

Med Surg and Tele Unit Guide for Candidates

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Medical Respiratory at First Hill

Who we serve

We are a 30-bed acute inpatient nursing care unit serving the nursing care needs of a general medical patient. Our unit is comprised of 10 private rooms and 20 semi-private rooms. All rooms are equipped identically for the care of an acutely ill medical patient.

Common diagnosis include asthma, COPD, pneumonia, DVT, GIB, sepsis, CHF, Cellulitis, Pancreatitis, as well as pre-liver transplant candidates needing work-up. We also provide supportive care for our patients with failure to thrive, those needing palliative care, and those requiring pain or symptom management.

What we are known for: Teamwork and Complexity

Our unit's goal is to demonstrate the highest level of care, compassion, and skill to everyone. We seek mutual, open communication to create an environment of respect and trust. We encourage each patient, as well as loved ones, to participate in their own care. Strong teamwork and ongoing education create the foundation that supports our primary goal: to provide excellent care.

Staffing mix

Day shift generally cares for 3-4 patients with a NAC working with 1-2 patients, night shift 5-6 patients with a NAC working with 2-3 patients.

Why you should join us

We are pleased to have you join our team and hope that your experience working with us will be enjoyable and gratifying. Your success is our success.

Growth opportunities

- New graduate cohort: 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- Shared leadership: Nurses on the unit who are interested in implementing change using research-based information.
- Medical Surgical certification: After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- Unit Champions: To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues.

General Medical at First Hill

Who we serve

We are a 30-bed medical unit that also cares for overflow oncology, nephrology, and surgical patients. We work with everything! Including, but not limited to: Diabetes, Sepsis, Cellulitis/abscess/wounds, Liver Cirrhosis, Alcohol withdrawal, Substance Use Disorder, Pancreatitis, FTT (failure to thrive), GIB (gastrointestinal bleed), SBO (small bowel obstruction), Altered mental status, UTI, COPD and Pneumonia, and Dementia and Delirium.

What we're known for: Supportive Culture and Developing a Solid Foundation of Nursing Skills

We pride ourselves in our teamwork and positive, supportive atmosphere. We strive to demonstrate the highest level of compassionate and patient centered care. We share a passion for healing, and a true concern for others, creating an environment of professionalism, respect, and collaboration.

We work towards the same goal, developing critical thinking skill and a wide range of clinical knowledge. This is an opportunity for you to apply all the skills and knowledge you gained in nursing school.

Why you should join our team: Our philosophy of education

- **Fellowship/Residency:** Over 12 weeks, work with primary preceptor(s) and professional development specialist to gain skills and confidence.
- **Professional Growth:** "See one, do one, teach one mindset". We invest in your professional growth. As you learn new skills, you will have the opportunity to share knowledge with your coworkers and nursing students. Through evidence-based practice, we have improved the care we deliver to our patients.
- **Medical-Surgical Certification:** After 2 years of practice, all staff are encouraged to pursue Med-Surg Certification through the National Association of Nurses. Swedish offers tuition reimbursement and classes to help you prepare.

Our focus on staff engagement

- **Shared Leadership:** Collaborative team of staff who meet monthly to discuss ways to improve our unit.
- **Staffing ratios:** Day shift work with 3-4 patients; Night Shift from 4-6 patients.
- **Staff Morale:**
- **Mentor Program:** An extension of the resident orientation. New staff are paired with experienced nurses and meet to talk about life, have fun outside work, and destress.
- **Calm Room:** An oasis on the unit that allows staff a moment away to recharge.
- **Community Board:** Get to know your coworkers and learn about things happening in the 9SW community.

Med/surg is a great foundation, and a fantastic specialty!

We believe every shift will be different, critical thinking is key, and that self-care is a priority.

General Surgical at First Hill

Who we serve

We are a 29-bed unit with the population of 85% post-op and 15% medical patients. We see a variety of surgical cases, head to toe procedures, with exceptions of: Brain, Cardiac, GYN, GU, and Podiatry. If your passion is post-op management, this would be the unit you would like to be.

Our team is known for Teamwork, Collegiality and Critical Thinking

Our unit across the Swedish system is known for its teamwork, collegiality, and critical thinking skills. We manage post-op patients from the simplest procedure to the high acuity patients, such as head-and-neck surgery, neck dissection, and new trach. We proud with our teamwork; our ability to work together throughout the day without compromising patients' experience. Our team is well-respected throughout the hospital and known for our inclusivity. We support our unit-specific educations thru unit in-services led by our very own nursing team, also known as Unit Champions, in collaboration with the Clinical Education Program.

