Behavioral Health opportunities at Ogden Regional Medical Center and Lakeview Hospital

Our cohort starts September 30th

- The program is divided into two sections. The first half of the program (Weeks 1–5) will be in a didactic classroom setting. During this time, you will work 8:00 AM to 5:00 PM, and will receive a handful of certifications including ACLS, PALS and CPI, and will also complete a week of high fidelity simulation training. Our Behavioral Health Unit StaRN hires will also receive an additional 32 hours of instructional training (details attached). Following this, your next five weeks will be spent on the unit you are hired to. You will be paired with a preceptor, and work with that person sharing a patient load. You will shadow their three 12 hour a week schedule.

- After completing the StaRN program, you should be able to assume your own patient load

- You don’t need to have taken NCLEX to start the program, but you do need to have your license by week three of the program

- You will attend a professional development class once a month following your initial 12 weeks, and at the end of your first year, present an evidence based capstone project

- Our entry is $25.22 with benefits eligibility after 31 days. This includes medical, dental, 401 (k), loan forgiveness and tuition reimbursement and many other benefit options

- You will sign a work agreement to commit to the unit and facility you are hired onto for a period of 12 months on a full time basis. This starts on your first day of employment. Following that year, you have an additional 12 months of full time work to satisfy, but at that time, you would be eligible to transfer to any of our other 185 hospitals across the country.

- [https://www.youtube.com/watch?v=-pmvn06Fi_0&list=PLq0UYlpL6kyQc7NIWYc3jZ6dlh3PviHgO&index=4&t=0s](https://www.youtube.com/watch?v=-pmvn06Fi_0&list=PLq0UYlpL6kyQc7NIWYc3jZ6dlh3PviHgO&index=4&t=0s)

For information contract Casey Matheson, HCA Healthcare, Casey.Matheson@hcahealthcare.com
You’ve pursued your calling to deliver compassionate healthcare. Now, join the one company that offers healthcare career paths in a full range of clinical specialties and leadership roles in 178 hospitals and 1,800 care sites - surgery centers, freestanding ERs, and physician practices across 20 U.S. states and in the U.K.

At HCA, nursing is so much more than a job. We’re investing in our nursing colleagues so that they have the skills, knowledge and expertise they need to continue to lead the delivery of exceptional patient care.

Turn your calling into a career with HCA Healthcare

178 Hospitals

240,000 Colleagues

5,500 Nurse leaders

1,800 Care locations

88,000+ Nurses

15+ Nurse specialties
Investing in you

HCA Healthcare provides industry-leading support for nurses through our company-wide nursing strategic plan, including external educational reimbursement, internal professional development, local nursing practice councils and recognition programs. We continually update our outstanding rewards which include medical, dental and vision benefits, life insurance, and more:

- Company-wide clinical education programs delivered online, in classrooms or in new simulation centers
- Nationwide tuition reimbursement up to $5,250/year IRS limit*
- Paid family leave to bond with a new child or provide care for a family member with a serious health condition
- A 401k match that increases with tenure

*Positions covered by a collective bargaining agreement aren’t eligible unless the CBA allows it. Ask your recruiter for specifics.

“When we provide nurses a supportive environment in which to practice, develop and succeed, we enhance the overall care and capabilities delivered to our patients.”

Jane Englebright PhD, RN, CENP, FAAN
SVP & Chief Nurse Executive
Start your career as a Nurse Resident at HCA Healthcare

Transitioning from student to professional nurse can be challenging. HCA Healthcare helps recent graduates make the leap with a Nurse Residency that provides hands-on clinical experience and helps you develop critical thinking skills. During your residency, you’ll be surrounded by a community of experienced nurses and fellow nurse residents who will help you build a foundation for your career.

HCA Healthcare offers new nurses what they want

To practice with a team that delivers patient-centered care

To understand and access available learning resources and opportunities

To see job options and clear career pathways that will help them achieve professional goals

To be afforded mobility to grow a career both within the care site and across the country
HCA Healthcare nurses have limitless opportunity

HCA is investing heavily in technologies, facilities and clinical education to provide nurses a solid foundation for providing expert care. Our nationwide scope also provides you unlimited opportunity for growth, whether you want to travel across the country providing care, move to one of our 1,800 sites of care in 20 states to pursue specialization, advance your career in your hometown or hone your leadership skills to lead other nurses. You’ll always be supported and empowered to follow your calling wherever it leads.
As the largest investor-owned healthcare system in the world, we provide over 28 million patient encounters each year – including 8.6 million ER visits and 217,000 babies delivered - with a focus on quality care and a positive patient experience. Our experience and scale offer you the tools to take your career almost anywhere.

