

Tentative Agreement – Changes to the PNDP Handbook

The following are changes that would be made to the PNDP and the PNDP Handbook if the TA is ratified by the membership:

- *Panel review for CN IIIs and CN IVs will be every 3 years*, with two interim non-Panel years. For current CN IIIs and CN IVs, the next Panel review will be during the Panel review period three years after the Nurse's last Panel review.
- *CN IIIs will need only 1 exemplar* in Panel years; *CN IVs will need 2 exemplars* in Panel years. No exemplars required in the interim non-Panel years.

Certifications.

- **Nurses who are currently CN IIIs and CN IVs** will have until the end of the contract to obtain a certification in their area of specialty or that supports the basic clinical practice in the Nurse's area of work that has been ANCC approved or approved by the CNO.
- **Nurses who are applying to be CN IIIs and CN IVs before January 1, 2020** (i.e., applicants in June and October 2019) will not need certifications; they will need to get certified by end of the contract.
- **Applicants to CN III and CN IV positions beginning January 1, 2020** will need to obtain a qualify certification.
See CRONA's FAQ on certifications for more information on qualifying certifications.

Email notification.

- Applicants will receive notifications of Panel decisions (in Panel and non-Panel years) at their preferred email address within seven calendar days.
- Application will include applicant's preferred email address.

Ability of Panel to request additional information at the interviews.

- On the day of a Nurse's PNDP interview, the Panel may request additional existing documentation from the Nurse or her or his manager.

Changes to Points.

- Category D. National Certification/Recertification.
 - 5 points for each qualifying certification (same criteria as those for eligibility).
- Category E. Preceptorship/Mentorship/Resource Nurse.
 - Resource Nurse: 2 points for 200 to 300 hours; 3 points for more than 300 hours.
 - New category of "Coaching (examples: EBP, Caritas, PNDP)" for 2 points.
 - Description of points acceptable for "mentor" changed to: "Must show proof of completion of employer recommended mentor training. Must have a letter from manager validating mentor-mentee relationship and dates."
 - Description of points acceptable for coaching: "Must provide letter from Hospital/Chair sponsor validating coaching and dates."
- Category F. Leadership.
 - **Increase maximum points in Category F from 12 to 15 points.**

Representing Nurses at Stanford & Packard Hospitals

- For Hospital-wide or Department Committee (including Nurse Practice Committee, Shared Leadership, Shared Governance Council, Quality Improvement Council, etc.): member is 2 points, chair or co-chair is 5.
- Member of professional organization is 2 points; committee member is 3 points; officer or board member is 5 points.
- Maximum of 2 professional organizations for which Nurse may claim membership.
- Category H. Professional Presentations.
 - Reorganization of descriptions of presentations:
 - National/International Conference podium presentation is 15 points.
 - Local chapter meeting/conference podium presentation is 10 points.
 - Poster presentation is 10 points.

[Exemplar Hints and Guidelines](#). This page would include additional examples of topics for an exemplar: leadership; quality improvement; evidence based practice; research; and technology and informatics narratives.