

APPENDIX C

**SAN JOAQUIN GENERAL HOSPITAL
NURSING DIVISION
SPECIAL REQUIREMENTS*
STAFF NURSE I-V**

*THESE "SPECIAL REQUIREMENTS" ARE IN ADDITION TO THE EXPERIENCE AND LICENSING REQUIREMENTS LISTED ON THE CLASS SPECIFICATION.

UNIT	A	B	C	D
	STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	STAFF NURSE IV (REQUIRED FOR PROMOTION)	STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
ICU	Critical Care Class and ACLS Certification	Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field & one (1) year ICU experience or 2) National certification (CCRN) or 3) Two (2) years ICU experience	Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years ICU experience including one year equivalent to a SN IV or 2) CCRN and two (2) years ICU experience including one year equivalent to a SN IV.	Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years ICU experience including one year equivalent to a SN IV or 2) CCRN and two (2) years ICU experience including one year equivalent to a SN IV

The Director of Nurses shall determine equivalency for substitute classes and equivalency for experience as a Staff Nurse IV.

SAN JOAQUIN GENERAL HOSPITAL
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 STAFF NURSE I-V

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
PCU	Critical Care Class and ACLS Certification	*Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field & one (1) year PCU experience or 2) National Certification or 3) Two (2) years PCU experience	Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years PCU experience including one year equivalent to a SN IV or 2) National Certification and two (2) years PCU experience including one year equivalent to a SN IV	Critical Care Class and ACLS Certification and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years PCU experience including one year equivalent to a SN IV or 2) National Certification and two (2) years PCU experience including one year equivalent to a SN IV

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**Critical Care Class:*

- multisystem Issues
- Endocrine/Hematology/Immunology
- Renal
- GI/Ethics

- Neurological I/II
- Pulmonary I/II
- Cardiovascular I/II

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
FMC * Nursery * Post-Partum * L&D	Fetal Heart Monitoring Class and Neonatal Resuscitation Class	Fetal Heart Monitoring Class and Neonatal Resuscitation Class and Preceptor class or equivalent, Advanced Fetal Heart Monitoring Class <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and one (1) year FMC experience <p style="text-align: center;">or</p> 2) National Certification <p style="text-align: center;">or</p> 3) Two (2) years FMC experience	Fetal Heart Monitoring Class and Neonatal Resuscitation Class and Preceptor class or equivalent, Advanced Fetal Heart Monitoring Class <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years FMC experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years FMC experience including one year equivalent to a SN IV	Fetal Heart Monitoring Class and Neonatal Resuscitation Class and Preceptor class or equivalent, Advanced Fetal Heart Monitoring Class <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years FMC experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years FMC experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
M/S	Chemotherapy Certification or a course acceptable to the Director of Nursing Services	Preceptor Class or equivalent and Chemotherapy Certification or a course acceptable to the Director of Nursing Services <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field & one (1) year M/S experience <p style="text-align: center;">or</p> 2) National Certification <p style="text-align: center;">or</p> 3) Two (2) years M/S experience and ACLS or PICC certification	Preceptor Class or equivalent and Chemotherapy Certification or a course acceptable to the Director of Nursing Services <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years M/S experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years M/S experience including one year equivalent to a SN IV	Preceptor Class or equivalent and Chemotherapy Certification or a course acceptable to the Director of Nursing Services <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years M/S experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years M/S experience including one year equivalent to a SN IV

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NURSING DIVISION
SPECIAL REQUIREMENTS*
STAFF NURSE I-IV**

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 6 mos YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
OR	Hemodynamic Monitoring Class and ACLS	Hemodynamic Monitoring Class and ACLS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year OR experience or 2) National Certification (CNOR) or 3) Two (2) years OR experience	Hemodynamic Monitoring Class and ACLS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years OR experience including one year equivalent to SN IV or 2) National Certification and two (2) years OR experience including one year equivalent to SN IV	Hemodynamic Monitoring Class and ACLS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years OR experience including one year equivalent to SN IV or 2) National Certification and two (2) years OR experience including one year equivalent to SN IV

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NURSING DIVISION
SPECIAL REQUIREMENTS*
STAFF NURSE I-V**

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
PEDS	PALS	PALS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year PEDS experience or 2) National Certification or 3) Two (2) years PEDS experience	PALS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years PEDS experience including one year equivalent to a SN IV or 2) National Certification and two (2) years PEDS experience including one year equivalent to a SN IV	PALS and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years PEDS experience including one year equivalent to a SN IV or 2) National Certification and two (2) years PEDS experience including one year equivalent to a SN IV

