

## **Cape Cod Healthcare RN Residency Program Achieves Excellence in Transitioning New Nurses**

Cape Cod Healthcare developed a Nurse Residency Transition Program in their continual search for high quality nurses. As Kathleen Tardy, MSN, RN, Director of Clinical Education put it, “We are motivated to offer a high-quality nurse residency transition program and welcome new staff to the Cape Cod Healthcare culture.” Approximately 40 novice RNs are hired per year and they are divided into three cohorts with approximately 12-15 new nurses in each group. Their commitment to the RN Residency Transition Program includes 315 hours of clinical time on the medical-surgical unit they will be working on and 72 hours of coursework.

“We offer professional growth in many specialty practice areas and a strong nurse transition program gets our new nurses off to a great start.” Tardy continued, “It inspires novices to pursue their professional goals within the Cape Cod Healthcare system.”

Cheryl Brennan, MSN, RN, Senior Clinical Educator elaborated. “We started our novice nurse program about 10 years ago. Completing the self-study and pursuing accreditation inspired us to bring our program up to an exceptional level, which allows us to deliver the best possible nursing care to our patients and their family members.”

“One of the things we work hard to do in this program is intertwine the American Nurses Association (ANA) standards and the ANA Code of Ethics,” said Brennan. The Scope and Standards of practice are the, who, what, where, when, why and how of nursing practice according to the ANA.

Carol Mercurio RN, BSN, Clinical Educator, expanded on that saying “Our nurse preceptors, educators and managers are dedicated to teaching not only evidence-based practice, clinical skills, and professional nursing core competencies. But they are also equally dedicated to making novices feel welcome on their clinical units as well as in their community.” “The tremendous effort we put into creating and implementing this program was well worth the reward of accreditation,” said Tardy. “The staff is really proud of achieving such a high level of excellence and have confidence in knowing that they are providing the best possible nursing care.”

Visit [www.nursecredentialing.org/CaseforPTAP](http://www.nursecredentialing.org/CaseforPTAP) for more information about PTAP and to read about other PTAP organizations.

### **About Cape Cod Healthcare**

Cape Cod Healthcare is the leading provider of healthcare services for residents and visitors of Cape Cod. With more than 450 physicians, 5,300 employees and 1,100 volunteers, Cape Cod Healthcare (CCHC) has two acute care hospitals, the Cape’s leading provider of homecare and hospice services (VNA), a skilled nursing and rehabilitation facility (JML Care Center), an assisted

living facility (Heritage at Falmouth), the Cape's only local laboratory service (CCHC Laboratory Services) and numerous health programs.

### **About the ANCC Accreditation Program**

The ANCC Accreditation program recognizes the importance of high-quality continuing nursing education (CNE), skills-based competency, and nurse practice transition programs. Around the world, ANCC-accredited organizations provide nurses with the knowledge and skills to help improve care and patient outcomes. Accreditation by ANCC validates that a nursing residency or fellowship program has been operationalized to meet ANCC standards, regardless of whether the curriculum is developed in-house or purchased from a provider. Use of any course/material/service does not imply eligibility for or successful performance in the submission of credential applications, nor is it a requirement to qualify for accreditation. ANCC does not endorse any products or services.

### **About ANCC**

ANCC is the world's largest and most prestigious nurse credentialing organization. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas; recognize healthcare organizations for promoting safe, positive work environments through the Magnet Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education, skills competency programs, and transition-to-practice programs. ANCC provides leading-edge information and education services and products to support its core credentialing programs. ANCC continues to drive nursing excellence, quality care, and improved outcomes globally through innovation, research, and operational positive practice.

ANCC is part of ANA Enterprise, which comprises American Nurses Association, American Nurses Credentialing Center, and American Nurses Foundation.