Growth opportunities

- **Shared leadership:** Nurses and Nursing Assistants leading and implementing changes in the unit
- **Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. Prep classes are offered by Swedish.
- **Unit Champions:** Assist with in unit yearly/bi-yearly nursing education related to unit specific topics, such as trach care, chest tube management, pain management, Epidural, and CHG wipes.
- **Preceptor and Mentorship:** Precept and mentor new hires. Workshops are offered by Swedish

Reasons you should join

- A supportive nursing environment that will help you build a strong foundation of your nursing skills and nursing critical thinking.
- A robust nursing team who prioritizes safety and commit to patient advocacy.
- We celebrate professional achievements, such as CMS-RN, Daisy Awards, Employee of the Month, Good Catch Program, as well as birthdays.
- Our team balances fun and productivity in the workplace by supporting each other thru humor and providing a sense of belonging.

Who are we seeking

A caring, empathetic, team player, with a strong desire to keep on learning

Staffing Mix

RN Day shift max 1:4, night shift max 1:5

Gynecology Oncology/Surgery at First Hill

Who we serve: We are a 29 bed unit that is a true mix of both medical and surgical patients. Our patient population consists of but not limited to:

- **GYN Oncology Patients-** Ovarian, cervical, endometrial, vulvar cancers. New diagnosis or women who have a GYN oncology diagnosis with an acute medical need (SBO, intractable pain, nausea, etc). Chemotherapy given 1-2 times/week. Palliative care and comfort care.
- **GYN Surgical Patients-** hysterectomy, myomectomy, tumor de-bulking, ostomy placement and take down, D&C, mastectomy, DIEP breast reconstruction
- **Post IR/Cath Lab-** kidney and liver biopsy, uterine artery embolization, angiogram, IVC filter placement or removal
- **Medical/Surgical Overflow-** appendectomy, cholecystectomy, bowel obstruction, hernia repair, diverticulitis, etc

What we are known for: Teamwork, Complexity, and Women's Health

Our unit is known for its teamwork, complex patients, and our focus on women's health. We believe that the best patient care we can give comes from not only our compassion, but also from the collaboration between all members of the care team (nursing staff, NACs, providers, PT/OT, etc). Our team is well respected throughout the hospital and among our providers. The mix of medical, surgical, and oncology patients creates a great learning environment for new nurses and provides continuous learning for our experienced RNs. While our surgical patients have a short length of stay (0-2 days), our oncology patients are often here for longer periods or may be re-admitted throughout their treatment allowing our team to build relationships with our patients and their families. If you have a question or need support or education, both medical and nursing staff are happy to help.

Growth opportunities

- **Shared Leadership:** Our committee meets monthly to review our work environment, patient experience, quality/safety events, and evidence-based practice recommendations.
- **Chemo Certification:** After one year you can complete the Swedish chemo cohort where you can obtain your ONS Fundamentals card and become certified to administer chemotherapy.
- **Medical Surgical certification:** After two years as a nurse you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** To increase knowledge and support our unit in infection prevention, fall prevention, and HAPI prevention.

Why you should join

If you are looking for a family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation, then 11SW is for you!

Staffing Mix

Day shift generally cares for 3-4 patients with a NAC working with 1-2 patients, night shift 4-5 patients with a NAC working with 2-3 patients. Resource RN 1100-2330 Mon-Fri –unassigned RN to help provide break coverage, settle post-ops, extra set of hands as needed

Hematology/Oncology at First Hill

Who we serve

Patient Population (30 beds): Hematology (Leukemia, Lymphoma, MM). Oncology (solid tumors) and Medical overflow, chemotherapy, multiple blood products, transplant patients (Stem Cell and CAR-T), research – clinical trials.

Teamwork and Complexity

Our unit is known for its teamwork and critically complex patients. We believe that the best patient care we can give comes from not only our compassion, but also our teamwork approach that respects and collaborates with both the medical and nursing staff. The complexity of our patient population also helps develop critical thinking skills. Strong teamwork and ongoing education creating that foundation that supports our primary goal, to provide excellent care.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Patient Education Committee:** Outpatient and in-patient services meet monthly to coordinate and standardize patient education.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using evidence best practices.
- **Chemotherapy-biotherapy certification:** This is required to work on 12 East. After 10-12 months on the unit, training is provided to get certification.
- **Oncology certification:** After 2 years as a nurse, you will be eligible to take your Oncology certification exam. There are classes at Swedish that you can sign up for to help you prepare. Also, staff is encouraged to obtain ONS membership, our professional organization, where numerous educational opportunities are available.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues

Why you should join

If you are looking for a challenge and high acuity patients while providing compassionate, highest level of care and skills that will help you to develop your critical thinking for a strong nursing foundation, then 12 East is for you!

Staffing Mix

Day shift generally cares for 3-4 patients with a NAC working with 1-2 patients, night shift 4-5 patients with a NAC working with 2-3 patients.

