



NATIONAL
NURSING PIN
PROGRAM

Dear Colleagues,

Welcome to the Kaiser Permanente Nursing Pin Program. This pin was specially designed to represent the pride we take in our profession and in our nurses.

Kaiser Permanente has a proud history of service and caring, and our registered nurses are the cornerstone of that care. We recognize how vitally important it is for nurses to continue to live up to our historical professional practice role, one in which we advocate for patients and families, and are responsible for facilitating, developing, and executing the plan of care.

Professionalism at Kaiser Permanente involves the advancement of our entire nursing profession by staying dedicated to patient- and family-centered care, keeping current with standards and evidence-based practice, communicating clearly and respectfully, mentoring new nurses, and generally advocating for our patients and families.

The Kaiser Permanente nursing pin will be awarded to registered nurses who best exemplify professionalism in their practice setting. Nursing leadership is encouraged to take this opportunity to honor the great work of our professional registered nurses and add a new tradition to our Kaiser Permanente nursing history by creating pinning ceremonies in our seven regions across the nation.

The nursing pins will visually distinguish those nurses who bring to life our nursing vision:
"Kaiser Permanente nurses advance the art and science of nursing in a patient-centered healing environment through our professional practice and leadership."

Extraordinary Nursing Care. Every Patient. Every Time.

Warm regards,

Marilyn P Chow, RN
Marilyn Chow, RN, PhD, FAAN
Vice President, National Patient Care Services

about the program

Purpose

The pin was designed by the National Nursing Leadership Council (NNLC) to reward and recognize the nurses who demonstrate professionalism and other Kaiser Permanente nursing values, such as patient and family centric, compassion, teamwork, excellence, and integrity. It was also meant to demonstrate the pride nurses have in being a Kaiser Permanente nurse, by wearing this pin during the length of their career.

Criteria for earning the pin

All nominees will be expected to demonstrate the value – **Professionalism, plus one or more of the remaining five values:**

(Complete description of the Values on the following pages)

- Compassion
- Patient and Family Centric
- Teamwork
- Excellence
- Integrity

Candidate Eligibility

1. Minimum of two(2) years employment at Kaiser Permanente: FT, PT, per diem or float pool that works 36 hours per pay period consistently.
2. Overall performance appraisal rating of **Exceeds Requirements** or above.
3. Employed at the time of selection and presentation of pin. Candidate must not be on a performance improvement plan.

Nomination and Selection

Each unit/department will provide a list of eligible candidates for the KP nursing pin. Eligible candidates for the pin must meet ALL program requirements. The unit/department manager will review and validate that the eligibility requirement and criteria elements have been met. The unit/department is not limited as to the number of nurses that may receive the pin. The unit/department manager will submit a

list of eligible candidates to their nursing leader. Each region will determine what group/council will give final approval of the candidates.

Award Process

Each service/facility will identify a current program/event (i.e., nurses week gala) or develop a pinning ceremony at which nurses will receive their KP nursing pin. All nursing leaders, nurses and other members of the health care team will be invited to attend and acknowledge their nurses in receiving the Kaiser Permanente nursing pin. It is recommended that this process be at least once a year and may occur up to four times a year.

Communications

Each service/facility will report their awardees to their senior nursing leader, who will then report them to their regional nursing leaders. The regional nursing leaders will report out annually the names and number of awardees.

Each service/facility is encouraged to contact their local public affairs group to have their ceremony and awardees included in local communication publications.

Pin ordering

One pin should be ordered for each nurse receiving recognition.

Use the following order forms and submit to National Patient Care Services, attention Madeleine Reed.

Please allow 4 weeks for delivery.

PROFESSIONALISM

VALUES	PRINCIPLES	BEHAVIORS
We believe in the value of our profession and maintain standards of excellence when it comes to the delivery of care.	We continually seek knowledge in nursing practice and exemplify professional performance.	Systematically enhances the quality and effectiveness of nursing practice (performance improvement).
	We are accountable for maintaining competencies in our practice.	Attains knowledge and competency that reflects current nursing practice (competency).
	We are responsible for coordinating the identification of patient-centered outcomes through expert communication with the patient, the family, and all members of the inter-professional health care team.	Communicates with the patient and family regarding patient care (nursing communication).
	We each contribute to the professional development of peers, colleagues, and others.	Collaborates in creating an individualized plan that indicates communication with and involvement of the patient and family (care planning).
	We deliver care based on our national standards which are baselines for quality nursing care in all practice settings and specialties.	Provides leadership in the professional practice setting and the profession (leadership). Teaches others to succeed by mentoring, coaching, and/or precepting (life-long learning).

