

LifeBridge Health Clinical Career Ladder
Mandatory Requirements/Nurse Criteria
October 7, 2021

Eligibility for participation in the Clinical Career Ladder program is as follows:

- » **Eligible:** Nurses who provide direct patient care in an inpatient unit or hospital procedural area such as OR, ED, Cath Lab and all other hospital inpatient procedural areas.
- » **Ineligible:** Nurses working in exempt roles at either a staff or management level (Case Mgmt., Nurse Educators, Infection Control, Clinical Documentation Specialist, Quality, etc. as these positions do not provide direct patient care (non-bedside RNs)
- » Must be a regular Bedside RN working Fulltime (.9+FTE) or Part-time (.6 - .8FTE); Primary job responsibility is providing direct patient care at the bedside; 2) no Per Diem / PRN are eligible to participate; 3) Scheduled to work a minimum of 48 hours per pay period; 4) Meets all application criteria specific to the appropriate clinical ladder level.

	Staff RN Not Bonus Eligible (Novice/Advanced-Beginner)	Staff RN II \$2k Annual Bonus FT \$1k Annual Bonus PT (Advanced-Beginner/Competent)	Staff RN III \$4k Annual Bonus FT \$2K Annual Bonus Pt (Proficient)	Staff RN IV \$6K Annual Bonus FT \$3K Annual Bonus PT (Expert)
Associated Participation Bonus over (over Base Rate)		Requires annual application, review and approval by CAC	Requires annual application, review and approval by CAC	Requires annual application, review and approval by CAC
Clinical Experience	0-12 months of clinical experience.	At least 12 months of current clinical experience.	2 years of clinical experience with 2 years in specialty.	3 years of clinical experience with at least 3 years in specialty.
Level of Education and/or Certification	Graduate of an accredited school of nursing Active MD Nursing License	Graduate of an accredited school of nursing Active MD Nursing License	BSN/MSN degree OR National Certification in specialty Active MD Nursing License	BSN or MSN Degree, National Certification in related field, and Professional Organization Membership
Scholarly Performance Note: 0.1 CEU = 1 contact hour	Enrollment in and successfully complete Nurse Residency Program (if new graduate at LBH)	Continuing Education (CEU): 10 contact hours per year excluding hospital mandates.	Continuing Education (CEU): 15 contact hours per year excluding hospital mandates.	Continuing Education (CEU): 20 contact hours excluding hospital mandates.
Behavioral Expectations	No corrective action in past 12 months	No corrective action in past 12 months	No corrective action in past 12 months	No corrective action in past 12 months
Quality/Service/Engagement		To maintain RN II status after first year must have a total of 100 points in the point system with at least: 15 points (20% of total) in Quality 15 points (20% of total) in Service 30 points (40% of total) in Engagement 15 points (20% of total) Any category	Must have a total of 150 points in the point system with at least: 25 points (20% of total) in Quality 25 points (20% of total) in Service 50 points (40% of total) in Engagement 25 points (20% of total) Any category	Must have a total of 200 points in the point system with at least: 35 points (20% of total) in Quality 35 points (20% of total) in Service 70 points (40% of total) in Engagement 35 points (20% of total) Any category