Medical Oncology Inpatient at First Hill

Who we serve

We are a 29-bed unit serving both medical and oncology adult patients. We have a mix of private and semi-private rooms. We provide a great opportunity for our staff to care for patients with a wide variety of medical and oncology needs. Our patient population consists of but not limited to:

- **Oncology patients:** we take care of some patients with solid tumors such as breast, lung, testicular, prostate cancers, and sarcomas
- **Medical patients:** we see patients with a wide variety of medical conditions such as diabetes, kidney and liver issues, alcohol withdrawals, wounds, tracheostomy, chest tubes, central lines etc..
- **Staffing Mix:** Day shift RNs generally care for 3-4 patients with a NAC working up to 7 patients, evening shift RNs- 4 patients, evening Shift NAC- 8 patients, night RN's - 4-5 patients, night Shift NAC – 10-12 patients

Why work in our unit

- **Teamwork:** We value teamwork and believe that each worker on our unit should be valued and supported. Our unit provides a unique opportunity for those looking for a challenging and at the same time rewarding career. You will experience taking care of patients, both with medical or oncology problems, providing you with a chance to hone your abilities and skills. In our unit, we also believe in having a fun work environment and we are ready to provide support every step of the way.
- **New graduate cohort:** 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Oncology or Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your certification exam, whether you are more interested in the medical/surgical or oncology. There are classes at Swedish that you can sign up for to help you prepare.
- **Chemotherapy certification:** In our unit, you will have the opportunity to learn to administer chemotherapy and get certified within your first 2 years.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues

If you are looking for a family/team atmosphere that helps you to develop your core nursing skills and build a strong foundation, then 12sw is for you!

Orthopedics at First Hill

Who we serve

The Orthopedic Institute is a state-of-the-art facility on the south end of the First Hill Campus that draws patients from multiple states for specialized Orthopedic care. We are a department with two nursing units. Each unit has 28 spacious private rooms with an overhead lift, computer, and VS monitor. The units are designed to have what you need close to the bedside as well as a healing atmosphere. Our primary specialty is Orthopedics however we also care for overflow medical/surgical patients.

Our patient population consists of but not limited to

- **Elective orthopedic surgery:** total joint replacement, spine, upper and lower extremity
- **Tumor resection:** bone tumors with allograft and flap procedures
- **Peri-acetabular osteotomy:** complex pelvic surgery for patients with hip dysplasia
- **Unplanned Ortho admissions:** fractures, osteomyelitis, wound care, etc.
- **Neuro:** small population of patients who need a VP shunt, Chiari osteotomy
- **Medical/Surgical:** overflow patients with a variety of med/surg diagnosis including podiatry

What are we known for? Being supportive to new staff and teamwork!

Our unit is proud of the support and dedication we give to new staff to help them be successful. Safety, quality, respect, compassion and treating a patient as we would our own family member are things we highly value. We have a nice balance of experienced and new staff. Teamwork is key to our success and our setting allows for interdisciplinary collaboration particularly with rehab and case management and providers. Our elective orthopedic patients often present with co-morbidities. This gives a well-rounded experience for nurses. Along with the patient variety it is a great setting to build a strong nursing foundation for critical thinking, prioritization and problem-solving skills which are key for success in healthcare.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 1-2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Certification:** After 2 years as a nurse, you will be eligible to take either the Orthopedic or Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues.
- **Scholarship and Annual Conference:** Our unit is unique in offering a yearly orthopedic conference. Proceeds are used to scholarship our nurses to the National Orthopedic conference.
- **Why you should join:** If you are looking for a family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation that includes expertise in Orthopedics as well as experiences in Medical-Surgical nursing then SOI 3-4 Orthopedics is a great place for you.

Staffing Mix

Day shift generally cares for 3-4 patients with a NAC working with 1-2 patients, night shift 4-5 patients with a NAC working with 2-3 patients.

Medical-Surgical Orthopedics at First Hill

Who we serve

We are a 28-bed medical-surgical unit. We care for a wide variety of patients with various medical and psychosocial needs, making it a great place to develop skills and solidify your base in nursing practice. Some of our commonly treated diagnoses include: sepsis; cellulitis; UTI; patients who are post-procedure; and acute exacerbation of chronic medical conditions, such as various respiratory conditions, kidney or liver disease, and diabetes.

COVID: Given our unit set-up, we have the capability to properly isolate COVID patients. Our team has done a phenomenal job in providing expert care to COVID patients for the Swedish system while also maintaining caregiver safety.

What we are known for: Teamwork and Excellence

Our unit is well known for its teamwork and commitment to excellence. Despite the many changes that we have experienced in the last year of a pandemic, our team has persevered in their commitment to implementing evidence-based practices and promoting quality patient outcomes. We have remained innovative and adaptive, to both the needs of our patient population and our team. We are known for being welcoming and supportive all members of the multi-disciplinary team. If you have a question or need help, anyone on the unit is always willing to provide assistance. We value a culture of equity, teamwork, and diversity.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 1-2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information to develop an improved workplace and patient care experience.
- **Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** Develop increased knowledge in infection prevention, fall prevention, and HAPI prevention, and share this with your team.
- **Relief Charge Nurse:** After gaining experience on the unit, you can develop your leadership skills as a relief Charge Nurse on the unit.