COMPASSION

VALUES	PRINCIPLES	BEHAVIORS
We realize the difference we make in the lives of our patients and their families when they are most vulnerable and we focus on providing individualized care with a personal touch.	We believe that care should be provided in a healing environment of caring, sensitivity, and courtesy.	Addresses emotional and spiritual needs, as well as physical needs (healing environment)
	We take a holistic approach to meeting our patients' needs – body, mind, and spirit.	Provides age-appropriate care in a culturally competent manner and takes into account the patient's and family's wishes (healing environment).
	We treat each patient with dignity and respect, as we would want to be treated.	Maintains kind and caring relationships with peers and colleagues (therapeutic relationships).

PATIENT- and FAMILY-CENTERED CARE

VALUES	PRINCIPLES	BEHAVIORS
Honoring the essential role of the patient and family in all aspects of care, we create memorable moments through extraordinary care.	We believe that patient-centered care is the core of a high-quality health care system and a necessary foundation for safe, effective, efficient, timely, and equitable care.	Demonstrates appropriate and timely collaboration with the patient, family, and members of the health care team (inter-professional rounds).
	We advocate for the patient.	Customizes education to assist the patient's ability to promote and maximize his or her skills in self-care (patient- and family-centered care).
	We maximize patients' opportunities for choices, and we respect those choices.	Collaborates with members of the health care team in creating a care plan, focused on outcomes and decisions related to care that indicates communication with patients, families (care planning).
	We treat each patient as an individual to be cared for, not a medical condition to be treated.	Treats each patient and family member with dignity and respect (healing environment).
	We engage patients and families as our partners in care delivery and understand that they have knowledge and expertise that is essential to the delivery of quality care.	

TEAMWORK

VALUES	PRINCIPLES	BEHAVIORS
We respect the collective contributions of each member of the team and view our team members as our partners in success.	We collaborate with the patient and his or her family members, as part of the care delivery team	Interacts effectively and sensitively with all members of the health care team (nursing communication).
	We provide appropriate knowledge and information to patients, caregivers, and families	Collaborates with the patient, family, and the entire health care team to provide seamless care to our patients (transitional care).
	We treat each member of the health care team with compassion, caring, and respect at all times.	Participates on unit-based teams/committees to identify problems and find solutions (collaborative work environment).

EXCELLENCE

VALUES	PRINCIPLES	BEHAVIORS
<p>We embrace the art and science of nursing by integrating the ANA's "Scope and Standards of Practice" with compassionate care and an evidence-based practice.</p>	<p>We base our practice on the foundational documents of our profession.</p>	<p>Uses clinical decision making and critical thinking skills during the nursing process (problem solving and decision making).</p>
	<p>We use evidence-based data to inform our practice in order to achieve the best outcomes for our patients.</p>	<p>Promotes patient safety by proactively reporting errors, near misses, or systemic hazards, and participating in their resolution and improvement (patient safety and just culture).</p>
	<p>We continually evaluate the quality and effectiveness of our nursing practice, share a commitment to the advancement of nursing knowledge, and look for ways to improve.</p>	<p>Demonstrates quality by developing the care plan using the nursing process in a responsible, accountable, and ethical manner (care planning).</p>
	<p>We seek and implement innovative technology to maximize the delivery of safe and efficient care.</p>	<p>Accepts individual accountability to achieve quality outcomes at all times (leadership).</p>
	<p>We are cognizant of our role as resource stewards in the provision of cost-effective care.</p>	<p>Demonstrates a commitment to continuous, lifelong learning for self and others (IOM - The Future of Nursing).</p>

INTEGRITY

VALUES	PRINCIPLES	BEHAVIORS
<p>We acknowledge the autonomy and dignity of the patient and promote the patient's right to choose and control his or her environment.</p>	<p>We use the nine provisions in the ANA Code of Ethics to guide our professional behaviors.</p>	<p>Integrates ethical provisions in all areas of practice (Code of Ethics for Nurses).</p>
	<p>We hold integrity as the rule in the care of the patient.</p>	<p>Models and reinforces ethical behavior in self and others in accordance to the Principles of Responsibility (compliance).</p>
	<p>We behave with openness and honesty in all our relationships.</p>	<p>Delivers care in a manner that preserves and protects patient autonomy, dignity, and rights (ANA Code of Ethics).</p>



order nursing pins

KAISER PERMANENTE NURSING PIN PROGRAM

Nursing Pin Order Form

Pin distribution is on a restricted basis and should be awarded only to those nurses who have met eligibility requirements and policy criteria. By ordering you are validating that the pin recipients have been approved by the appropriate committee or council.

All orders should be submitted to:

National Patient Care Services
Madeleine Reed
1800 Harrison St., 17th Floor
Oakland, CA 94612
madeleine.d.reed@kp.org

ORDERING INFORMATION

Name

Phone

Email

Sr. Nurse Leader

Facility

of Pins Needed

SHIPPING INFORMATION

Ship to

Address

City

State

Zip

Contact Phone Number

Contact Email