

PROFESSIONAL NURSING DEVELOPMENT: PROFESSIONAL NURSING LADDER

SARASOTA MEMORIAL HOSPITAL

NEW APPLICATION BEGINNING JANUARY 2010

"One of America's Best Hospitals"
– U.S. News & World Report

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HEALTH CARE SYSTEM



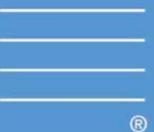
Why Have a Career Ladder?

- 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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– *U.S. News & World Report*

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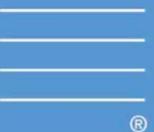
History of Development

- *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*
 - *Staff have been surveyed each year since 2006*
- 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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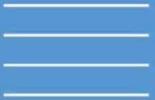
Revision of Career Ladder

- *Professional Practice Council*
 - *Evaluate prior career ladder*
 - *Benchmark with other Magnet facilities to model a career ladder aligned with the Forces of Magnetism and share information*
 - *Collaborate with HR, Finance, and Nursing Leadership*
 - *Incorporate feedback from the survey*
 - *Develop and Implement a New Career Ladder*
 - *This is the 4th version (January, 2010) 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** Nurses working under the current RN job description

Are eligible!!



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What are the levels of Achievement?

Level 1 Entry Level RN

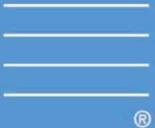
Level 2

- 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 \$1,800



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Levels of Achievement continued

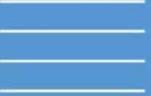
Level 3

- **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?

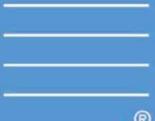
Application will be accepted & reviewed by the Professional Practice Council on a Quarterly basis

- Submit portfolios to Education and Clinical Practice by Noon on January 15th, April 15th, July 15th, or October 15th
- Achievement pay will be in the pay check of the first complete pay period of the 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	<i>2 points</i>
Bachelor Degree Healthcare Related	<i>1 point</i>
Master Degree in Nursing	<i>3 points</i>
Approved National Certification(s)	<i>2 points per certification</i> <i>1 point for maintaining certification</i>

Category 2 QUALITY OF NURSING LEADERSHIP

Professional Organizations

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

Applicant must be a member of the organization for at least 6 months and provide proof of membership dates.

Category 3 ORGANIZATIONAL STRUCTURE INTERDISCIPLINARY RELATIONSHIPS MANAGEMENT STYLE

Committees

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



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How can I earn points?

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

Evidenced-Based Practice

Completion of Evidence-Based Practice classes (EBP1 & EBP2)

1 point for both classes

Participation in clinical Evidence-Based Practice Process

1 point/process (Maximum 2)

Nursing Research

Participation in Research Project /Study

1point Maximum

Completion of NIH human subjects protection course, on the web

1point Maximum

Implementation of nursing research

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)

3 points

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

Projects in categories 4 and 5 must be pre-approved by your Director and the Research Council.



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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)

Teaching as part of a committee, council, resource team, or as a component of your project **MAY NOT** be used for points in this category.

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

Professional Practice Council members are ready and willing to help.

Please contact one of use with any questions you have.

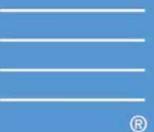
We also encourage you to have someone double check your application prior to turning it in.



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