Why you should join

If you are looking for a fast-paced, team-oriented environment with an opportunity to see a variety of diagnoses – this is the unit for you!

Staffing Mix

Day shift generally cares for 3-4 patients with an NAC working with 1-2 patients, night shift 4-5 patients with an NAC working with 2-3 patients.

Nephrology/Urology/Transplant at First Hill

Who we serve:

We are a 30-bed unit that is a true mix of both medical and surgical patients. We have 2 negative airflow rooms and 4 rooms with ceiling lifts. Our patient population consists of but not limited to:

- **Dialysis patients:** Both hemo and peritoneal dialysis including Hepatorenal syndrome patients. Hemodialysis is done by our dialysis department, but peritoneal dialysis is done by 11 East nurses.
- **Vascular patients:** Fistula/graft placements, complications of these accesses, fem pop bypasses, endarterectomies, and amputations.
- **Transplant patients:** Kidney (both living donor and cadaveric), liver, and pancreas
- **Urology patients:** Removal of kidney stones, cystectomies, prostatectomies, urinary diversions, and nephrectomies
- **Bariatric surgery patients:** Gastric bypass and sleeve.
- **Medical/Surgical overflow patients:** abdominal surgeries, whipples, TB, and shingles, etc.

What we are known for: Teamwork and Complexity

Our unit across the Swedish system is known for its teamwork and critically complex patients. We believe that the best patient care we can give comes from not only our compassion, but also our teamwork approach that respects and collaborates together with both the medical and nursing staff. We are well respected throughout the hospital. If you have a question or need a little support or education, both medical and nursing staff are happy to help. The complexity of our patient population also helps develop critical thinking skills. With both chronic illnesses mixed with acute issues and new treatment plans, you will find yourself always learning.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues

Why you should join

If you are looking for a family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation, then 11E is for you!

Staffing Mix

Day shift generally cares for 3-4 patients with a NAC working with 1-2 patients, night shift 4-5 patients with a NAC working with 2-3 patients.

Acute Rehabilitation at Cherry Hill

Who we serve:

The ARU is a 36-bed unit with 10 ceiling lift rooms and majority of the patients are non-traumatic neuro medical-surgical patients (spinal cord injury, brain injury). The program is accredited CARF (Commissions on Accreditation of Rehabilitation Facilities). Patients must 18 years or older, be able to participate in intense therapy (3 hours of therapy daily), rehab nursing, and have medical needs requiring physical medicine rehabilitation providers (physiatry). Other patient medical diagnosis may include:

- Brain/spine cancer, transverse myelitis, Guillain-Barre, epilepsy
- Other medical/surgical including lower limb amputation, post hip fracture Dialysis: hemodialysis is provided by the dialysis nurses; peritoneal dialysis provided by the 3 East neuro-epilepsy nurses

What we are known for: Interdisciplinary Care and Neuro Rehabilitation

The ARU is a destination inpatient rehabilitation unit in the greater Seattle, the only rehab unit within Swedish. We are known for patient-family centered care and neuroscience rehabilitation. Our team strives to help patients regain their highest level of independence possible while minimizing impairments. Continuous quality improvement and patient safety initiatives are led by the unit Shared Leadership council along with campus Shared Leadership councils.

Growth Opportunities

- **New graduate cohort** is a 12-week training program, you are partnered with preceptors and the clinical education team. After the , you will be trained to float to the 5E neuro-epilepsy unit.
- **Shared Leadership Committee** is an interdisciplinary staff lead council focused on quality improvement, evidence-based practice integration, and leadership growth.
- **Unit Champions** participate in campus-system committees focused on innovation (EPIC, healthcare practice) and preventable hospital acquired patient harm like infections (CAUTI, CLABSI), falls, and pressure injury (HAPI).
- **Campus Shared Leadership Councils** include Healthy Work Environment, Innovation and Care Delivery, Night Shift, and Charge Nurse and Lead Tech.
- **Rehabilitation certification** eligibility after 2 years as an inpatient rehabilitation nurse, you will be eligible to take the rehab certification exam.

Why should you join ARU?

The ARU team is driven to develop your nursing foundation, critical thinking, neuro-rehab expertise, and leadership skills. You will develop strong patients and family relationships to fully experience their improved quality of life back to home-community.

