Hanover Community Nursing Advisory Committee

Meeting minutes for Monday, August 7, 2017

In attendance:  Bill Boyle, Ann Bradley, Jen Gantrish, Joyce Hinsley, Michael Hinsley, Betsy McClain, Bridget Mudge, Stuart Pompian, and Dave Stewart

Location:  Rotary Room in Howe Library

Agenda items discussed:

1. Review and approval of the minutes of June 28, 2017 meeting.

2. Update on results of the advertisement of the community nurse position:
   a. No applicants to date.  Discussion of concerns about the difficulty of summertime hiring, that the hourly pay rate is lower than traditional nurses’ pay rate at local hospitals, and the nature of community nursing as a non-traditional nursing job.
   b. Discussed places ad is posted, Hanover/Upper Valley List Serve, Valley News, and Town of Hanover Website.  Question whether we should advertise in other UV newspapers, bulletin board at Tuck/Medical School, and next to the café at DHMC?  Decided to wait until September when folks are back from vacations to run another ad with the higher pay rate in the Valley News on two Sundays in September.
   c. In the meantime Dave will post the updated higher hourly rate on the Town of Hanover’s website.

3. Discussion on where things stand:
   a. Discussion of other possible nurses, e.g. school and community, to contact to network with about the community nurse position.
   b. Other networking opportunities such as the Elder Forum at APD, Dwinell Room, the third Friday of every month at 7AM.  Ann B. will attend the next meeting on September 15th.
   c. Discussed inviting Dena Romero, former community counselor/welfare coordinator, to our next meeting to hear from her about the public health
side of services she provided in her prior role with the Town of Hanover. The committee is also interested in learning from her about former contacts and referral network which may aid in “getting the word out” about this new position. Jen G. will contact Dena and invite her to our next meeting.

d. Discussed the role of the Outreach Worker from the Grafton County Senior Citizens Council, Cappy Scappetone. The Town of Hanover contracts for her social work services at Summer Park Senior Housing. Jen G. will call Cappy to find out the specifics of her role, the process for referrals to her, and report back to the committee.

e. Laurie Harding of the UV Community Nursing Project also has a list of community contacts and resources which will be helpful.

4. **And where to go from here (Bridget Mudge, Clinical Nurse Specialist at DHMC, joined our meeting):**
   a. Bridget shared that at DHMC the hourly rate for new grad hires is $27.77/hour. Nurses in care management are earning $31+/hour.
   b. Currently DHMC is having a difficult time attracting nurses because of shifting demographics. Experiencing a high turnover rate; 50% of the current nurses have been working at DHMC for less than 5 years. As a result DHMC is hiring traveling nurses to meet demand.
   c. Bridget suggested that Dave S., HR Director for the Town of Hanover, contact DHMC’s HR of Nurse Recruiting for a discussion, suggestions, etc.
   d. Bridget also can send our job posting to the Care Management Department at DHMC.
   e. Bridget suggested networking with contacts at the VA and VNA as another possibility.

5. **Other:**
   a. Dave S. will re-advertise and post new hourly rate on the town’s website and area list serves.
   b. Ann B. will contact local school and community nurses to network about Hanover’s community nurse position.
c. Betsy M. will reach out to contacts at the VA for assistance in circulating job post at the VA.

d. Jen G. will contact Dena R. and Cappy S. (details under section 3, c and d of minutes)

6. **Next meeting:**
   
a. Jen G. will invite Dena R. to the next meeting, send out a doodle poll w/ possible meeting times, and reserve space at the Howe Library.