Ann Arbor. For more information, contact Debra Nault, RN, MNA Director of Nursing Practice and Education, at 517-853-5502 or view the information on the website [minurses.org/nursing-practice](http://minurses.org/nursing-practice).