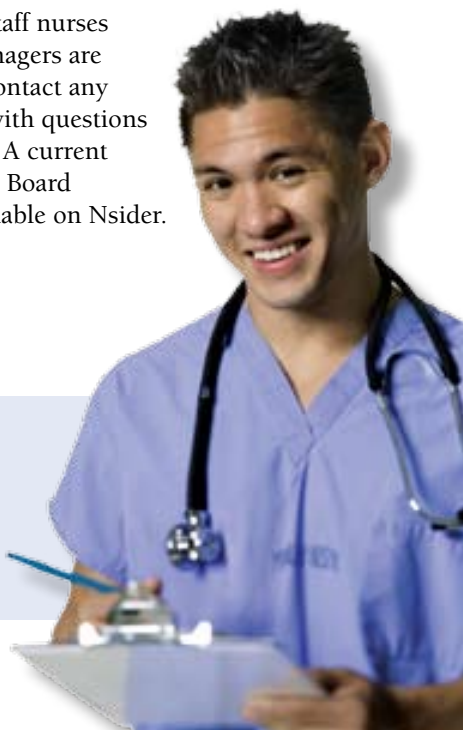


Additional information

- Applications are accepted twice yearly (in January and July).
- Recognition pay for successful completion will occur 12 months after application is accepted.
- Recognition pay for each level of achievement is:
 - Nursing clinical colleague: \$1,500
 - Nursing clinical champion: \$2,500
 - Nursing clinical expert: \$4,000
- If a nurse has changed positions within Norton Healthcare, an application for N-CAP will be accepted after six months in the new position/department.
- If an N-CAP application is declined by the N-CAP Board, the applicant may re-apply after six months.
- If an applicant is placed in written corrective action during the 12-month period after the application is accepted, eligibility for N-CAP recognition is forfeited.

N-CAP Board

The N-CAP Board consists of nursing staff, educators and leaders who will continually review and improve program elements, serve as mentors to N-CAP applicants and achievers, and be the constant/consistent source for nurses needing assistance and hope along the clinical nursing career journey. The board also will review and approve the elements that applicants have completed for achievement of N-CAP status. Staff nurses and nursing managers are encouraged to contact any board member with questions and for support. A current listing of N-CAP Board members is available on Nsider.





NORTON
HEALTHCARE

P.O. Box 35070
Louisville, KY 40232-5070
NortonHealthcare.com

Nursing
Clinical
Advancement
Program

(N-CAP)

**Promoting clinical
achievement**



NORTON
HEALTHCARE

N-CAP promotes clinical achievement

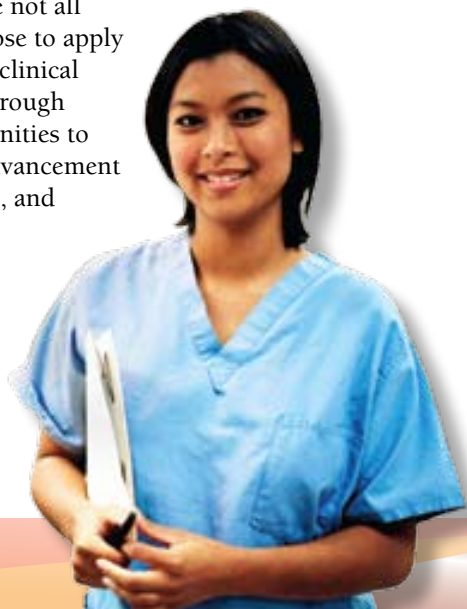
To ensure registered nurses who provide direct patient care continue to have opportunities to be recognized and rewarded for skill advancement and clinical achievement, Norton Healthcare has developed the Nursing Clinical Advancement Program (N-CAP).

N-CAP rewards participating nurses through three distinct levels of clinical nursing recognition – colleague, champion and expert.

Through N-CAP, registered nurses providing direct patient care are recognized and rewarded based on their:

- Level of clinical expertise
- Participation in decision making
- Role in improving quality
- Willingness and ability to mentor others
- Participation in continuing education or advanced credentialing

N-CAP creates a step-by-step, logical progression to assist registered nurses in achieving their goals for clinical advancement through attainment, development and enhancement of clinical and critical decision-making skills. Norton Healthcare designed N-CAP using concepts from Patricia Benner's model for clinical advancement, as described in her book, "From Novice to Expert: Excellence and Power in Clinical Nursing Practice." While not all nurses will choose to apply for higher-level clinical advancement through N-CAP, opportunities to support such advancement will be available, and participation is recommended.



N-CAP objectives

- To create a dynamic learning environment that promotes individual accountability and responsibility
- To define performance standards that serve as guidelines for the evaluation of nursing practice
- To recognize and reward clinical nursing expertise in patient/client care activities
- To encourage professional self-development and clinical nursing advancement
- To promote improved retention and recruitment of the brightest and best registered nurses at the bedside



Recognition levels

To participate in N-CAP, nurses choose from 20 elements, which include both core and elective items at each level of clinical nursing recognition:

- Colleague – must complete three core and six elective colleague-level elements
- Champion – must complete three core and five elective champion-level elements
- Expert – must complete four core and four elective expert-level elements

Application checklist

Applicants must:

- Be a direct caregiver (See N-CAP materials for a complete list of eligibility requirements)
- Be employed as a registered nurse at a Norton Healthcare hospital for at least six months; may apply earlier with manager's approval
- Provide recommendation from respective nurse manager
- Read and/or review Patricia Benner's book "From Novice to Expert"
- Obtain a peer recommendation from your unit
- Have no disciplinary action resulting in points in the 12 months prior to the application
- Have no attendance/tardiness counseling in the six months prior to the application

Criteria for achieving N-CAP recognition

Applicants must:

- Obtain signature of manager and director as appropriate
- Accrue all supporting materials during the 12-month period following the application deadline (e.g., apply before a Jan. 31 deadline and accrue materials before next Jan. 31)
- Turn in all materials within 12 months of application deadline

