

PATHWAY FOR NEW RN/LPN HIRES

With Experience:

HOSPITAL ORIENTATION

DAY 1:

HR hospital orientation

CLINICAL ORIENTATION

WEEK 1

Shift 1-Observe preceptor on floor with hands on training

Shift 2-Observe preceptor on floor with hands on training

Shift 3- Observe preceptor in Respiratory Unit. 2-4 hours of shift complete Healthstream Modules

✓ Complete Scavenger Hunt with preceptor guidance

WEEK 2

Shift 4- Observe preceptor in Respiratory Unit with hands on training

Shift 5- Take two patients from preceptor in Unit. Obtain report and do all patient care/documentation.

Shift 6- Take two patients from preceptor on floor. Obtain report and do all patient care/documentation. 2-4 hours of shift complete Healthstream Modules

****CBER REVIEW DURING
WEEKS 2-3****

WEEK 3

Observe admission with preceptor this week if possible
Observe minimum of 1 discharge with preceptor this week if possible

Shift 7- Take three patients from preceptor in Respiratory unit

Shift 8- Take three patients from preceptor on floor. 2-4 hours of shift complete Healthstream Modules

Shift 9- Take three patients from preceptor on floor

- ✓ Complete Respiratory Competency with RT by end of week and return paperwork to Kim Roken

WEEK 4

Do one admission and one discharge independently this week

Resource nurse to have no other patients

Shift 10- Take full assignment on floor with resource nurse who has no other patients. 2-4 hours of shift complete Healthstream Modules

Shift 11- Take full assignment in Respiratory Unit with resource nurse who has no other patients

Shift 12- Take full assignment in Respiratory Unit with resource nurse who has no other patients

- ✓ Trach changes at VPF MUST be completed by end of week.
- ✓ All Healthstream modules must be COMPLETE by end of shift 12

WEEK 5

You will now consistently have your own assignment with a resource nurse assigned to you. This nurse will also have their own assignment.

Role of Resource Nurse: The Resource Nurse will serve as a point person for any clinical questions of a new hire. During week 4 the Resource Nurse will make sure all of orientee's Healthstream Modules are completed and orientee is signed off on all competencies. CNE will meet with resource nurse throughout week 4 to assess need for any additional shifts for orientation.