

Experience	Adult ICU	Adult ICU Support Pool	Adult ICU Float Pool	Adult Step Down	Adult MS/Adult and Peds Psych	Adult ED
GNs	16 weeks	18 weeks	NA	14 weeks	12 weeks	24 weeks
RNs w/ exp in a tertiary care hosp OR a level 1 trauma OR a teaching hospital w/exp in area of hire (outside hires)	4 weeks	6 weeks	NA	4 weeks	4 weeks	10 weeks (Float Pool 4 weeks)
RNs w/ exp but not in area of hire or they are from non-teaching hospitals or secondary care facilities (outside hires)	10 weeks	12 weeks	NA	10 weeks	8 weeks	10 weeks
RNs w/ exp to like settings (internal transfer ICU-ICU or MS-MS or ED-ED)	2 weeks	4 weeks	3 weeks	2 weeks	2 weeks	Internal DT ED's Peds-Adult ED - 4 weeks
Med Surg RN w MS exp (internal transfer) to an ICU, MS, ED, outpatient	8 weeks	10 weeks	NA	10 weeks	2 weeks	10 weeks
RN to CL in same unit/area	2 shifts intermittently	NA	NA	2 shifts intermittently	2 shifts intermittently	2 weeks
Clinical Trainer	2 weeks intermittently	2 weeks intermittently	2 weeks intermittently	2 weeks intermittently	2 weeks intermittently	80 hours completed over 2 months
LPN's/SOT for OR	8 weeks	NA	NA	8 weeks	8 weeks	4 weeks
All support staff (unlicensed/outside hires)	4 weeks	NA	NA	4 weeks	4 weeks	UST- 2 weeks HCT0 4 weeks
All support staff (unlicensed/internal)	2 weeks	NA	NA	2 weeks	2 weeks	2 weeks

*Tertiary care: Treatment given in a health care center that includes highly trained specialists and often advanced technology

* Any variance of situation that does not fall within these guidelines need to be approved by the Director of the area

PICU	Peds Hem/Onc	Peds MS	Peds Float Pool	Peds Support Pool	Peds ED	Adult MS Support Pool	Adult MS Float Pool
20 weeks	16 weeks	12 weeks	16 weeks	20 weeks	24 weeks	14 weeks	N/A
6 weeks	4 weeks	4 weeks	8 weeks	10 weeks	10 weeks (Float Pool 6 weeks)	4 weeks	6 weeks
14 weeks	12 weeks	10 weeks	12 weeks	20 weeks	12 weeks	8 weeks	8 weeks
Adult ICU to Peds ICU- 6 weeks	Peds MS or ICU 4 weeks	Peds to Peds 2 weeks, Adult MS to Peds MS 4 weeks	10 weeks	10 weeks	Internal DT ED's Peds-Adult ED - 4 weeks	6 weeks	2 weeks
8 weeks & 12 weeks if Adult MS to PICU	8 weeks & 12 weeks if Adult MS to PICU	2 weeks	10 weeks	10 weeks	10 weeks	2 weeks	2 weeks
	2 shifts intermittently	2 shifts intermittently	N/A	N/A	2 weeks	N/A	NA
	2 weeks intermittently	2 weeks intermittently	2 weeks	2 weeks	80 hours completed over 2 months	2 weeks intermittently	2 weeks intermittently
	8 weeks	8 weeks	N/A	N/A	8 weeks	NA	NA
	4 weeks	4 weeks	4 weeks	N/A	4 weeks	NA	NA
	2 shifts for same title (Peds to Peds), 2 weeks for different title	2 shifts for same title (Peds to Peds), 2 weeks for different title	2 shifts for same title (Peds to Peds), 2 weeks for different title	N/A	2 shifts for same title, 2 weeks for different title	NA	NA

HCT/UST Float Pool	FBC	Ambulatory	Operating Room	PACU	Rehab	SWAT
N/A	16 weeks	8 weeks	1 year	N/A	14 weeks	N/A
N/A	16 weeks	8 weeks	1 year	4 weeks	4 weeks	16 weeks
N/A	16 weeks	8 weeks	1 year	8 weeks	9 weeks	N/A
N/A	16 weeks	8 weeks	1 year	4 weeks	2 weeks	8 weeks, 4-6 weeks for Neuro SWAT
N/A	16 weeks	8 weeks	1 year	8 weeks	2 weeks	N/A
N/A	2 weeks	8 weeks	1 year	2 weeks	2 shifts intermittently	N/A
N/A	2 weeks intermittently	N/A	2 weeks intermittently	2 weeks intermittently	2 weeks intermittently	N/A
N/A	2 weeks	8 weeks	1 year	N/A	8 weeks	N/A
4 weeks	2 weeks	8 weeks	N/A	4 weeks	4 weeks	N/A
4 weeks for same title but different dept, 2 weeks for different title	2 weeks	8 weeks	N/A	4 weeks	2 shifts for same title, 2 weeks for different title	N/A