



Make a choice for **YOUR FUTURE** at Cape Fear Valley Health!

PROGRAM PURPOSE

The Clinical Ladder Program provides an advancement framework to attract, retain and recognize registered nurses at Cape Fear Valley Health.

ELIGIBILITY REQUIREMENTS

RNs with one year of experience, who provide direct clinical care to patients, are eligible to participate. This includes:

- Full time, half time and flexible weekend staff
- Resource/Charge
- Clinical Educators
- Per diem staff
- Supplemental staff*

FINANCIAL BENEFITS


- Level II 5% hourly increase
- Level III 6.5% additional hourly increase
- Level IV 7.5% additional hourly increase

* Supplemental compensation is based on the flat rate of pay for position.

PROGRAM INFORMATION

- The Clinical Ladder Program consists of Clinical Ladder Levels II – IV
- Participation is voluntary. Advancement is an achievement, not an expectation.
- Professional growth, expertise and activities are documented in a portfolio.
- The activities utilize a menu approach and fall within several domains:
 - Professional Development
 - Organizational Engagement
 - Contributions to Nursing
 - Community Involvement

the CLINICAL LADDER OVERVIEW

|  | Contact Hours | Nursing Degree/Certification | RN Experience | Number of Activities |
|---|---------------|--|------------------------|----------------------|
| Level II | 10 | Diploma, ADN or BSN No Specialty Certification Required | Minimum 1 – 2 years | 3 |
| Level III | 15 | BSN/MSN <i>or</i> Specialty Certification | Minimum 2 – 3 years | 4 |
| Level IV | 20 | BSN/MSN <i>and</i> Specialty Certification | Minimum 3 – 4 years | 5 |

For more information, visit [CFVH Infoweb – Nursing Webpage – Clinical Ladder](#) or contact:

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