



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.

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I would like to strongly recommend/nominate my employer for the Employer Recognition Award. I could never ask any employer to be any better supporting me in my current position as CWOCN CFCN. In fact, I never would have achieved this goal without the help of the nominee, and in particular my supervisor, the VP of Patient Care Services. It was her vision to add this position to our small facility to protect our patients/residents from pressure ulcer development and for them to receive the most up to date and evidenced based care. She was instrumental in having the role approved, seeking an applicant, and arranging funding.

Once I was chosen for the position, I was instructed to find the best school for the educational portion and to present my findings. I quickly chose Emory's program as I have always considered it the best available education for wound/ostomy/continence care. After I chose the school the nominee supported everything I needed to get started and then approved for me to receive a forgivable loan from our health center. Every travel expense, educational expense, and certification expense was paid for by the nominee and I was even paid for the days I went to test. The nominee was adamant that I achieved certifications and very supportive each and every test date. I was strongly encouraged to become certified in all four areas.

Certified nurses are recognized during our clinical ladder process. We are the only ones allowed to apply for RN 111 positions and receive a larger bonus during the process than non-certified nurses. Everyone is encouraged to become certified in their specialty areas. Once certified we are recognized via our in-house newsletter and added to a plaque which is displayed in the front of the facility with individual names and the certification obtained.

As the CWOCN CFCN I work closely with Materials Management to choose the best products for our patients. Of course I am made aware of what is on contract, but am not bound by the contract. If a product is found that works better for our patients or residents we are allowed to order on as needed basis and if high volume use it is added to stock. I am not aware of many facilities that allow a wound care nurse this freedom and gives the certification a great deal of respect.



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Our physicians are also very supportive of the role and trust my judgment even though they may occasionally ask for evidence to support suggestions, they will usually support the recommendation once it is provided.

I am encouraged to attend conferences and educational sessions and the cost is covered as well as the travel expenses. I am allowed to order ongoing and current educational materials to provide up to date education for our staff and set up educational programs for the staff as the need is recognized. For example: We recently set up and provided several two hour wound assessment and documentation sessions for licensed nurses, three hour wound vac educational sessions, and I am currently preparing one hour sessions in December for the CNAs. I am allowed 2.5 hours during each monthly nursing orientation class to provide an overview of wound assessment and care as well as ostomy and continence care. Once attending conferences I am expected to present the updated information to the staff.

At times patients will call after discharge with concerns. I am allowed to meet them at their physician's office to offer suggestions, usually in the area of ostomy care. I have even had community member's call that have not been our patients and I am still allowed to meet with them at their physicians' office. Health Fair participation is also encouraged to educate the public and I have been sent to several and offered education in diabetic foot care as well as speaking to diabetic support groups and I am paid as usual. The facility is very proactive in supporting the community by providing education.

As the CWOCN I have been given the autonomy to submit protocols to medical staff for approval, set up classes, develop monitoring tools and etc. Because of the respect the facility has for this certification I am not micromanaged but trusted. I submit monthly reports regarding pressure ulcers and since the institution of the position our acquired pressure ulcer rate has greatly declined and our outcomes in the areas of wound and ostomy care have improved with good patient satisfaction. My VP meets with me every other week to review concerns and needs. I am never rushed but given the time I need to really go over how things are going and any needs the department may have.

I cannot say enough positive things about this nominee and its support of the CWOCN role. This is a non-profit small rural facility and the fact they sought out a person for this position, provided for the education, and then paid for the certification to me is very significant and speaks volumes for the nominee. The nominee provides a large volume of charity care and does a great deal for the community. I am extremely proud of this nominee and it's support of the CWOCN CFCN role and strongly recommend it for the employer recognition award.

I respectfully thank for your time and consideration of the nomination.

Belinda Wells RN BSN CWOCN CFCN