Staffing Mix

Day shift generally cares for 4 patients and night shift cares for 5 patients with NACs/Nurse Techs partnered with part of the assignment

Neuroscience/Neurosurgery/ Epilepsy at Cherry Hill

Who we serve:

We are a 36-bed unit that cares for very high acuity neuro patients. We have 8 rooms that are equipped to monitor long-term video EEG patients for epilepsy and 6 rooms with ceiling lifts. Our patient population consists of but not limited to:

- **Neurosurgery:** These patients are s/p spine and brain surgery such as lumbar fusions, tumor resections, vascular malformations, pituitary resections and lumbar drains.
- **Epilepsy:** These patients check-in on Mondays, are weaned off of their anti-epileptic meds (AEDs), and monitored for seizures to occur.
- **Stroke:** We are a comprehensive stroke center that cares for high acuity stroke patients
- **Muscular disorders:** Multiple sclerosis, guillain barre, generalize weakness

What we are known for: Teamwork and Complexity

Across the Swedish system, our unit is known for teamwork, support, and critically complex and high acuity patient populations. It is a fast-paced unit that relies on strong teamwork to care for our often confused and critical patient population. It takes a truly compassionate nurse to love neuro and our staff are extremely caring. Whether it's jumping in to respond to a seizure or helping with bed alarms, we are there for each other. Our preceptors love training new staff, and if you have a question or need support and education, both medical and nursing staff are happy to help. The complexity of our patient population also helps develop critical thinking skills.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Certified neuroscience and stroke certification:** After 2 years as a nurse, you will be eligible to take your CNRN or SCRN certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues
- **Mentorship:** We pair you with a mentor after is complete to help you transition

Why you should join

If you are looking for a fast-paced family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation, then 5 east is for you! Our unit provides the skills you need to successfully transition to higher acuity units such as ED and ICU.

Staffing Mix

Day shift generally cares for 3-4 patients with a NAC, night shift 4-5 patients with a NAC. We have an unassigned charge RN as well as a Resource NAC for high census.

Medical Surgical at Issaquah

Who we serve

The Med/surg is a 35-bed unit that cares for adult surgical patients and medical overflow. We care for 80% post-operative surgical care and about 20% medical overflow. Our surgical care includes general surgery, orthopedic, bariatric, spine, gyn, oncology and other assorted categories.

What we are known for

We are a 175-bed community hospital located in the city Issaquah with very few subspecialty floors. We are located approx. 30 miles east of downtown Seattle. The advantage of our campus is that you get to experience a wide variety of post-operative patient conditions. We are known for our positive culture and excellent teamwork. Our residents are typically very successful and stay with us for years. We have a very fast paced floor in that you can start out with four patients, discharge them, and have four more due to the OR schedule. If you enjoy this type of pace you will enjoy this role. Continuous quality improvement and patient safety initiatives are led by the unit Shared Leadership committee along with campus Shared Leadership committees.

Growth and leadership Opportunities

- **New graduate cohort** is a 12-week training program, you are partnered with preceptors and the clinical education team.
- **Shared Leadership Committee** is an interdisciplinary staff lead council focused on quality improvement, evidence-based practice integration, and leadership growth.
- **Unit Champions** participate in campus-system committees focused on innovation (EPIC, healthcare practice) and preventable hospital acquired patient harm like infections (CAUTI, CLABSI), falls, and pressure injury (HAPI).
- **Med Surg certification** Staff are eligible after 2 years as an inpatient med surg nurse. Swedish offers preparatory classes on campus for the test. Education money is available to offset the cost.

Why should you join med/surg?

The resident will develop an initial nursing foundation, critical thinking, teamwork, and leadership skills. Due to the pace of the unit, your time management skills are well developed. Typically, nurses move on to subspecialty fellowships after their med surg skills are honed.

Staffing Mix

Day shift generally cares for 4-5 patients and night shift cares for 5-6 patients with NACs/Nurse Techs partnered with the assignment.

Medical Specialty at Issaquah

Who we serve

We are a 14-bed adult unit that is a mix of both medical and behavioral health patients. We have 1 negative airflow room and all rooms have ceiling lifts. We also have 2 high risk rooms for patients experiencing acute psychosis. Our patient population consists of but not limited to:

- **Medical patients:** Most common diagnoses include cellulitis, sepsis, pneumonia, GI bleeding, and small bowel obstructions. MSU also cares for end of life/hospice patients.
- **Psychiatric patients:** Most common diagnoses include schizophrenia and bipolar disorder. These patients are often on an Involuntary Treatment Act hold; and MSU facilitates longer term placement to inpatient psychiatric facilities in King County.

What we are known for: Teamwork and Collaboration

Our unit is known for its teamwork and multidisciplinary collaboration. We prioritize high quality, patient centered care and we accomplish this through strong teamwork. Our nursing staff works closely with hospitalists, psychiatrists, and social workers to develop each patient's individualized plan of care. We communicate regularly with multiple Swedish emergency departments and inpatient psychiatric units in King County to facilitate prompt treatment and placement of patients experiencing acute psychosis. Our nursing staff also participates in process improvement efforts for the campus through pilot studies that address quality measures

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with RN preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in process improvement can engage in unit-based committees, campus-based committees, or serve as unit champions for various nursing quality indicators.
- **Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.

Why you should join

If you are looking for a department that will build a strong nursing foundation in both medical and mental health skills, then MSU would be a perfect fit!

