



RNPA Proposal 15, September 28, 2023

Section 18.4 - Inservice Education Program For Nurses

- a) While all nurses are responsible for their own professional growth, Santa Clara Valley Medical Center will maintain a Staff Development Program for nurses, including the following:
1. Provide an organized plan of orienting all newly hired nurses to the objectives, policies, goals, and procedures of the hospital and of nursing service at regularly scheduled intervals.
  2. Provide an organized plan of orienting all nurses to the job descriptions, responsibilities, and work assignments for nursing classifications at regularly scheduled intervals.
  3. Keep the nursing staff abreast on a continuing basis of new and expanding nursing care programs and of new techniques, equipment, facilities, and concepts of care.
  4. Each nurse must complete both (1) and (2) above before being permanently assigned to a unit and shift. Until completion of the formal orientation, the nurse will be considered as still in a structured learning experience and not part of the unit's regular nursing staff.
- b) In each area, a clinical nurse(s) is responsible for coordinating inservice programs with the Nursing Staff Development. These programs shall be relevant to updating and upgrading skills particular to the unit in order to promote optimal nursing care to each patient.

It is understood that the department has the authority to approve all voluntary attendance at inservice education programs.



c) Mandatory Training Courses/Certifications

1. The County will compensate the employee at the employee's hourly rate to complete the mandatory trainings (Health Learning/eLearning). The number of compensated hours shall be as stated on the training module's "estimated time to complete."
2. The employee shall be scheduled to complete the mandatory training courses for the required hours separately from any other assignments and shall not be scheduled to complete training during the hours that the nurse is assigned to provide patient care.
3. Ordinarily overtime is not provided for mandatory training courses. Mandatory training courses may be performed on a regularly scheduled or over code shift.
4. This provision applies to all mandatory unit-specific certifications including but not limited to BLS, ACLS, PALS, NRP, TNCC, etc.