



2023 EMPLOYER RECOGNITION AWARD

ESSAY

Submit an essay describing the employer's other methods of recognition, appreciation, encouragement and advancement of the WOCNCB® credentials.

Do not specify the organization by name. Always refer to the organization as "Nominee". The essay length should not go beyond two pages, typed.

The WOC nurses on our team are proud to submit this nomination for the 2023 WOCNCB® Employer Recognition Award. Our Nominee is a large multi-hospital organization which serves a broad area providing a large spectrum of specialty services. The Nominee employs 19 WOC nurses, all with certifications of CWOCN® or CWON®. The degree to which the Nominee supports our departmental leadership structure, professional competencies, educational opportunities for the WOC nurse, and employee engagement activities demonstrates exemplary support and appreciation of the WOCNCB® process and values.

The inpatient WOC nursing departments at this organization are led by a WOC Nurse Manager who maintains CWOCN® credentials. The WOC nurse manager reports to the Director of GI Services who is also a strong advocate and supporter of the WOCNCB® certification process and the WOC nursing specialty. Each hospital campus has an inpatient WOC Nurse Supervisor with CWOCN® or CWON® credentials. Having leadership with this structure allows the certified WOC nurse access to specialized support during day-to-day activities, as well as at the system level for hospital policy and quality improvement activities. The WOC nurses have a direct influence on budgetary items, over 30 hospital patient care policies, and sit on various committees, including those for Quality and Patient Safety, Product Value Analysis, PSI-03 and HAPI taskforces, nursing education forums, and shared governance. There is also a CWOCN® Advance Practice nurse at one of the Nominee's main outpatient wound care clinics.

WOCNCB® certifications in wound and ostomy are required in order to obtain the job class of a WOC Nurse Specialist at this organization. The Nominee recognizes the WOCNCB® as the gold standard in wound and ostomy certification and the high expectations and standards of nursing care in this field. Part of the annual ongoing competency of the WOC nurse is to maintain these certifications, participate in professional practice projects and obtain certain CEUs.



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The Nominee also demonstrates their support of continuing education and supports new nurses who would like to become a WOC Nurse. The Nominee allow nurses to enter the department as a RN level 3 to gain experience and transition into the WOC nursing role. Currently, there are 2 RNs working on completing a WOC nursing school program and upon obtaining WOCNCB® certification, they will be eligible for the WOC Nurse Specialist job title. All employees are eligible for the certification reimbursement program since the WOCNCB® credentials are included on the qualifying certification program list. To further recognize the achievement of certifications, the change in job title from RN to WOC Nurse Specialist comes with substantial increase in pay.

Since all WOC nurses must be WOCNCB® certified, the Nominee's support also impacts the nursing specialty in general. The WOCNCB® certified nurse is supported to attend conferences to maintain their professional practice and network with other WOC nurses. The Nominee regularly sponsors one WOC nurses from each campus to attend National WOCN® and Regional WOCN® conferences, as well as sponsors WOC nursing leadership to attend additional educational courses. The Nominee recognizes WOC nurses as subject matter experts and includes the WOC nurses as the clinical leaders in Quality Improvement and Patient Safety programs.

The support of the WOCNCB® certified nurse also ensures job satisfaction. The Nominee recognizes the certified nurses during Nursing Certification Week and sponsors activities including gifts, speakers, and meals for the CWOCN®. The Nominee also recognizes WOCNCB® nurses during WOCN® week by providing a daily celebration activity such as coffee socials, breakfasts, lunches, small gifts, and ice cream. This past year, the Nominee made multiple announcements via closed circuit TVs, newsletters and emails in support and gratitude for the WOC nurses during the celebration week. The group of CWOCN® and CWON® certified WOC nurses employed by this Nominee continue to report high job satisfaction and the departments have extremely high retention rates. There are also multiple employees who have been employees with the organization working as WOC nurses certified with WOCNCB® credentials for 15-20 years.

We are extremely grateful for the Nominee and their support of the WOCNCB® certification process and to the WOC nursing specialty. Their support and exemplary standards of excellence benefit our patients, other staff, and physicians, and create a thriving experience for us all.