

Benefits of Nursing Clinical Excellence Program

- Can be on the ladder or not. It is an individual decision.
- No large, cumbersome packets needed to submit to a committee.
- Focuses on clinical quality.
- Recognizing and rewarding longevity.
- Points are weighted based on committee recommendations. For example, obtaining an MSN degree is more points than a BSN degree.
- Ability to float and volunteer to work extra shifts is rewarded.
- Fostering continuing education through points for CEU attainment above license requirements.
- Points for committee membership.
- The ability for departments to grant points for special projects and initiatives.
- Ability to move up the ladder after one year in current nursing position.
- No longer focused on pay ladder but rather clinical achievements and excellence.
- Developed to support Methodist Excellence principles.

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Visit SANursing.com to learn more about the Nursing Clinical Excellence Program or talk to your supervisor for more information.

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Nursing Clinical Excellence Program

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The Methodist Healthcare Nursing Clinical Excellence Program

The Methodist Healthcare Nursing Clinical Excellence Program recognizes and rewards expertise in clinical practice for Registered Nurses providing direct patient care. The program is aimed at

- Fostering self-growth in leadership
- Rewarding quality patient care, teaching and education
- Promoting and acknowledging exceptional customer service

Program Overview

This program provides eligible Registered Nurses the option to progress on a clinical career ladder consisting of a number of position levels.

Levels available to RNs who do not participate in the Nursing Clinical Excellence Program

- GN/RN
- RN Advanced

Levels available to RNs who do participate in the Nursing Clinical Excellence Program

- RN Clinical Leader
- RN Clinical Expert

Eligibility

Registered Nurses providing direct patient care who demonstrate basic standards set forth by the Texas Nursing Practice Act and American Nurses Association Scope of Practice. Qualified candidates must

- Complete the nursing internship/orientation program
- Complete mandatory annual CEU licensure requirements including, but not limited to, Code of Conduct, TB screening and annual education requirements
- Be a full- or part-time Registered Nurse for the last 12 months and also worked a minimum of 1,000 bedside hours at Methodist Healthcare within the year of application
- Work a minimum of one year at a Methodist Healthcare facility as a Registered Nurse or LVN

- Consistently demonstrate professional behavior as an exemplary role model of clinical practice and leadership among staff and peers
- Promote teamwork and problem solving in the delivery of high quality patient care
- Adhere to Methodist Excellence Standards

Next Steps

If you are not currently in the STEPP Program

- Get more information from your unit liaison, manager, nursing page on MHSCentral.com or at SANursing.com
- Get questions answered
- Determine eligibility
- Determine which time period in 2008 to “shoot for”

If you are already in the STEPP Program

- Get more information from your manager, the nursing page on MHSCentral.com or at SANursing.com
- Discuss how your current level will translate to the new program

Four Designated Application Time Periods

Managers and eligible RNs who currently hold a level on the STEPP Clinical Ladder program will work together to determine an RN's eligibility and appropriate level in the new program.

Eligibility	Due to Managers or Director	Due to Human Resources	Increase Effective Date
1st Quarter January 1 – March 31	February 1	February 15	First complete pay period in March
2nd Quarter April 1 – June 30	May 1	May 15	First complete pay period in June
3rd Quarter July 1 – September 30	August 1	August 15	First complete pay period in September
4th Quarter October 1 – December 31	November 1	November 15	First complete pay period in December

Point Categories will include Service, Quality & Safety and People. (See *SANursing.com* for complete list of point options.)

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