More breadth.
More growth.
More opportunity for you.

Explore your future with HCA Healthcare

Visit us at HCAHealthcare.com/Careers
Lakeview Hospital
Beds: 128  Staff: 600+  Physicians: 290

As a cornerstone of a thriving community in Bountiful, Lakeview Hospital has taken great care of people who live and work in Davis County and beyond for the past 40 years. Our experienced medical staff offers invaluable expertise gained from decades of delivering exceptional patient care. Every Lakeview employee has promised to ensure a five-star experience – for every patient, every time. Our Commitment to Caring is the driving force behind our actions, day in and day out. This dedication combined with exceptional clinical care helps us to provide the kind of healthcare we want our closest loved ones to receive. After all, delivering high-quality patient care in a truly caring manner to our friends, family and neighbors is why we exist.

AWARDS AND ACCREDITATIONS:
• Recognized among the nation’s 100 Top Hospitals® for four years in a row and six years total (Truven Health Analytics 2013 - 2016)
• Only hospital in Utah named among America’s 100 Best Hospitals™ in Joint Replacement and Orthopedic Surgery – for four consecutive years (Healthgrades 2013-2016)
• Achieved the Joint Replacement Excellence Award™ for four years in a row (Healthgrades 2013-2016)
• Earning Orthopedic Surgery Excellence Award™ for four consecutive years, (Healthgrades 2013-2016)
• Recognized with the Spine Surgery Excellence Award™ (Healthgrades 2015)
• Achieved the Patient Safety Excellence Award™ three years in a row, ranking it among the Top five percent in the nation for patient safety (Healthgrades 2013-2015)
• Achieved the Get With The Guidelines® - Stroke Gold Plus Award recognition (American Stroke Association 2015)
• Among only 14 hospitals nationwide to achieve the prestigious Everest Award for quality performance and fastest long-term improvement over five years – twice in a row (Truven Health 2013 & 2014)
• Designated as an Accredited Chest Pain Center (Society for Cardiovascular Patient Care 2013)

CRITICAL CARE:
• Cardiac Care Unit
• Medical/Surgical ICU
• Hospitalist care, 24/7
• Outpatient rehabilitation
• New eight bed state-of-the-art ICU under construction

DIAGNOSTIC IMAGING:
• Digital and computerized radiography
• Interventional radiology
• Automated Breast Ultrasound System for cancer screening in dense breasts
• Digital mammography
• Bone densitometry
• 64-slice CT scanner
• Magnetic resonance imaging
• Ultrasound

EMERGENCY CARE:
• Level III Trauma Center
• Bedside patient registration
• Designated STEMI Receiving Center
• Certified Stroke Receiving Center
• Partner with local EMS agencies using 12-lead EKG

MATERNITY AND NEWBORNS:
• Spacious and private birthing suites
• Maternal-fetal Medicine
• C-section suite
• Level II NICU
• HUGS infant security system
• Robust virtual prenatal education as well as other on-site educational sessions

ORTHOPEDICS:
• Minimally invasive spine and joint procedures
• Comprehensive partial and total joint replacement programs: elbow, hip, knee and shoulder
• Pre-surgical education for spine and joint replacement surgeries
• Personalized plan of care for patients

SURGICAL SERVICES:
• State-of-the-art operating rooms
• Surgery specialties:
  - Orthopedic and spine
  - Neurosurgery
  - Cardiac
  - General
  - Gynecologic
  - Urological
• Inpatient and outpatient endoscopy
• Post-anesthesia care unit
• Outpatient surgery

OTHER SERVICES:
• Case management and social services
• Diabetes education
• Laboratory
• Pain Clinic
• Respiratory therapy
• Spiritual and emotional care
• Wound care and hyperbarics

630 East Medical Drive, Bountiful, UT 84010
801-299-2200
lakeviewhospital.com
Ogden Regional Medical Center

Beds: 176  Staff: 1,000  Physicians: 300

As a cornerstone of a thriving community in Weber County, Ogden Regional Medical Center continues to follow a tradition of caring and healing established by the Sisters of St. Benedict in 1946. This hospital offers invaluable expertise gained from more than 65 years of delivering exceptional patient care. As an example, its Level II Trauma Center has achieved accreditation with no deficiency for nine years running. Clinical and support staffs at Ogden Regional are dedicated to providing high-quality patient care, which is consistently recognized by national healthcare rating sources. This MountainStar Healthcare hospital provides a wide-range of services.

