



10/12/2023  
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RNPA Proposal 53, October 12, 2023

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

B.1 - Classifications at Valley Medical Center 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
5. Ambulatory Surgery Post Anesthesia
6. Progressive Care Unit (PCU)
7. Labor and Delivery
8. Mother Infant Care Center (MICC)
9. Operating Room
10. Ambulatory Care
11. Renal Care Center
12. Psychiatry/Behavioral Health
13. Cardiac Cath Lab
14. Interventional Radiology

Clinical Nurse Specialist

Areas of Competency

1. Enterostomal
2. Oncology
3. Psychiatry/Behavioral Health



4. Rehabilitation
5. Maternity
6. Neonatal
7. Pediatrics

#### Staff Developer

##### Areas of Competency

1. Medical/Surgical
2. Rehabilitation
3. Neonatal Intensive Care, Pediatrics, Pediatric Intensive Care
4. Critical Care
5. Labor and Delivery
6. Mother Infant Care Center (MICC)
7. Operating Room
8. Ambulatory Care
9. Psychiatry/Behavioral Health
10. General
11. Sexual Assault Forensic Exam (SAFE)

#### Infection Control Nurse

##### Area of Competency

1. Infection Control

#### Nurse Coordinator

##### Areas of Competency

1. HIV/AIDS Services
2. Diabetes Patient Education
3. Dialysis
4. Nursing Information Systems



5. Epic
6. Psychiatry/Behavioral Health, Drug and Alcohol
7. Comprehensive Perinatal Services Program (CPSP)
8. Endoscopy
9. Sexual Assault Forensic Exam (SAFE)
10. Mother Infant Care Center (MICC)
11. Lactation
12. Cardiovascular
13. Anticoagulant
14. Homeless Program
15. Oncology
16. Nursing Quality
17. Specialty Complex Care
18. Urology
19. Primary Care
20. Ambulatory Quality Care

### Clinical Nurse I/II/III

#### Areas of Competency

##### 1. Medical-Surgical Units

(1 Medical, 2 Medical, 2 Surgical, 3 Surgical, **4 Medical**, 4 Surgical, and 6 Medical) **Express Admission Unit (EAU)**

~~Admission Discharge Transfer (ADT) Nurse~~

##### 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 (MICU, TICU, CCU, SICU, **IICU**), Burn Unit, Emergency Department
5. Resource Nurse (Rapid Response Team nurses or RRT nurses) and PICC Nurse
6. Cardiac Cath Lab
7. Interventional Radiology
8. Ambulatory Surgery Post Anesthesia
9. Progressive Care Unit
10. Labor and Delivery
11. ~~Mother-Infant Care Center (MICC)~~ **Family Baby Unit (FBU)**
12. Operating Room
13. Ambulatory Care

**Employee Health**

14. ~~Renal-Care-Center~~ **Hemodialysis/Peritoneal Dialysis**
15. **Chemotherapy/Infusion Services**
16. **Sexual Assault Forensic Examiner**
17. **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/III**

**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
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. Progressive Care Unit (PCU)

3. ~~Rehab~~ Outpatient (Wound Care)



4. NICU/~~Pediatrics~~
5. ~~Medical~~ Intensive Care Unit (ICU)
6. PACU
7. ASU/Endo
8. OR
9. Employee Health
10. Labor & Delivery (L&D)
11. Mother Baby (MB)
12. 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

##### 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 **Progressive Care Unit (PCU)**
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
- 10. Interventional Radiology (IR)**
- 11. Nuclear Medicine**
- 12. Emergency Department (ED)**
- 13. Intensive Care Unit (ICU)**
- 14. Rehab Outpatient (Wound Care)**
- 15. Dialysis\***

\*Dialysis nurses can claim ICU competencies



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

Assistant Nurse Manager:

Areas of Competency:

1. ~~Surgery~~ **Surgical Services**
2. Intensive Care
3. Medical-Surgical
4. **Progressive Care Unit (PCU)**

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. **Surgical Services:**
  - Intra-Operative
  - Pre-Operative
  - Special Procedures
  - Post Anesthesia Care Unit (PACU)
5. Labor and Delivery (L&D) Post-Partum





6. Wound Care
7. Outpatient Infusion Center
8. Employee Health
9. Progressive Care Unit (PCU)

B.5 - 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.6 - 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.

