
St. Joseph Medical Center

Reasons why you should take a new look at St. Joseph Medical Center Nursing

Dear fellow nurse,

I would like to take this opportunity to update you on some exciting new directions for nursing services at St. Joseph Medical Center. By way of introduction, I am Pam Jamieson, Chief Nursing Officer at St. Joseph. Since coming on board last September, we have engaged our nursing team in several exciting directions through the development of our nursing strategic plan. Please let me share a few of these initiatives with you.

Furthering a legacy of great patient care in a clinically advanced environment

St. Joseph Medical Center is blessed to have three Centers of Excellence, which draw patients from throughout the state and the mid-Atlantic region.

The Heart Institute, a state leader in cardiovascular services was acknowledged as one of the top 100 heart hospitals in the U.S. for the seventh time, more than any other hospital in the state. Our new Heart Institute “hospital within a hospital” opens this December. This \$40 million renovation project features new private rooms, centralized services, four new digital open heart ORs, and a new 41-bed cath lab recovery area. The advice of our nurses was carefully considered in designing our new facility to ensure the best environment for patient care and the work of the caregivers.

The Cancer Institute is one of the fastest-growing cancer centers in the region and has recruited premier cancer specialists in thoracic, liver and pancreas, breast, colon, radiation therapy and medical oncology. The program was recently certified by the American College of Surgeons Commission on Cancer, a level of certification received by only 25% of all centers nationwide. Access to clinical trials is rapidly increasing.

The cornerstone of The Cancer Institute is a multidisciplinary consultation, diagnosis and treatment plan offered in five cancer disciplines. Housed in a newly opened state-of-the-art facility, this approach offers “one team, one plan, one place,” which saves patients weeks of time when it matters most and contributes to superior outcomes

The Orthopaedic Institute, the state’s leader in joint replacement services, features a dedicated 30-bed orthopaedic unit and a vast array of outpatient and rehabilitation services. A learning environment is created through subspecialty orthopaedic fellowships and the latest clinical trials for spine and joint surgeries.

Advancing your profession while enabling work/life balance

Work-life balance is a critical issue for our nurses. At St. Joseph Medical Center, we strive every day to help team members in this challenging goal. Our efforts were recently acknowledged when we were recognized as one of the best places to work by Baltimore Magazine, one of only two hospitals to receive this award.

Each nursing unit at St. Joseph’s employs self-scheduling to address the unique needs of the environment and the nurses. In addition, we offer:

- Choice of 8-, 10- or 12-hour shifts
- Unique three-day weekend shift program with full benefits
- MyShift – a new Web-based scheduling program accessible via Internet, where nurses can see at a glance opportunities to sign up for extra shifts
- Flex and float pool options
- On-site day care

Flexibility does not come at the expense of lower pay and fewer benefits. We recently compared our compensation packages to regional and national benchmarks and found we are quite competitive. A new "more pay with no benefits" option is being offered, which creates an even more robust package.

A comprehensive strategic plan places St. Joseph on the path toward achieving ANCC magnet status. This plan incorporates more than 70 recommendations made by nursing staff from all levels and departments throughout the organization.

Our organization has made a commitment to, and an investment in nurses to provide a professional practice environment where they can spend more time at the bedside doing more of what they love.

We have set a course to do this:

- Our growing shared governance system represents the formal voice of nursing at St. Joseph Medical Center.
- The Nursing Practice Council, a group of engaged staff nurses, works as a team to guide decisions that impact nursing care activities.
- Unit Practice Councils make an impact on professional and clinical practices at the unit level.
- A new Nursing Performance Improvement Council has just been formed, and there are plans for an upcoming Nursing Research Council.
- Managing staffing to keep our nursing hours per patient day within national nursing organization recommendations.

Our commitment to nurses extends to helping them grow as professionals. Many of our current nursing leaders have evolved from staff positions at St. Joseph. Support for certification and advanced education is available, and many nurses who have taken advantage of these opportunities have grown professionally in their careers.

Our LAUNCH program (Leading a Unique Nurse to Career Happiness) for new hires is an exceptional program for on-boarding recent graduates. This one-year transitioning program provides tailored education and development, trained preceptors, and unit-based clinical practice experts.

We have just completed the design of a new clinical ladder. We offer various options of continuing education support for high performers per year, assistance with preparing for specialty certification, and a formal mentoring and leadership development program.

Thank you for taking some time to learn about the exciting initiatives at St. Joseph Medical Center. Perhaps the best way to appreciate the momentum in nursing services is to experience this difference first hand. Join us for a half-day shadow day or visit www.stjosephjobs.org for more information about career opportunities.

No matter where you work, I applaud your chosen profession of nursing and the great care you provide the community we all serve.

Sincerely,



Pam Jamieson, RN, MSN, MBA
Vice President, Patient Care Services
Chief Nursing Officer
St. Joseph Medical Center

P.S. We invite you to review our current open positions at www.sjmcmd.org and become part of the St. Joseph Medical Center team. Call our Recruitment Team @ 410-337-1288 to schedule an appointment to tour our new \$40 million building expansion. **Be one of the first 50 qualified nurses to interview before January 30th, 2009 and receive a special Holiday gift.**