AWARDS AND ACCREDITATIONS:
- Only hospital in Utah to earn the Coronary Intervention Excellence Award™ for two years in a row (Healthgrades 2014 & 2015)
- Recipient of Healthgrades 5-star rating for Maternity Care for 12 years in a row
- Advance Certification with a Gold Seal of Approval™ as a Primary Stroke Center (The Joint Commission 2014)
- The only hospital in Utah recognized among the nation’s 100 Top Hospitals® (Truven Health Analytics 2013)
- Only hospital in Utah designated as a Blue Distinction Center for cardiac care, knee and hip replacement and spine surgery (BlueCross BlueShield of Utah)
- Designated as an Accredited Chest Pain Center (Society of Cardiovascular Patient Care)
- Accredited by the American College of Radiology

ADDITION TREATMENT/RECOVERY:
- One of the oldest and most respected alcohol and chemical dependency treatment programs in Utah since 1973.
- Medically supervised detoxification
- Inpatient treatment programs and medical stabilization
- Outpatient treatment programs
- Day treatment and support groups

CARDIOLOGY:
- Full array of diagnostic and interventional coronary and peripheral services
- Two state-of-the art catheter labs
- Cardiovascular observation unit
- Cardiac rhythm management and electrophysiology services including ablation, hybrid ablation, implants and lead extractions
- Echocardiography, electrocardiogram and vascular services
- Hypothermia and heart pump technologies
- Cardiothoracic surgery
- Robotic-assisted, minimally invasive
- Bypass surgery
- Valve repair and replacement
- Cardiac rehabilitation
- Cardiovascular observation unit

CANCER CARE:
- Northern Utah’s most established cancer treatment center since 1977
- Brachytherapy radiation treatment
- Tomotherapy: advanced, targeted radiation treatment
- Tumor board
- Patient navigators who guide patients through every step of the cancer treatment process
- Cancer rehabilitation program
- Support groups
- American Cancer Society Resource library
- Patient/family education, community education/screening programs
- Palliative care services

CRITICAL CARE:
- Combined adult ICU
- Neonatal ICU

DIAGNOSTIC IMAGING:
- Accredited by the American College of Radiology
- Diagnostic and interventional radiology
- Digital imaging services
- Bone densitometry (DEXA)
- Computerized tomography (CT)
- Magnetic resonance imaging (MRI)
- Digital and 3D Mammography
- Nuclear medicine
- Ultrasound

EMERGENCY CARE:
- Level II Trauma Center
- MountainStar AirCare base - 24/7 state-of-the art air ambulance

MATERNITY, NEWBORNS & PEDIATRICS:
- LDRP rooms
- Eight bed C-section wing
- Level III NICU
- Newborn nursery
- Lactation consultants for new moms
- Pediatric unit
- Ronald McDonald Family Room for pediatric patient families
- Maternity education classes and tours for expectant parents

NEUROSCIENCES:
- Minimally invasive spine surgery
- Interventional radiology for ischemic stroke

ORTHOPEDICS:
- Accredited Joint Replacement Program by The Joint Commission
- Blue Distinction Center of Excellence for knee and hip replacement as well as spine surgery
- Pre-surgical education
- Personalized plan of care for patients
- Integrated team approach
- Minimally invasive spine surgery

ROBOTIC-ASSISTED, MINIMALLY INVASIVE SURGERY:
- Cardiac
- Cardiothoracic
- General surgery
- Gynecologic
- Urologic

SURGICAL AND PERIOPERATIVE:
- Specialties
- Cardiac
- Cardiothoracic surgery
- General surgery
- Gynecologic surgery
- Neurosurgery
- Orthopedic / spine surgery
- Plastic surgery
- Urologic surgery
- Vascular surgery
- daVinci robotic surgical system
- Cystology operating room
- Inpatient and outpatient endoscopy
- Post-anesthesia care unit (PACU)

WOUND CARE:
- Patient care led by an infectious disease specialist
- Hyperbaric oxygen therapy (HBOT)
- Wound care / debridement

OTHER SERVICES:
- Case management and social services
- Diagnostic sleep center
- Laboratory
- Hospitalist care
- Intermediate care unit (ICU)
- Respiratory services
**Candidate Selection:** StaRN caring for a Behavioral Health Patient in the Comprehensive BH Unit.

