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APPENDIX B - CLASSIFICATIONS AND AREAS OF COMPETENCY FOR LAYOFF PURPOSES ONLY

B.1 – Classifications at Valley Medical Center, O'Connor Hospital, St. Louise Regional Hospital, and Ambulatory Care

Assistant Nurse Manager

Areas of Competency

1. Medical/Surgical
2. Rehabilitation
3. Neonatal Intensive Care, Pediatrics, Pediatric Intensive Care
4. Critical Care, Emergency Department, and Progressive Care Unit (PCU)
5. Ambulatory Surgery Post Anesthesia, PACU, and ASU/ENDO
6. Progressive Care Unit (PCU)
67. Labor and Delivery
78. Post-Partum ~~Mother Infant Care Center (MICC)~~
89. Operating Room
910. Ambulatory Care
101. Renal Care Center
112. Psychiatry/Behavioral Health
123. Cardiac Cath Lab
134. Interventional Radiology
14. Employee Health
15. Ambulatory Care Oncology and Infusion Services
16. Ambulatory Care Staff Development

Clinical Nurse Specialist

Areas of Competency

1. Enterostomal
2. Oncology
3. Psychiatry/Behavioral Health
4. Rehabilitation
5. Maternity
6. Neonatal
7. Pediatrics

Staff Developer

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Areas of Competency

1. Medical/Surgical
2. Rehabilitation
3. Neonatal Intensive Care, Pediatrics, Pediatric Intensive Care
4. Critical Care, Emergency Department, and Progressive Care Unit (PCU)
5. Labor and Delivery
6. Post-Partum ~~Mother Infant Care Center (MICC)~~
7. Operating Room, PACU, and ASU/ENDO)
8. Ambulatory Care
9. Psychiatry/Behavioral Health
10. General
11. Sexual Assault Forensic Exam (SAFE)
12. Ambulatory Care Oncology and Infusion Services

Infection Control Nurse

Area of Competency

1. Infection Control

Nurse Coordinator

Areas of Competency

1. HIV/AIDS Services
2. Endocrine/Diabetes Patient Education
3. Dialysis
4. Nursing Information Systems
5. Informatics~~Epic~~
6. Psychiatry/Behavioral Health, Drug and Alcohol
7. Comprehensive Perinatal Services Program (CPSP)
8. Endoscopy
9. Sexual Assault Forensic Exam (SAFE)
10. Post-Partum ~~Mother Infant Care Center (MICC)~~
11. Lactation
12. Cardiovascular
13. Anticoagulant
14. Homeless Health Program
15. Oncology
16. Nursing Quality
17. Specialty Complex Care
18. Urology
19. Primary Care
20. Ambulatory Quality Care

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21. Surgical Specialties
22. Orthopedics
23. Pediatric Specialties
24. Wound Care/Education
25. Trauma
26. Stroke
27. Ambulatory Care

Clinical Nurse I/II/III

Areas of Competency

1. Medical-Surgical Units
(~~1 Medical, 2 Medical, 2 Surgical,~~
3 Surgical, 4 Surgical, 4 Medical, and 6 Medical)
Admission Discharge Transfer (ADT) NurseExpress Admission Unit (EAU),
Infusion Center, Neurosurgery, Acute Oncology, and Sub-Acute
2. Rehabilitation
(~~3 Acute Rehabilitation (3ARU),~~
3 Respiratory Rehabilitation Unit (3RRU),
4 Acute Rehabilitation (4 ARU))
3. Neonatal Intensive Care Unit,
Pediatrics, Pediatric Intensive Care Unit
4. Adult Intensive Care Units (IICU, MICU, TICU, CCU, SICU),
Burn Unit, Emergency Department
5. Resource Nurse (Rapid Response Team nurses or RRT nurses) and PICC
Nurse
6. Cardiac Cath Lab/Interventional Radiology (IR), and Nuclear Medicine
7. Interventional Radiology
78. Ambulatory Surgery Post Anesthesia, PACU, and ASU/ENDO
89. Progressive Care Unit
910. Labor and Delivery

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- 101. Post-Partum ~~Mother-Infant Care Center (MICC)~~
- 112. Operating Room
- 123. Ambulatory Care, Primary Care, and Specialty Care Services
- 134. Renal Care Hemodialysis Center
- 14. Renal Care Peritoneal Dialysis
- 15. Ambulatory Care GI Procedural Services
- 16. Ambulatory Care Oncology and Infusion Services
- 17. Ambulatory Care Cardiac Catheterization and Cardiac Stress Lab
- 18. Psychiatry/Behavioral Health, Drug & Alcohol
- 19. Sexual Assault Forensic Exam (SAFE)

2015. Coded Float:

Competency areas for coded float nurses are determined based upon the greatest percentage of assignments within Appendix B, Clinical Nurse I, II, III Areas of Competency 1-14 in the preceding twelve (12) months. In the event of a layoff, those coded floats determined to be competent in the area being laid off will be included in the layoff process.

