



Memorial Medical Center

A Sutter Health Affiliate

CLINICAL NURSE RESIDENCY PROGRAM OVERVIEW

(Start Date: Monday, June 21, 2010)

Applications will only be accepted March 26th – April 5th online at
www.memorialmedicalcenter.org

The goals of this program are to:

- Initiate the first steps of differentiated nursing practice at MHA. (This will enable you to more effectively apply skills, education, knowledge, and experience to specific RN roles.)
- Provide you with added support and education during the residency program.
- Promote intrafacility and collaborative integration of patient services through visitation to various ancillary departments.
- Assure you entry-level clinical competency.
- Provide support from RN role models who precept you.
- Enhance your job satisfaction.

PURPOSE:

The newly graduated nurse or Re-Entry professional nurse will be prepared to participate in team delivered quality patient care at the conclusion of orientation. The nurse will have the ability to coordinate patient care using an integrated patient care delivery approach that addresses the continuum of care.

REQUIREMENTS FOR ACCEPTANCE INTO CNR PROGRAM:

1. Graduation from an accredited nursing program.
2. Possession of RN or IPN licensure from the California Board of Registered Nursing.
3. Experience:
 - A minimum of 500 hours of supervised clinical experience in an acute care facility, which was obtained through an accredited school of nursing program which has been approved by the BRN..

OR

- *A minimum of 500 hours of supervised clinical experience, which were obtained while employed as an LVN in an accredited acute care facility.*

PROGRAM DESCRIPTION:

1. Program length is 16 weeks of full time employment.
 - a. No Paid Time Off (PTO) will be granted during this time.
 - b. No floating to other nursing units will occur during this time unless accompanied by preceptor.
2. The CNR will have the opportunity to visit and learn about other departments that directly or indirectly contribute to patient care.

Hospital visits need to be completed within the first 12 week period.
3. Classroom education will occur throughout the program.
4. Specific competency programs will be utilized to provide the CNR.
 - a. With working knowledge of resources available;
 - b. Familiarity with key policies and procedures;
 - c. Reassurance that selected nursing interventions are being safely and effectively performed;
5. The CNR will work with a preceptor in the clinical area 100% of the time for the first 12 weeks.
6. During last 4 weeks the CNR will be expected to carry a full patient load.

The CNR will continue to gain expertise in providing patient care with the continued guidance from a preceptor as needed.
7. Rate of pay will be **\$35.845**.
8. Upon completion of the program, the CNR may apply for open (entry level RN) positions.

REQUIREMENTS FOR CONTINUATION IN CNR PROGRAM:

1. Specific requirements must be successfully met and documented in the CNR log by the end of the program.

Classroom attendance is mandatory – 100% of all classes must be attended. The CNR must work at least 95% of the scheduled clinical hours.
2. Specific requirements must be successfully met and documented in the CNR log within the established time frames.
3. Visitation to hospital departments must be completed during the first three months of the program.
4. The State Board Examination must be taken within the first 2 months of employment.

NCLEX REVIEW AND EXAM

1. Complete one-time reimbursement for the “NCLEX” exam.
2. MMC will pay the cost of an “NCLEX” review up to \$275.

BENEFIT REIMBURSEMENT

1. MMC will contribute toward the purchase of up to three (3) months of Cobra coverage or private insurance premiums for CNRs. MMC will reimburse actual cost, not to exceed \$500 for the purchase of three (3) months of Cobra or private insurance. Copies of COBRA or private insurance paperwork with cost information must be submitted to HR to be reimbursed.

SUPPORTING PATIENTS TOGETHER

Memorial Medical Center is located at the heart of the San Joaquin Valley, in Modesto, California, is committed to keeping pace with changing technology and the needs of our growing population. We are a 425 bed, full service, acute care hospital, balancing sophisticated innovations with a caring approach.

Specialty units include: Level 2 Neonatal Intensive Care nursery, 12 bed Labor and Delivery, 2 Recovery, 25 bed post partum, 35 bed Intensive Care Unit, 12 bed Coronary Care Unit, and a Dialysis Unit.

The areas in which a newly graduated or Re-Entry nurse may work are the following:

Telemetry:	60 beds, primarily cardiac (surgical and medical)
Surgical:	56 beds
Oncology:	27 beds
Renal/Diabetic:	51 beds (48 beds with telemetry)
Pediatrics:	27 beds (10 on Peds & 17 Med/Surg Overflow)
Ortho/TJRU:	56 beds, (28 on Ortho & 28 on TJRU)
Emergency:	37 beds

This program for the newly graduated or Re-Entry nurse has been in existence at Memorial Medical Center since 1995. The CNR program is 16 weeks long with progressively independent functioning in the clinical area as a key component.

The intent of the CNR program fits well within the mission of MMC in valuing and supporting our employees. This intensive orientation program is a step in assuring high quality care for all our customers.

Should you desire additional information, or have any questions, please contact one of the following.

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