**Prerequisites:** StaRN Medical Surgical Telemetry Program including CPI and Trauma Informed Care.

**Program:** 32-hour Comprehensive Behavioral Health Course to provide the StaRN with knowledge, skills and tools to be more effective in caring for the patient with Behavioral Health Needs.

**Date/Time:** Four Day Program (32 hours) with one hour lunch each day

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### Caring for the Behavioral Health Patient in the Comprehensive BH Unit

#### DAY ONE

<table>
<thead>
<tr>
<th>Activity</th>
<th>Details</th>
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<td><strong>Welcome &amp; Program Overview</strong></td>
<td>StaRN Instructor</td>
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<tr>
<td><strong>Leadership Team Welcome:</strong></td>
<td>Overview of the Behavioral Health Service Line; Behavioral Health Services HCA Corp/Division/Hospital Organizational Structure and Culture</td>
</tr>
<tr>
<td><strong>Quality, Risk, and Safety in Caring for our Behavioral Health Patients</strong></td>
<td><strong>Presentation:</strong> Quality 101 Presentation</td>
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<td><strong>Presentation:</strong> Behavioral Health Patient Safety</td>
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<tr>
<td><strong>Behavioral Health Patient Experience: Press Ganey Patient Survey Process</strong></td>
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<tr>
<td><strong>Video Presentation: “Pearls for Communicating with Your Psychiatrist”</strong></td>
<td>Michael Murphy, MD, Board-Certified Psychiatrist</td>
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<tr>
<td><strong>The Nursing Assessment of the Behavioral Health Patient</strong></td>
<td><strong>Presentation:</strong> Psychiatric Nurse Assessment and MMSE</td>
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<td></td>
<td>**Video Vignette #3, Scenes 1 and 2: “Performing the MMSE,” and “Caring for Mary”</td>
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<tr>
<td></td>
<td><strong>Class MMSE Exercise</strong></td>
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<td><strong>Presentation:</strong> Suicide Assessment and Safety Plan Video Vignette #1, Scenes 1 and 2</td>
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<tr>
<td></td>
<td><strong>Presentation:</strong> Violence Assessment and Interventions</td>
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<td></td>
<td><strong>Presentation:</strong> Crisis Management</td>
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<td></td>
<td>**Video Vignette #2, Scenes 1, 2, and 3: “Patient Allen: Manic Behavior,” “Improper De-escalation Techniques,” and “Proper De-escalation Techniques”</td>
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<tr>
<td></td>
<td><strong>Discussion &amp; Demonstration:</strong> Restraints and Seclusion &amp; Instructor Demonstration; Review P &amp; P</td>
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<tr>
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<td><strong>Presentation:</strong> Review Patient Safety Attendant Packet &amp; B.E.R.T. Protocol</td>
</tr>
<tr>
<td><strong>Video Presentation: “Mental Health Late in Life: What’s Normal? What’s Not?”</strong></td>
<td>Marc Agronin, MD, Behavioral Health and Clinical Research, Miami Jewish Health Systems</td>
</tr>
<tr>
<td><strong>Assessing and Treating Psychiatric Symptoms in the Elderly</strong></td>
<td><strong>Presentation:</strong> Mental Disorders &amp; Co-Morbidities</td>
</tr>
<tr>
<td></td>
<td><strong>Presentation:</strong> Cognitive Disorders – Assessing &amp; Treating Psychiatric Symptoms in the Elderly</td>
</tr>
<tr>
<td><strong>Proving Compassionate Care for our Geriatric Patients (Group Activity)</strong></td>
<td>(Understanding the Aging Process through Simulation)</td>
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</table>
## DAY TWO

### Mental Health Diagnosis, Treatment, and Nursing Care

- **Presentation:** Anxiety Disorders
- **Presentation:** Mood Disorders
- **Presentation:** Thought Disorders
- **Presentation:** Personality Disorders
- **Presentation:** ECT; View ECT Video
- **Presentation:** Substance Disorders Overview (Video Presentation/Facilitator-Led Discussion)