Psychiatric Nurse I/II

Area of Competency

- 1. Psychiatry/Behavioral Health, Drug & Alcohol

Nurse Practitioner

Area of Competency

- 1. Family
- 2. Adult
- 3. Neonatal Care
- 4. Pediatric
- 5. Women's Health
- 6. Gerontology
- 7. Psychiatry/Behavioral Health

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8. Oncology

B.2 – Classifications at Custody Health Services

Staff Developer

Area of Competency:

1. Custody Health

Clinical Nurse I/II/III/ ~~Psychiatric Nurse I/II~~

Area of Competency

1. Custody Health

B.3 – Classifications at O'Connor Hospital:

Assistant Nurse Manager

Areas of Competency:

1. ~~Medical Surgical Units (Neurosurgery, Oncology, Infusion Center)~~
~~Intermediate Care Transitional Unit (ICTU)~~
2. ~~Rehab (Wound Care)~~
3. ~~NICU/Pediatrics~~
4. ~~Medical Intensive Care Unit (ICU)~~
5. ~~PACU~~
6. ~~ASU/Endo~~
7. ~~OR~~
8. ~~Employee Health~~
9. ~~Labor & Delivery (L&D)~~
10. ~~Mother Baby (MB)~~
11. ~~Emergency Department (ED)~~

Staff Developer

Areas of Competency:

1. ~~Medical Surgical/Telemetry~~
2. ~~Critical Care~~
3. ~~Surgical Services (OR, PACU, Endo, ASU)~~
4. ~~Family Center (L&D, MB, Peds/NICU)~~
5. ~~Emergency Department (ED)~~
6. ~~General Education~~

Infection Control Nurse

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Areas of Competency:

1. Infection Control

Nurse Coordinator

Areas of Competency:

1. Wound Care/Education
2. Lactation
3. Informatics
4. Nursing Quality

Clinical Nurse I/II/III –

Areas of Competency:

1. Intermediate Care Transitional Unit (ICTU)
Medical-Surgical Units
(Neurosurgery, Acute Oncology, Infusion Center)
– Sub-Acute
2. Pediatrics
3. Mother Baby Unit (MB)
4. Labor and Delivery (L&D)
5. NICU
6. Post Anesthesia Care Unit (PACU)
7. Ambulatory Surgery Unit (ASU)
Endoscopy
8. Operating Room (OR)
9. Cardiac Cath lab
Interventional Radiology (IR)
Nuclear Medicine
10. Emergency Department (ED)
11. Intensive Care Unit (ICU)
12. Rehab (Wound Care)
13. Dialysis*

*Dialysis nurses can claim ICU competencies

B.4 – Classifications at St. Louise Regional Hospital:

Assistant Nurse Manager:

Areas of Competency:

1. Surgery
2. Intensive Care

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3. Medical-Surgical

Nurse Coordinator:

Areas of Competency:

1. Wound Care
2. Quality Assurance

Staff Developer

Areas of Competency:

1. General

Clinical Nurse I/II/III

Areas of Competency:

1. Intensive Care Unit (ICU)
2. Emergency Department (ED)
3. Medical-Surgical Unit
4. Intra-Operative
Pre-Operative
Special Procedures
Post Anesthesia Care Unit (PACU)
5. Labor and Delivery (L&D)
Post-Partum
6. Wound Care
Infusion Center

B.35 – Areas of Competency Not Covered

If an area is not covered by this appendix, the parties shall meet and confer on the related areas of competency.

B.46 – Certifications and Specialty Skills

The County may retain less senior nurses or nurses in a lower class who have certifications or specialty skills as designated:

1. Chemotherapy Certification on 6 Medical and Infusion Center
2. Open Heart qualified in SICU
3. Intra-aortic Balloon Pump (IABP) Certification in the CCU
4. Cardiac Cath Lab qualified in the Cath Lab
5. Informatics Nurse Certification for Nursing Information Systems Nurse Coordinator positions
6. Epic Certification for Epic Nurse Coordinators.

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