

Subject Professional Ladder Program		No. 245	Page 1 of 2
Prepared By Corporate Human Resources	Prior Issue Date 07/01/12	Issue Date 04/01/15	

PURPOSE:

The Professional Ladder Program (PLP) offers challenge and opportunity to clinical professionals at Beaumont Health System by delineating and recognizing the various knowledge and skill levels. Retention of clinical professionals is dependent on the satisfaction they receive through responsibility, achievement, professional growth and recognition. By meeting the clinical professional's inherent need for growth, a high level of expertise in the delivery of care and service to patient and families may be attained.

The Professional Ladder Program (PLP) permits and encourages the clinical professional who is providing direct patient care as their primary role to:

1. Assume responsibility for the work to be done.
2. Set goals and propose ways to achieve them.
3. Be accountable for professional performance goal achievement.
4. Receive recognition and compensation for achievement and expertise.

GOALS:

- Recognize and retain clinical knowledge and expertise in patient care.
- Promote professional growth, development and certification.
- Encourage leadership and problem solving that positively impacts patient care.
- Support behaviors, which promote professional development of others through role modeling, mentoring and teaching, etc.
- Offer opportunities for individuals to set and meet career goals.
- Foster behaviors that promote the mission and goals of the organization.

LEVELS:

The Professional Ladder Program (PLP) has progressive levels of professional practice reflective of Benner's model of skill acquisition from novice to expert. These levels are defined for each profession by the leaders of the specific health profession. The Professional Ladder defines criteria required and assigns point values for activities that exemplify behaviors of the clinical professional. The application process will be the responsibility of the clinical professional

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Subject Professional Ladder Program		No. 245	Page 2 of 2
Prepared By Corporate Human Resources	Prior Issue Date 07/01/12	Issue Date 04/01/15	

APPROVAL PROCESS:

Professional Ladder Programs for specific disciplines are subject to review and approval by Human Resources in conjunction with Administrative Leadership. Professional Ladder programs must be developed by leadership to establish program criteria, requirements and other conditions of program participation for implementation on a system wide basis for the specific clinical profession. Once approved discipline specific professional ladder programs should be submitted to Corporate Human Resources

QUESTIONS:

Questions about this policy should be directed to Human Resources.

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