### Video Presentation: “Managing Risks and Challenging Behavior”

Michael Murphy, MD, Board-Certified Psychiatrist

### Review Non-Branded Patient Education (Printed Resources)

- Review of NAMI in your Community

### Psychotropic Medications, Side Effects, and Patient Management

- **Presentation:** Psychotropic Medications; Side Effects including Tardive Dyskinesia, NMS; AIMS Scale Assessment with Class Exercise
- **Presentation:** Safe Substance Withdrawal – CIWA and COWS
  - Video Vignette #1, Scene 2: “Reassess and Repeat Audit-C with Doug”
- **Presentation:** Neuroleptic Malignant Syndrome (NMS)
- **Presentation:** Medication Match Exercise

### Patient Rights and State Mental Health Laws Governing Our Practice

- Mindstorm Virtual Hallucination Simulation: Schizophrenia and Hallucinations Debrief

### Group Activity:

- Creating a Safe Environment (including monitoring and patient belongings): Personal Belongings, Contraband, Safe Bags, Metal Detectors
- EOC Exercise Worksheet

## DAY THREE

### Behavioral Health Meditech Refresher: Behavioral Health Case Studies and Applied Clinical Documentation

- **Presentation:** Initial Nursing Assessment (INA), Reassessment, Recovery Plan, Discharge Medication Reconciliation, and Treatment Plan
- **Class Treatment Plan Exercise**
- **Video Vignette #1,**
  - “Meet your Patient, Doug”

- **Presentation:** Therapeutic Communication Skills
  - Complete HealthStream Therapeutic Communication Post Test

- **Presentation:** Interpersonal Boundaries
  - Complete HealthStream Acknowledgement Attestation

- **Presentation:** Milieu Management
  - Complete HealthStream Post Test

- **Presentation:** Restraints and Seclusion Presentation
  - Complete HealthStream Post Test

- **Presentation:** BH Levels of Observation
  - Complete HealthStream Post Test

- Complete HealthStream Module Post Tests as time allows.
  - (Utilize the StaRN Resource Book as a reference to complete the post test.)
<table>
<thead>
<tr>
<th>DAY FOUR</th>
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</thead>
<tbody>
<tr>
<td><strong>Video Presentation:</strong> ANA Scope and Standards of Practice (StaRNs provided a copy) Tina Aown, Senior Director, HCA Corporate BH CSG</td>
</tr>
<tr>
<td><strong>Presentation:</strong> DSM-5 Overview (StaRNs provided with the Pocket Guide)</td>
</tr>
<tr>
<td><strong>Behavioral Health Core Measures and Safety Initiatives</strong></td>
</tr>
<tr>
<td><strong>Presentation:</strong> Hospital-Based Inpatient Psychiatric Services (HBIPS) Core Measure Set Presentation: Behavioral Health Service (BHS) Line Clinical Indicators – Getting to Green Presentation: Three-Prong Approach to Patient Safety with Class Discussion</td>
</tr>
<tr>
<td><strong>Skills Practice:</strong></td>
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<tr>
<td><strong>Patient Monitoring:</strong> Guard One Device</td>
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<tr>
<td><strong>Seclusions and Restraints:</strong> Practice with Violent BH Restraints</td>
</tr>
<tr>
<td><strong>Safety:</strong> Wanding; Metal Detectors; Contraband</td>
</tr>
<tr>
<td><strong>LUNCHEON Presentation sponsored by Janssen Pharmaceutical Topic:</strong> Patient Advocacy for Patients with BH Needs</td>
</tr>
<tr>
<td>(Invitation: BH Leaders including directors, educators, preceptors, and clinical staff) Award: BH Completion Certificate and BH Group Photo</td>
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<tr>
<td><strong>Video Presentation:</strong> “Group Facilitation: with Diana Plummer, LCSW, Clinical Director HCA Corp CSG</td>
</tr>
<tr>
<td><strong>Group Facilitation Practice Session:</strong></td>
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<tr>
<td>StaRNs practice Facilitation and Participation utilizing the “Meet Your Patient” Case Studies</td>
</tr>
<tr>
<td><strong>Complete HealthStream Module Post Tests as time allows.</strong></td>
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