



interstaff

PEER PROGRAM



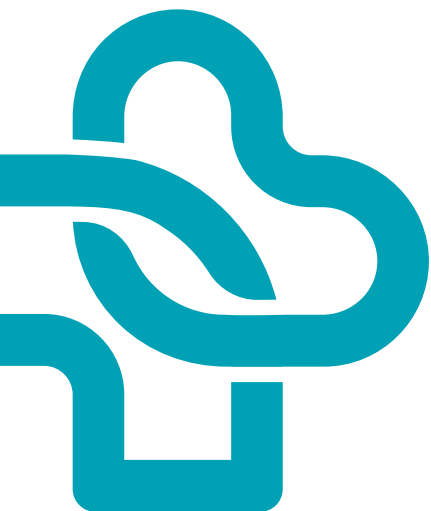
Purpose

- The purpose of this program is to provide support to new nurses during their orientation at their hospital.
- An Interstaff Peer is a friendly face for new nurses who will answer questions, provide support, and offer encouragement. A Peer is meant to be an additional support to new nurses and isn't expected to solve concerns.
- Peers fill the gap First Nurses experience by not having an Ambassador.
- A Peer will be specialty-specific and support new nurses with specialty-related matters. First Nurses may need extra support from their Peer.

Description

Peers will be connected with a new nurse via email by core staff.

- A Peer's involvement doesn't have to begin until a few weeks before a new nurse's start date but may begin before relocation if desired.



Baseline Requirements

Peers must provide the following to new nurses:

- Communication/introduction prior to a new nurse's start date
- Check-in communication after a new nurse's first week at work
- Be available for the first month after a new nurse's start date to provide support and answer questions

Additional/Optional Opportunities to Complete Before Baseline Requirements

- Peer joins the community dinner if available
- Peer meets with the nurse the week after relocation to become acquainted and get to know each other

Benefit/ Impact on New Nurses



- Aside from the support new nurses receive from Ambassadors during relocation, they will receive additional support from Peers
- New nurses will receive support during their first month of orientation from Peers which will lead to a smoother transition into work

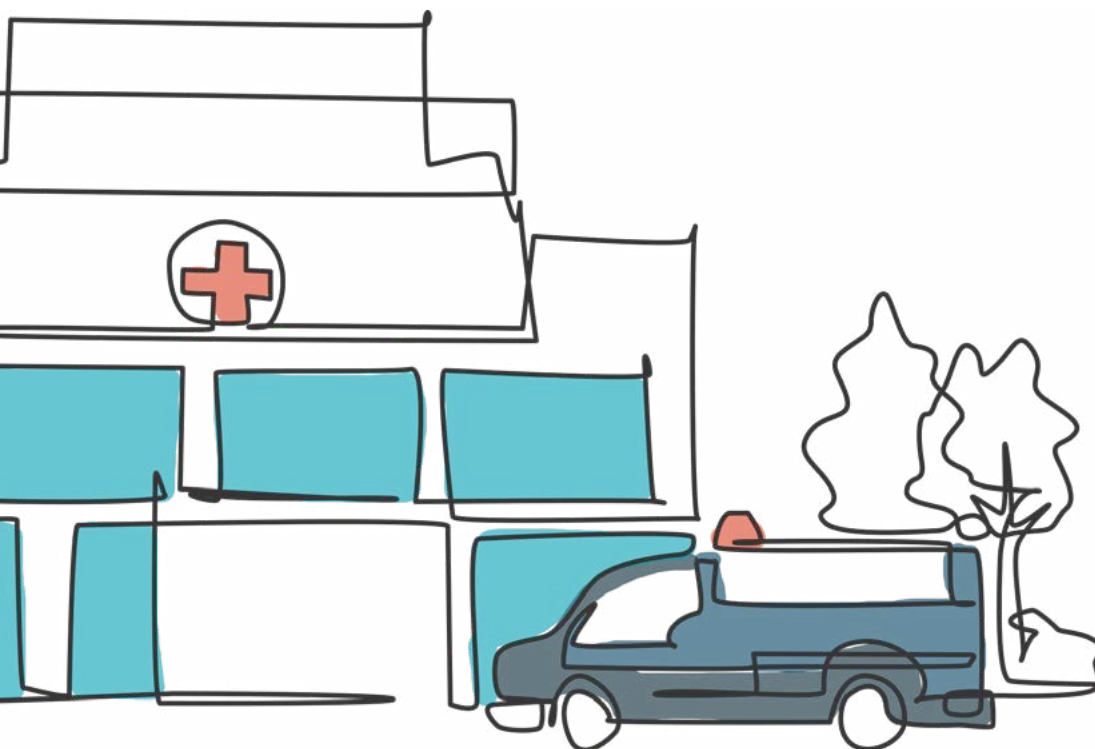
Time Period



- An Interstaff Peer serves new nurses for a minimum of one month with the option to begin support prior to the new nurse's orientation.
- Peers may continue to keep in contact with the new nurses they serve, and the continuation of the relationship is up to the Peer and new nurse to decide together.

Compensation/Reward for Peers

- Opportunity to serve in a supportive role that positively impacts the success of Interstaff nurses
- Bonus free, self-paced preceptor training
- Resume builder
- Ability to hone skills and knowledge within the nurse's specialty
- Peer Certificate and pin
- Hourly compensation



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