

WASHINGTON STATE NURSES ASSOCIATION

AND

PROVIDENCE SACRED HEART MEDICAL CENTER


**LETTER OF UNDERSTANDING
PEP PROGRAM**

This letter of understanding is entered into and between Providence Sacred Heart Medical Center and Washington State Nurses Association. All existing contractual provisions shall apply unless otherwise provided for herein.

The Professional Enhancement Program (PEP) is a voluntary reward and recognition program supporting certified registered nurses (RNC). It is designed to encourage and support RNC's who participate in activities that enhance the profession of nursing evidenced by participation in activities beyond the normal expectations outlined in their job descriptions.

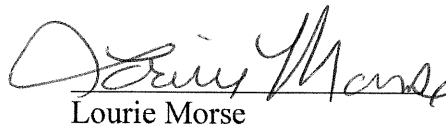
To participate in the program the certified nurse develops a twelve month professional development plan in concert with their manager outlining their planned professional enhancement activities in key areas. The RNC would participate in three of the following categories: clinical, education, community service, professional development, committee and council participation or quality/evidence based practice. Within each of the categories, specific activities align within a defined points scale. The level of achievement of the plan is documented and submitted by the RNC at the end of the annual period. The points earned over the course of the year as defined by their plan will result in the level of incentive payment for RNC's. Incentive payment would range between \$350.00 and \$1000.00.

WSNA


Deborah Bessmer, BSN, RN
2-1-11
Date

WSNA Nurse Representative

SHMC


Lourie Morse
2/14/11
Date

Director, Employee Relations