

# Nursing Clinical Ladder

Requirements	RN Level I	RN Level II	RN Level III	RN Level IV
NY RN License required	X	X	X	X
BSN or BS in Nursing preferred	X			
BSN or BS in Nursing required		X	X	X
MSN preferred				X
Years of Experience	New Grad	1 Year	3 Years	5 Years
CEU's/Year	10	12	15	18
<b>Committees/Shared Governance Councils/Journal Club</b>				
Attendance requirement for staff meeting in 12 month period	60%	60%	60%	75%
Attendance requirement for committee in 12 month period		60%	60%	Must chair or co-chair
			or	or
Complete 1 pre-approved project /year			X	X
<b>Leadership Activities</b>				
Act as preceptor to either staff or students at least annually			X	X
Peer review for leveling up process			X	
Must run nurse competency station (minimum of 2 sessions)				X
<b>Classes Required</b>				
Hospital Orientation	X			
Conflict Delegation (during orientation)	X	X	X	X
Being in Charge - A Professional Development Workshop (PI, Portfolio, Charge Role)		X	X	X
Preceptor Workshop			X	X
Evidence Based Practice & Research				X
<b>Certification Requirements</b>				
Current AHA Healthcare Provider (BLS)	X	X	X	X
Certification encouraged			X	
Certified in area of specialty				X
Specialty units may require board certification for eligible RNs	X	X	X	X
<b>Yearly Conference Requirements *</b>				
1 per year, does not need to be in area of specialty			X	
1 per year, in area of specialty				X
* Required to share information from conference with unit staff				

Please reference the necessary details for the Nursing Career Ladder on the Phelps Intranet:  
Phelps Intranet/Patient Care/ Nursing/Career ladder