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UNIT	A	B	C	D
	STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	STAFF NURSE IV (REQUIRED FOR PROMOTION)	STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
PM&R	PMR Class	PMR Class and Preceptor Class or equivalent <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field & one (1) year PM&R experience <p style="text-align: center;">or</p> 2) National Certification <p style="text-align: center;">or</p> 3) Two (2) years PM&R experience	PMR Class and Preceptor Class or equivalent <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years PM&R experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years PM&R experience including one year equivalent to a SN IV.	PMR Class and Preceptor Class or equivalent <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field and two (2) years PM&R experience including one year equivalent to a SN IV <p style="text-align: center;">or</p> 2) National Certification and two (2) years PM&R experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
DIALYSIS	Fluid & Electrolyte Class and Renal Failure Class	Fluid & Electrolyte Class and Renal Failure Class and Preceptor Class or equivalent and 1) Bachelors degree in Nursing or related field and one (1) year Dialysis experience or 2) National Certification (CNN, CDN) ✓ or 3) Two (2) years Dialysis experience	Fluid & Electrolyte Class and Renal Failure Class and Preceptor Class or equivalent and 1) Bachelors degree in Nursing or related field and two (2) year Dialysis experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Dialysis experience including one year equivalent to a SN IV	Fluid & Electrolyte Class and Renal Failure Class and Preceptor Class or equivalent and 1) Bachelors degree in Nursing or related field and two (2) year Dialysis experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Dialysis experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
Correctional Health	Standardized Procedure Class	Preceptor Class or equivalent and Standardized Procedure Class and 1) Bachelors Degree in Nursing or related field, & one (1) year Correctional Health experience or 2) National Certification or 3) Two (2) years Correctional Health experience	Preceptor Class or equivalent and Standardized Procedure Class and 1) Bachelors Degree in Nursing or related field and two (2) years Correctional Health experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Correctional Health experience including one year equivalent to a SN IV	Preceptor Class or equivalent and Standardized Procedure Class and 1) Bachelors Degree in Nursing or related field and two (2) years Correctional Health experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Correctional Health experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)
Float Pool	CPR	<p>Preceptor Class or equivalent and meet requirements in column A</p> <p style="text-align: center;">and</p> <p>1) Bachelors Degree in Nursing or related field and one (1) year acute care experience</p> <p style="text-align: center;">or</p> <p>2) National Certification</p> <p style="text-align: center;">or</p> <p>3) Two (2) years acute care experience and one of the following:</p> <ul style="list-style-type: none"> A. ACLS B. PICC Certification C. Chemotherapy Certification or a course acceptable to the Director of Nursing Services D. PALS E. NRP F. PM&R Class G. Critical Care Class H. ED Essentials

The Director of Nurses shall determine equivalency for substitute classes and equivalency for experience as a SN IV.

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**SAN JOAQUIN GENERAL HOSPITAL
NURSING DIVISION
SPECIAL REQUIREMENTS*
Nurse Practitioner**

*THESE "SPECIAL REQUIREMENTS" ARE IN ADDITION TO THE EXPERIENCE AND LICENSING REQUIREMENTS LISTED ON THE CLASS SPECIFICATION.

UNIT	A NURSE PRACTITIONER I (REQUIRED WITHIN 1ST YEAR) Entry level	B NURSE PRACTITIONER II (REQUIRED FOR PROMOTION)	C SENIOR NURSE PRACTITIONER (REQUIRED FOR PROMOTION)
Nurse Practitioner	Completion of Nurse Practitioner program <p style="text-align: center;">and</p> BRN certification	Meet requirements in Column A <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field & two (2) years experience <p style="text-align: center;">or</p> 2) National Certification in a specialty area of choice and two (2) years experience <p style="text-align: center;">or</p> 3) Five (5) years experience as a Nurse Practitioner and specialty certificates for training such as colposcopy, diabetes education, or other specialty training.	Meet requirements in Columns A & B <p style="text-align: center;">and</p> 1) Bachelors Degree in Nursing or related field & four (4) years experience <p style="text-align: center;">or</p> 2) National Certification in a specialty area of choice and four (4) years experience <p style="text-align: center;">or</p> 3) Five (5) years experience as a Nurse Practitioner and specialty certificates for Training such as colposcopy, diabetes education, or other specialty training.

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STAFF NURSE I-IV**

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 6 mos YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
ASU/ PACU	Hemodynamic Monitoring Class and ACLS and PALS (PACU only)	Hemodynamic Monitoring Class and ACLS and PALS (PACU only) and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year ASU/PACU experience or 2) National Certification or <i>CPAN CNOE CCRN</i> 3) Two (2) years ASU/PACU experience	Hemodynamic Monitoring Class and ACLS and PALS (PACU only) and Preceptor Class or equivalent And 1) Bachelors Degree in Nursing or related field and two (2) years ASU/PACU experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ASU/PACU experience including one year equivalent to a SN IV	Hemodynamic Monitoring Class and ACLS and PALS (PACU only) and Preceptor Class or equivalent And 1) Bachelors Degree in Nursing or related field and two (2) years ASU/PACU experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ASU/PACU experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
ACS	EKG class or ACLS or PALS	EKG class or ACLS or PALS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year ACS experience or 2) National Certification or 3) Two (2) years ACS experience	EKG class or ACLS or PALS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years ACS experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ACS experience including one year equivalent to a SN IV	EKG class or ACLS or PALS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years ACS experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ACS experience including one year equivalent to a SN IV

