

Clinical Nurse III Application/Renewal Packet



**Professional Resource for Nurses (PRN)
Revised: September, 2010**

Clinical Nurse III

Application/Renewal Packet

Welcome to the Clinical Nurse III (CN III) program. El Camino Hospital is pleased to present the program as a means of providing recognition for those nurses who have demonstrated a consistent level of nursing excellence in their area of clinical practice.

Job Description: The Clinical Nurse III believes in the value of self and the profession of Nursing. She/he is a proficient clinician who has in-depth knowledge of nursing practice, advanced technical/procedural skills and has chosen the career path of giving direct care to patients.

The CN III has considerable experience in her/his area of practice, has encountered various types of situations, rationally chosen different plans, observed the results of her/his nursing interventions, and has developed a sense for the best plan in a variety of patient care situations. She/he uses prior experience to determine appropriate action in the current situation and has a wide repertoire of strategies to choose from when giving direct care to patients.

The CN III has a collective picture of patients over time, is able to handle a variety of factors in a complex situation and utilizes her/his nursing knowledge to accurately assess patients in crisis. She/he is able to shift priorities rapidly in emergency situations, intervene in the patient's behalf and influence the outcome of the crisis.

The CN III has a holistic grasp of the clinical problem, is astute to the nuances of the situation and knows how to recognize subtle changes in the patient's condition before explicit measurable evidence is observable.

The CN III has the ability to make human connections with patients. She/he is an accomplished receiver of direct and indirect messages and sensitively assists patients and families to express themselves. She/he utilizes a wide repertoire of communication techniques including verbal skills, touch, expression and presence, which communicate concern and comfort and patients respond by feeling safer.

The CN III has skills to communicate effectively with nursing colleagues and interdisciplinary team members. She/he recognizes the differences in various professional, technical and assistive roles. She/he utilizes education, consultation, research and leadership to enhance the clinical practice of self and others.

Eligibility Criteria:

1. Current licensure as an RN in the State of California.
2. Full-time/part-time/per diem work status.
3. Three (3) years recent RN clinical experience in an acute care hospital setting with a minimum of one (1) year of the three (3) constituting current RN employment at El Camino hospital working in the CN III candidate's area of clinical practice.
4. Documentation of thirty (30) hours per year of educational experience in nursing. The following are examples of acceptable educational experiences:
 - BRN approved continuing education courses
 - Seminars, workshops, classes that are nursing/patient care related. If class content is in another field, validate application of course to work expectations.

- Inservices, department/hospital.
 - LInC modules – self-instructional.
 - Academic classes (e.g.: BSN, MSN, other health related degree programs).
 - Tumor Board conferences
 - Equipment inservices – should constitute no more than two (2) hours of total requirement.
 - Journal reading – No more than five (5) hours of total requirement. Cite article(s).
 - Patient care conferences, unless such are routine patient care activity within the clinical unit (i.e.: Behavioral Health, Sub Acute). Cite patient (by initials only), date and length of conference.
5. “Meets Standards” for each competency in each category for the CN II performance evaluation.
 6. Obtains and maintains National Specialty Certification for her/his current specialty (unless grandfathered into program in 2008 – See Clinical Ladder, MOU).

Journal Articles Record

CN III Candidate: _____

This record covers _____(date) to _____(date).

If journal reading was used as educational experience hours, please cite the articles read using APA format, e.g.:

Sandau, K.E., (2002). Free tram flap breast reconstruction. *American Journal of Nursing*, 102 (4), 36-44.