2017 NURSE RESIDENCY PROGRAM

- **Qualifications for the Nurse Residency Program include:**
  - Graduation from an accredited school of nursing
  - Successful completion of the NCLEX
  - Experience in the clinical area of choice is preferred
  - Baccalaureate degree in nursing preferred, associate degree in nursing accepted
  - Less than one year of experience working as a nurse

- **Nurse Residency Specialization Tracts**
  - **Adult Intensive Care**
    - Open Heart Recovery Unit
    - Surgical Intensive Care
    - Medical Intensive Care
    - Cardiopulmonary Intensive Care
    - Neuroscience Intensive Care
    - Surgical-Trauma Intensive Care
  - **Intermediate Care**
    - Surgical-Vascular
    - Cardiopulmonary
    - Medical
  - **Telemetry**
    - Post Open Heart Recovery
    - Clinical Decision Unit for Observation Patients
    - Trauma/Trauma Step-down
    - Orthopedic
    - Post Cardiac Catherization Unit
  - **Medical-Surgical**
    - Orthopedic
    - Medical Rehabilitation
    - Behavioral Health
    - Pediatrics
  - **Emergency Department**
    - Trauma
    - Cardiopulmonary
    - Women & Children
  - **Neonatal Intensive Care**
  - **Labor & Delivery**
  - **Mother-Baby**
  - **Pediatric Intensive Care**
  - **Procedural Units**
    - Cardiac Catherization Laboratory
    - Surgery

- **Orientation Process for the Nurse Residency Program**
  - Six month program
  - Staged orientation process
    - Divided into five stages with defined goals and length for each stage
• Stage 1: Initial one week orientation for all newly hired nurses that includes training for the computer system and essential equipment necessary to provide patient care

• Stage 2: Six weeks in length, working Monday-Friday 7a-330p. The focus is to enhance assessment skills, provide experience with an assigned preceptor to expand knowledge of documentation, medication administration, time management and priority setting.

• Stage 3: Five weeks in length, working Monday-Friday 2 (8) hour & 2 (12) day shifts. While continuing to work on the skills from Stage 2, the focus shifts to communication skills with peers, ancillary staff, and physicians while working with an assigned preceptor.

• Stage 4: Five weeks in length, working Monday-Friday 3 (12) hour day shifts with an assigned preceptor. The focus is dependent on the type of nursing unit. Critical Care areas focus on taking care of the highest acuity patients, while Telemetry and Medical-Surgical units focus on increasing the number of patients with mixed acuity. Delegation is also a focus for this stage.

• Stage 5: Eight weeks in length, working 3 (12) hours on the shift hired to work (either day or night shift). For the nurses changing to night shift, the first two weeks will be with an assigned preceptor to provide orientation to the new shift as well as providing time for socialization with the new staff. The next six weeks will be working autonomously with an assigned mentor.

• Stage Advancements are completed at the end of Stage 2, 3 & 4 in the Patient Simulation Center

• Required Education for the Nurse Residency Program
  o CAMC strives to ensure an appropriate ratio between clinical and class time, but recognize further education is necessary to provide the highest quality care for our patients.
  o Classes vary depending on the type of unit. All nurses working on monitored units are required to complete both a Basic EKG Interpretation class and a Critical Medication Class.
  o Adult ICU nurse residents are required to complete The Essentials of Critical Care Orientation and Critical Care Pharmacology web-based courses.
  o Emergency Department nurse residents are required to complete the Emergency Nurse’s Association Orientation web-based course.
  o ACLS, PALS or NRP classes as applicable to clinical area
  o Monthly Nurse Resident Classes include topics to assist with clinical competencies
    ▪ Medication Safety
    ▪ Communication
    ▪ Conflict Management
    ▪ Professional Development
Components for successful completion of the Nurse Residency Program

- Attendance for all required classes
- Completion of on-line courses (Adult ICU & ED)
- Attendance for Nurse Resident Monthly Meetings
- Successful completion of all stage advancements in the Patient Simulation Center
- Competency validation of clinical skills by preceptors