

PROFESSIONAL NURSING DEVELOPMENT: PROFESSIONAL NURSING LADDER

SARASOTA MEMORIAL HOSPITAL

NEW APPLICATION BEGINNING JANUARY 2009

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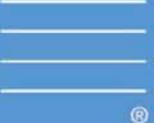
Why Have a Career Ladder?

- Provides staff recognition
- Serves as motivation for career and professional growth
- Financial rewards for activities and participation
- Results in diverse staff participation in performance improvement and nursing decision making.



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History of Development

- *Professional Practice Council formed through introduction of Shared Governance Model at SMHCS*
 - Professional Practice Council is made up of 70% direct caregivers – The group is a *STAFF DRIVEN PROCESS*
 - Additional support members: Clinical Managers, Clinical Coordinator, CNS
- *Survey of staff revealed need to revise current structure of ladder*
 - *October – November 2005 surveys sent and returned*
 - *94 respondents*
- As work began in January 2006, realization that current job description (in addition to career ladder) required revision
 - One job description for all RN's
 - JD revision based on 14 standards of professional nursing practice from the ANA (American Nurses Association)
 - Collaborated with the Clinical Manager Council for input into JD



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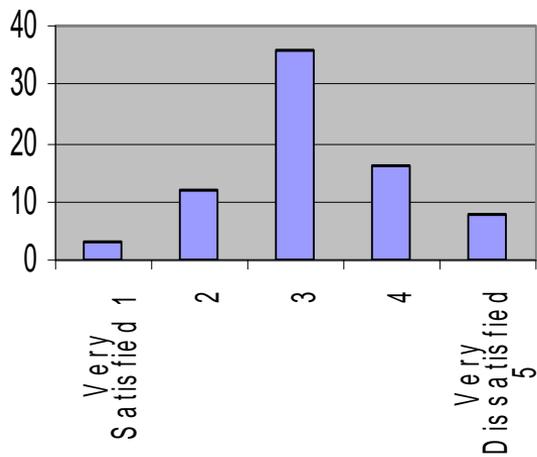
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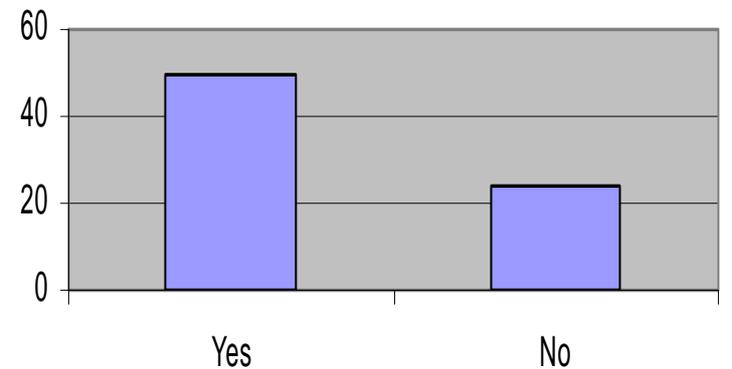
Survey Results

(2005)

How well are you satisfied with the organizations current clinical ladder



Do you think the organization ought to make major changes to its current ladder



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Next up---Revision of Career Ladder

- *Professional Practice Council*
 - *Evaluate **prior** career ladder*
 - *Benchmarked with other Magnet facilities to model a career ladder aligned with the Forces of Magnetism*
 - *Collaborated with HR and Financial*
 - *Developed and Implement a New Career Ladder*
 - *This is the 3rd version (**January, 2009**) of the career ladder application as the career ladder task force reviews and revises the entire process at least annually*



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Who is eligible

- **All** Licensures working under the current RN job description

Are eligible!!



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What are the levels of Achievement?

Level 1 Entry Level RN

Level 2

- 1 Year RN Experience with 1 consecutive year at SMHCS
- Minimum of Meets in each area of current merit/job description (in no corrective action)
- Satisfactory Peer Reviews per most current merit/job description:
- 25 Contact Hours
- Housewide or unit based committee **OR** Qualifying Project
- 10 Points from a Minimum of 4 Categories; Maximum 4 Points/Category
- Incentive payout \$1,920



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Levels of Achievement continued

Level 3

- **5 Years RN Experience with 3 consecutive years employed at SMHCS as a RN**
- **Minimum of Meets in each area of current merit/job description (in no corrective action)**
- **Satisfactory Peer Reviews per most current merit/job description:**
- **35 Contact Hours**
- **Housewide or unit based committee OR Qualifying Project**
- **National Specialty Certification**
- **20 Points from a Minimum of 5 Categories; Maximum 10 Points/Category**
- **Incentive payout \$2,800**



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Levels of Achievement continued

Level 4

- 5 Years RN Experience with a BSN or 20 Years RN Experience
- Employed at SMHCS 10 consecutive years as a RN
- Minimum of Meets in each area of current merit/job description (in no corrective action)
- National Specialty Certification
- Satisfactory Peer Reviews per most current merit/job description
- 50 Contact Hours
- Housewide or unit based committee AND Qualifying Project
- 30 points from a minimum of 6 categories; Maximum 10 points/Category

Incentive payout \$4,000

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When can I apply?