Staffing Mix

Both day and night shift RN's generally care for 4-5 patients with 1 NAC on the floor. The charge nurse may have up to 2 patients. Our psychiatric patients often have 1:1 care by Patient Safety Attendants (sitters) in addition to the care provided by our RN's and NAC's.

General Medical Oncology at Issaquah

Who we serve

We are a 36-bed unit that is a mix of both medical and oncology patients. We have 2 negative airflow rooms and all rooms with ceiling lifts. Our patient population consists of but not limited to:

- **Dialysis patients:** Hemodialysis is done by our dialysis department.
- **Oncology patients:** Patients with complication from cancer and chemo/radiation therapy patients.
- **Medical/Surgical overflow patients:** General medical and mild general surgical patients, such as appendectomy, cholecystectomy, and skin I&D.

What we are known for: Teamwork and Quality

Issaquah Campus is known for its unique culture and environment. The caregivers in our unit are very proud of presenting the quality care and teamwork on top of our distinctive culture. We believe that the best patient care we can give comes from not only our compassion, but also our teamwork approach that respects and collaborates together with both the medical and nursing staff. If you have a question or need a little support or education, both medical and nursing staff are happy to help. The complexity of our patient population also helps develop critical thinking skills. With both chronic illnesses mixed with acute issues and new treatment plans, you will find yourself always learning.

Growth opportunities:

- **New graduate cohort:** 12-week training program where you will work with designated preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Medical Surgical certification:** After 2 years as a nurse, you will be eligible to take your Med/Surg certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Chemo Certification:** After about 2 years of in unit experience, you can get the opportunity of taking Swedish offered chemo classes to become a chemo certified RN
- **Oncology Certified Nurse:** After 2 years of acute nursing experience and over 2000 hours of oncology nursing experience, you are eligible to apply and take the test to become OCN.
- **Unit Champions:** To increase knowledge in CLABSI prevention, Fall prevention, and HAPI prevention, Sepsis care, Early Mobility initiative, and share with your colleagues

Why you should join

If you are looking for a family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation in fast pace environment, then Gen Med/Onc at Issaquah is for you!

Staffing Mix

Day and night shifts generally care for up to five patients with NACs' supporting. An RN with chemo induction and insulin drip cares up to three patients.

Behavioral Health at Ballard

Who we serve

Our specialized staff includes board-certified physicians, nurses, social workers, and other professionals who are experienced in treating various behavioral health problems with compassion and respect. We partner with patients to develop treatment plans, which promote stability, maximize daily functioning, enhance personal and environmental safety, and mobilize community support. When patients leave the hospital, we collaborate with them to ensure they can access appropriate resources to continue their journey toward wellness.

Swedish has an inpatient psychiatric unit located at Swedish Ballard that features 22 beds and quiet rooms to help promote mindfulness and self-centering. Our services offer a variety of inpatient groups including cognitive behavior therapy (CBT), art therapy, nutrition, pharmacology, spirituality, pet therapy, among others.

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Caregiver Growth Opportunities

- **New Graduate Nurse Program:** A 12-week training program where you will work with two preceptors and the clinical education team who will help prepare you to work on the unit.
- **Shared Leadership Committee:** An interdisciplinary unit-based leadership team interested in implementing change from the ground up while utilizing evidence-based research in the decision-making process. This committee is led by two frontline leaders functioning in the role as chairpersons who lead and direct the meeting agenda under the supervision of the nurse manager who offers support and guidance where needed.
- **Psychiatric-Mental Health Nursing Certification:** After completing 2,000 hours of clinical practice in psychiatric-mental health nursing within the last three years, and completion of thirty hours of continuing education in psychiatric-mental health nursing within the last three years, you will be eligible to take your psychiatric-mental health nursing certification exam. The unit will provide you with the tools needed to successfully pass the exam.

Why you should join the BHU Ballard Campus Team

The behavioral health unit at Swedish Medical Center – Ballard campus is an inter-disciplinary multi-disciplinary team of caregivers who work together to provide a safe, compassionate, patient-centered care experience to help improve patient function, coping, and mental wellbeing. The team is friendly, hard-working, fun, engaged, and truly vested in continuing to be the best place to work and practice.

Staffing Matrix Details

We have a 1:4 registered nurse to patient ratio, and an Occupational Therapy department that leads group programming for the unit. We also have two full-time psychiatrists, social workers, a utilization review nurse, admissions coordinator, an independent court evaluator, a hospital unit coordinator, and a certified nursing assistant around the clock patients.

