

**Memorandum of Understanding
Between
Washington State Nurses Association
And
Central Washington Hospital**

Nursing Clinical Ladder

The Nursing Clinical Ladder is a voluntary, special recognition program that addresses superior professional, clinical skills, service and performance of the nurse. The description of Nursing Clinical Ladder is attached. All nurses providing direct, bedside, hands on patient care with at least one year of nursing experience are eligible to apply to participate in the program. Those RNs with less than one year of nursing experience, are considered in the Clinical Novice category, and can be working toward application for the next program year.

Nursing Clinical Ladder Application Review

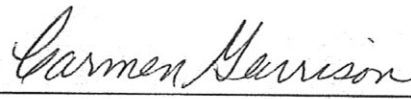
Applications for participation must be completed and provided to your clinical director for review and process by September 30, 2021. The program is a year, final submissions of work completed are due by September 30, 2022.

Nursing Clinical Ladder Payment

A nurse who successfully completes the Nursing Clinical Ladder program shall receive bonuses from \$300-4000 based on their level achieved (Clinical Colleague- Clinical Expert). Bonuses are paid once the program year is complete and packets reviewed by the Nursing Clinical Ladder Committee.



**Tracey Kasnie, CNO
CWH**

 8/31/2021

**Carmen Garrison, BSN, RN
WSNA**