Application will be accepted & reviewed by the Professional Practice Council on a Quarterly basis

1. January 1st-15th Applications will be accepted
2. April 15, 2009;
July 15, 2009; Oct 15, 2009 Deadline for turning in applications to E&CP
3. Pay out 1st complete pay period of following month



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How can I earn points?

There are 10 categories to help! Pulled from the Forces Of Magnet!

Category 1 AUTONOMY

Bachelor Degree in Nursing	1 points
Bachelor Degree Healthcare Related	1 point
Master Degree in Nursing	2 points
Approved National Certification(s)	2 points per certification 1 point for maintaining certification

Category 2 QUALITY OF NURSING LEADERSHIP

Professional Organizations

Member	1 point/ organization (Maximum 2 Points)
Office or Chairperson	2 points/ organization (Maximum 4 Points)

Category 3 ORGANIZATIONAL STRUCTURE INTERDISCIPLINARY RELATIONSHIPS MANAGEMENT STYLE

Committees

Member hospital council/committee(s)	2 points each
Member of unit based committee	1 point
Officer other than chair or co-chair (secretary, treasurer, etc)	3 points hospital wide 2 points unit based
Chair or co-chair of hospital/ unit committee(s)	4 points hospital wide 3 points unit based



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How can I earn points?

Category 4 QUALITY OF CARE PROFESSIONAL MODELS OF CARE-RESEARCH DRIVEN

Evidenced-Based Practice

<i>Completion of Evidence-Based Practice classes (EBP1 & EBP2)</i>	<i>1 point for both classes</i>
<i>Participation in clinical Evidence-Based Practice Process</i>	<i>1 point/process (Maximum 2)</i>

Nursing Research

<i>Participation in Research Project /Study</i>	<i>1point Maximum</i>
<i>Completion of NIH human subjects protection course, on the web</i>	<i>1point Maximum</i>
<i>Implementation of nursing research</i>	

You may be many different roles in the study to earn points. (see application)

Category 5 QUALITY IMPROVEMENT- EVIDENCE BASED PRACTICE

Unit Based Quality Initiative/Project

4 points leader
2 points team member

Participant in RPI (Rapid Process Improvement) or RCA (Root Cause Analysis) 3 points

Documentation or verification is required for each section. Refer to application to see what is required.



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How can I earn points?

Category 6 PROFESSIONAL DEVELOPMENT

Education opportunities;

College Credits (must be for prior 12 months of application year)	Maximum 6 points
Bachelor Degree in Nursing	<i>2 points per 3 credit course</i>
Bachelor Degree Healthcare Related	<i>1 point per 3 credit course</i>
Master Degree in Nursing	<i>3 points per 3 credit course</i>
Master Degree Healthcare Related	<i>2 points per 3 credit course</i>
Doctoral in Nursing	<i>4 points per 3 credit course</i>
Doctoral Healthcare Related	<i>3 points per 3 credit course</i>

Continuing Education (Inservice, Workshop, Conference, Self-Study Module)

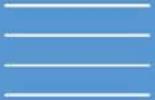
May not include qualifying CEU's

- 10 contact hours = 1 point
- 20 contact hours = 2 points
- 30 contact hours = 3 points
- 40+ contact hours = 4 points (maximum)



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How can I earn points?

Category 7 NURSES AS TEACHERS

Instructor:

BLS, ACLS, PALS, NRP, TNCC, ENPC, CPI

each 3 points

Formal Teaching Program

Competency Skills Fairs

Bulletin Board / Poster Board / Education

(variety of points are available for these teaching opportunities see application for point values, necessary documentation, and criteria)

Category 8 IMAGE OF NURSING

Recognition / Nomination for Team or Individual Award for Awards of Excellence

1 Point

Awarded: Nurse Of Excellence / Service Excellence

3 Point

Publications

Internal Publications (ie: SMHCS Messenger, Unit Newsletters)

1 points/publication

(Maximum 2 points)

External Publications (ie: Nursing Spectrum, Advance for Nurses)

3 points

Recruitment/ Job Fairs

1 point (maximum 1 point)



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How can I earn points?

Category 9 COMMUNITY AND THE HEALTHCARE ORGANIZATION

Active SMHCS/Community Volunteer

1 point per 5 hours of activity (Maximum 4 points)

“Provide evidence of **nurses’ involvement in the community.**” Volunteer activities must require nursing skill. Not all corporate volunteer activities are health care related.

Category 10 CONSULTATION AND RESOURCES

Precepting: upon successful completion of orientation

Nursing student preceptorships/Externship accelerated nurse program

1 point/6 shifts

New employee RN/Graduate nurse

3 points/12 shifts

Experienced nurse

2 points/12 shifts

Communicator Activities

Communicator/ shift leader/ charge nurse

4 points

Relief communicator/shift leader/charge nurse

1 point/10 shifts

2 points/15 shifts

3 points/ 20 shifts

Max is 3 points

Resource Team Member

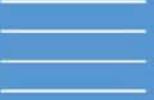
(SWAT, Pain Resource, Diabetic Resource, POC Point Person)

2 points



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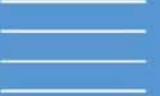
How can I get started?!

Application available on the Pulse site



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