Behavioral Health at Edmonds

Who we serve

We are a 25-bed inpatient unit with 6 low stimulation acute care beds. Our patients either have a primary psychotic or affective disorder along with co-occurring medical and or substance use disorders. We provide a structured and safe therapeutic milieu with individualized treatment planning and group therapy to foster recovery from mental health symptoms. Our patient population consists of:

- **Voluntary patients:** Voluntarily admission to behavioral health unit. Right to request discharge.
- **Involuntary (ITA) patients:** Assessed to be a danger to self, to others, or gravely disabled due to psychiatric illness and are unwilling to seek voluntary psychiatric hospitalization. RCW 71.05

What we are known for: Teamwork

We provide holistic, recovery focused care for our patients, their families and our community. Our nursing staff follows the primary care model along with team nursing. We have a large interdisciplinary team of providers, social workers, occupational / recreational therapists and nursing staff to care for and support the recovery process for our patients. If you have a question or need support and education, both medical and nursing staff are happy to help. With behavioral health you are always learning, and I guarantee 100% that you will make a difference in someone's life every day.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with 2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Psychiatric Mental Health Nurse certification:** After 2 years as a nurse, you will be eligible to take your psychiatric-mental health certification exam.

Why you should join

If you are looking for a family/team atmosphere that helps you to develop your critical thinking, therapeutic communication skills and build a strong nursing foundation in behavioral health, then 9W is for you!

Staffing Mix

Day shift generally cares for 4-6 patients with a NAC, night shift 6 patients with a NAC.

Surgical Telemetry at Cherry Hill

Who we serve

We are a 36-bed unit, all single occupancy rooms, that is a mix of medical and surgical patients. Most of our patients are on telemetry monitoring for their cardiac rhythm. We have 4 negative airflow rooms and 2 rooms with ceiling lifts. Our patient population consists of but not limited to:

- **Open Heart Surgery (OHS):** We are the step-down unit from the Cardiac ICU and manage all post-operative CABG, valve, and AAA repair patients. Many of our patients have chest tubes, drains, and external pacemaker wires.
- **Cardiac arrhythmias:** We manage patients who are receiving medical or surgical interventions for their cardiac arrhythmia including IV medications, MAZE, ablations, and pacemakers.
- **Heart Failure:** Patients with fluid volume overload requiring medications to support the heart functionality as well as well IV diureses
- **NSTEMI:** Patients with active chest pain require medication or surgical intervention
- **Left Ventricular Assist Device (LVAD):** All patients requiring and who have a LVAD
- **Trans-Aortic Valve Replacement (TAVR)TAVR / Mitral Clip:** Aortic and mitral valve repairs that require a lower level of surgical intervention than OHS
- **Pulmonary Embolism (PE) / Deep Vein Thrombosis (DVT):** Patients who require advances anticoagulation therapies for PE and DVT
- **Medical / Surgical overflow patients**

What we are known for: Teamwork, Complexity, High Intensity

Swedish Cherry Hill performs the most OHS cases of any hospital in the Pacific NW with over 1,200 surgeries annually. Our nurses work closely with the surgical team who are supportive and ready to teach and explain. In addition to the complex cardiac surgical patients our advanced cardiac support team has won High Performing Hospital for Treatment of Heart Failure and made significant positive impacts in the lives of our patients. We are a collaborative and professional community of high expertise caregivers.

Growth opportunities

- **New graduate cohort:** 12-week training program where you will work with preceptors and the clinical education team that will help prepare you to work on the unit.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **LVAD/TAVR:** After 18 months of experience, you can receive LVAD and TAVR training to take care of this higher acuity and complex patient population.
- **Progressive Care Certified Nurse (PCCN):** After 2 years as a nurse, you will be eligible to take your PCCN certification exam.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, CAUTI prevention, CLABSI prevention, and HAPI prevention and share with your colleagues.

Why you should join

If you are looking for a team atmosphere and a robust high intensity patient population that will build a strong nursing foundation and hone your critical thinking, then 4 East is for you.

Staffing Mix: Day shift generally cares for 3 patients as a primary or 4 patients with a NAC working with 3 patients, night shift 4-5 patients with a NAC working with 3-4 patients.

Neuro Telemetry at Cherry Hill

Who we serve

- **Cardiac patients:** 3E serves a multitude of cardiac based diagnoses including arrhythmias needing pacemaker or ICD placements, STEMI or NSTEMI needing angiograms. We do several congestive heart failure interventions including diuresis and cardiac drug infusions.
- **Stroke patients:** CH is the comprehensive stroke center for the Swedish healthcare system. We get patient's 24hr post thrombolytic (TPA) and procedural interventions.
- **Spinal surgery:** pre/post laminectomy, discectomy, and fusion.
- **Brain surgery:** pre/post craniotomy/craniectomy, tumor resections, hemorrhage evacuations
- **Rare disorders:** including Moya Moya, Guillain-Barre syndrome, Creutzfeldt-Jakob disease and other autoimmune diseases and neurological disorders.

What we are known for: Teamwork and Resilience

Across the Swedish system, our unit is well respected for our incredible teamwork while caring for a very complex patient population. We believe that the best patient care comes from compassion, collaboration, and effective communication with all members of the care team. If you have a question or need support, our medical, nursing, and clinical education staff are more than happy to help. We strive as a team to provide the safest and highest quality care for every patient on 3E. As a part of that team, we not only celebrate your successes, but want to help you grow, so that you can be a competent, proficient, and resilient nurse yourself.