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STAFF NURSE I-V**

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
CCL	Basic EKG Class and ACLS	Basic EKG Class and ACLS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year Cardiology/Cardiac Cath. Lab. experience or 2) National Certification (CCRN or M/S) or 3) Two (2) years Cardiology/ Cardiac Cath. Lab. experience	Basic EKG Class and ACLS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years Cardiology/Cardiac Cath. Lab. experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Cardiology /Cardiac Cath. Lab. experience including one year equivalent to a SN IV or 3) Invasive/Cardiac Catheterization registered cardiovascular invasive specialist (RCIS)	Basic EKG Class and ACLS AND Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and two (2) years Cardiology/Cardiac Cath. Lab. Experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Cardiology /Cardiac Cath. Lab. experience including one year equivalent to a SN IV or 3) Invasive/Cardiac Catheterization registered cardiovascular invasive specialist (RCIS)

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 6 MONTHS)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
ER	ED Essentials or equivalent and MSE Triage and ACLS, PALS	ED Essentials or equivalent and MSE Triage and ACLS AND Preceptor class or equivalent, MICN-Code 3 clearance, PALS and 1) Bachelors degree in Nursing or related field & 1 year ER experience or 2) National Certification (CEN, CCRN) & 2 years ER or Critical Care experience or 3) Two (2) years ER experience and International Certification (TNCC or ENPC) <i>1 → Emerg Nurse Ped course Trauma Nurse Core course</i>	ED Essentials or equivalent and MSE Triage and ACLS AND Preceptor class or equivalent, MICN-Code 3 clearance, PALS and 1) Bachelors degree in Nursing or related field & 3 years ER experience including one year equivalent to a SN IV or 2) National Certification (CEN, CCRN) & 4 years ER experience including one year equivalent to a SN IV or 3) Four (4) years ER experience including one year equivalent to a SN IV and International Certification (TNCC, ENPC)	ED Essentials or equivalent and MSE Triage and ACLS AND Preceptor class or equivalent, MICN-Code 3 clearance, PALS and 1) Bachelors degree in Nursing or related field & 3 years ER experience including one year equivalent to a SN IV or 2) National Certification (CEN, CCRN) & 4 years ER experience including one year equivalent to a SN IV or 3) Four (4) years ER experience including one year equivalent to a SN IV and International Certification (TNCC, ENPC)

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**SAN JOAQUIN GENERAL HOSPITAL
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STAFF NURSE I-IV**

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
ICN	Neonatal Resuscitation Program and ICN class	Neonatal Resuscitation Program and ICN class and Preceptor Class or equivalent and 1) Bachelors Degree in Nursing or related field and one (1) year ICN experience or 2) National Certification or 3) Two (2) years ICN experience	Neonatal Resuscitation Program and ICN class and Preceptor Class or equivalent and Transport Nurse and 1) Bachelors Degree in Nursing or related field and two (2) years ICN experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ICN experience including one year equivalent to a SN IV	Neonatal Resuscitation Program and ICN class and Preceptor Class or equivalent and Transport Nurse and 1) Bachelors Degree in Nursing or related field and two (2) years ICN experience including one year equivalent to a SN IV or 2) National Certification and two (2) years ICN experience including one year equivalent to a SN IV

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UNIT	A STAFF NURSE I-III (REQUIRED WITHIN 1 ST YEAR)	B STAFF NURSE IV (REQUIRED FOR PROMOTION)	C STAFF NURSE V – CLINICAL (REQUIRED FOR PROMOTION)	D STAFF NURSE V – ADMINISTRATIVE (REQUIRED FOR PROMOTION)
Mental Health	San Joaquin County Mental Health Department Psychiatric Nursing Assessment Certification	Preceptor Class or equivalent and San Joaquin County Mental Health Department Psychiatric Nursing Assessment Certification and 1) Bachelors Degree in Nursing or related field & one (1) year Mental Health experience or 2) National Certification and one (1) year Mental Health experience or 3) Two (2) years Mental Health experience	Preceptor Class or equivalent and San Joaquin County Mental Health Department Psychiatric Nursing Assessment Certification and 1) Bachelors Degree in Nursing or related field and two (2) years Mental Health experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Mental Health experience including one year equivalent to a SN IV	Preceptor Class or equivalent and San Joaquin County Mental Health Department Psychiatric Nursing Assessment Certification and 1) Bachelors Degree in Nursing or related field and two (2) years Mental Health experience including one year equivalent to a SN IV or 2) National Certification and two (2) years Mental Health experience including one year equivalent to a SN IV

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