Growth opportunities:

- **New graduate cohort:** A comprehensive 12-week training program where you will work with two preceptors and the clinical education team to help prepare you to practice independently. However, you are never alone as we have continued support and mentorship following the residency.
- **Shared leadership:** This team of staff implement meaningful change at the bedside through quality and evidence-based practice projects. 3E has one of the strongest and most engaged SL teams in the system. Major accomplishments include fall reduction, infection prevention, quality break improvement, bedside reporting, and pressure injury prevention.
- **Cherry Hill advantage:** The Cherry Hill campus has a quaternary care rating. Our campus is on the cutting edge of research and experimental surgeries. Areas of advancement include the utilization of ECMO, robotic brain surgery, LVAD devices, and new research treatments. CH is also a renowned comprehensive stroke center that performs high level interventions. 3E is a great steppingstone into our high acuity cardiac and neuro ICU fellowship programs, PACUs, and advanced practitioner programs.
- **PCCN/SCRN:** After your first-year nurses are encouraged to get certified in an area of interest. The progressive care certification and stroke certified RN lend well to the high acuity patients that we see on 3E!

Why you should join

If you are looking for a family/team atmosphere that helps you to develop your critical thinking skills and build a strong nursing foundation, then 3E is for you!

Staffing Mix

Full time is three 12 hour shifts per week. We work in a team nursing model, 2 RNs are paired with an NAC. 7am-11:30pm RNs have a 4:1 ratio, night shift may go up to 5 patients after 11:30pm. Extra resources include an unassigned charge nurse, a resource nurse, a CH STAT RN that rounds on high acuity patients throughout the hospital.

Telemetry at First Hill

Who we serve:

We have two telemetry units at the First Hill campus, a 30-bed unit on 7SW and a 20-bed unit on 10SW. Both nursing units serve very similar patient populations, and the nursing units work closely together. The patients that we will see will mainly be medical patients that need telemetry monitoring. We are also a stroke certified nursing unit and are recognized by the American Heart Association as a certified stroke center.

We are unique from the medical floors as our unit monitors heart rhythms and we have the ability to administer intra-venous (IV) anti-arrhythmic and other IV medications such as diltiazem, amiodarone, dopamine, dobutamine, heparin, and nitroglycerin.

What we are known for: Teamwork, Family, Skill, higher level of care

Nurses and other caregivers will state that working on the telemetry unit is like working with family. Our team of charge nurses set the tone on the unit and help keep the unit engaged and help coordinate care. Our unit turnover is lower than average across the system because our team likes to work together. We do a modified self-schedule where the RNs take ownership of balancing a schedule.

As we are a telemetry unit, the RNs need to have a higher skill set than the medical RN. We are trained at interpreting heart rhythms and are required to hold our advanced cardiac life support (ACLS) certificate which you will attain 6 months after starting. We are also a certified stroke center and need to hold our stroke certificate (NIHSS).

Growth opportunities:

- **New graduate cohort:** 12-week training program where you will work with 1-2 preceptors and the clinical education team that will help prepare you to work on the unit.
- **Education track to the ICU:** If your goal is to work in the ICU, working on a telemetry unit is a great way to learn to manage both your time and develop the skills needed to start in the ICU. We work closely with our ICU team and help develop the RNs who wish to go into the ICU.
- **Shared leadership:** Nurses on the unit who are interested in implementing change using research-based information.
- **Progressive Care Nurse Certification:** After 2 years as a nurse, you will be eligible to take your PCCN certification exam. There are classes at Swedish that you can sign up for to help you prepare.
- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues

Staffing Mix

Both day shift and night shift at a maximum 4:1 ratio with nursing assistants at 8:1 during the day and flexible during the night. One dedicated charge nurse on each floor without a patient assignment and as census increases on 7SW, a resource nurse is available for support.

Telemetry/Progressive Care Unit at Edmonds

Who we serve:

We are a 24-bed telemetry unit. Our patient population consists of but not limited to:

- **Neurological patient:** Stroke, TIA and acute encephalopathy
- **Cardiac patients:** Post PCI, CHF, acute arrhythmias and R/O MI
- **Multi organ failure patients:** Sepsis, liver-kidney failure and electrolyte derangement
- **Respiratory patients:** pneumonia, ARDS and COVID.

What we are known for

Our telemetry floor is fast-paced, varied and dynamic. It is a great environment for new nurses wanting to establish themselves in an ever-changing, nurturing environment. There is encouragement to continue opportunity for academic and professional growth

Growth Opportunities

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- **Unit Champions:** To increase knowledge in infection prevention, fall prevention, and HAPI prevention and share with your colleagues

Why you should join

We are a unit of mixed experience, social diversity and supportive of new nurses. We want you to succeed and will do what needs to be done to make that happen.

Staffing Mix

On both day and night shifts RNs care for 4 patients and NACs are assigned to work with two RNs while caring for 8 patients.