As I write this final message from me as President, the leaves are falling and November is fast approaching. I just want to take this opportunity to thank everyone for supporting ANA-VT through membership, feedback, and attending ANA-Vermont sponsored events. It has been an honor to serve as President for the past four years. I will remain active in ANA-VT, and continue to support all of their initiatives. Membership has been increasing and engagement of members is essential to make the organization successful. So if you are a member I encourage you to seek out ways that your membership will make a difference for you, for other nurses in Vermont and beyond, as well as for the public that we serve.

The Fall Convention was an ideal opportunity for nurses to enhance their knowledge around what constitutes a culture of safety. If you are practicing in acute care, your culture of safety might consist of preventing falls, preventing needle sticks, and/or abolishing horizontal violence. ANA-VT provided an opportunity to expand that knowledge beyond our brick and mortar facilities and looked at the broader picture of what is happening in our community, our region, our state and the nation. Patsy Kelso, the State Epidemiologist for Infectious Disease, reminded us that the One & Only Campaign Weekly Digest in 2016 is still reporting weekly stories involving reuse of needles and syringes or misuse of single-dose or multi-dose vials. For those nurses like myself, who are under the assumption that “it can’t happen here in our practice,” it was an eye-opening presentation! Likewise, Edith Klimoski’s presentation on Human Trafficking portrayed many scenarios that provided participants with increased awareness that human trafficking does not occur only in underground industries but also in legal and legitimate business settings and yes, here in Vermont.

ANA-VT Board Member, Amy Curly reminded us all that Sepsis is an illness concept, not a disease, and that it is the single most expensive condition nationwide. Amy’s presentation provided clinical best practices for nurses and other healthcare providers. Richard Rawson, Research Professor at UVM’s Center for Behavior and Health, gave a data driven presentation that provided participants the opportunity to look closer at Vermont’s response to the opioid crisis. Dr. Rawson’s discussion demonstrated how “Harm Reduction” policies in Vermont have been forward thinking and have increased potential for substance abusers to move to recovery. This message is just a recap of how ANA-VT provides opportunities and education for all nurses. A special thank you to Christine Ryan, Eileen Rodgers, and Deb Sanguinetti for all the time, effort, and thought that went into planning and providing this quality CNE event through the Northeastern Multi-State Division’s Accredited Provider Unit. How do you look at your own “Culture of Safety?” It is apparent that the list of what would fall into the Culture of Safety is endless and that we always need to be more aware of what is happening where we practice, and beyond.

Carol
Nursing Leadership & Followership

Reflections on the Importance of Followers

Priscilla Smith-Trudeau

I contend that if you want to be a great leader, you must first become a great follower. – John Hyatt

One of the most sacred relationships among teams of people is that between leaders and followers. This relationship, so central and crucial, depends on an extraordinary degree of the clearly expressed and consistently demonstrated values of the leader as seen through the special lens of leadership and followers. This relationship is that between the líder and the group. It is not subservience or passive obedience to orders. Rather it is a process whereby followers engage in constructively critical thinking, and interact with and support the leader to help achieve a task. Good followers are accountable for their actions. They can also influence and mold the leader’s views. When necessary they can substitute for the leader.

What distinguishes an effective from ineffective follower is enthusiasm, intelligent, and self-reliant participation—without star billing—in the pursuit of an organizational goal. Effective followers differ in their motivations for following and in their perceptions of the role. Some choose followership as their primary role at work and serve as team players who take satisfaction in helping to further a cause, an idea, a product, or, more rarely, a person. Others are leaders in some situations but choose the follower role in a particular context. Both these groups view the role of follower as legitimate and inherently valuable, even virtuous. 

By walking in the shoes of a follower one learns the sometimes startling differences between the perceptions of leaders and followers’ realities of followers.

– Max DePee

Following provides a complex dilemma because our society incorrectly stereotypes followers as leaders in a c�descending manner as docile, passive, obedient, conformists, indifferent, weak, dependent, unthinking, followers, and helpless. Fortunately in the nursing profession there is a movement to abandon those perceptions of followers. The literature recognizes the role of follower as legitimate and inherently valuable, even virtuous.

• 750 words for a press release
• 1500 words for a feature article

Manuscripts should be typed double-spaced and spell-checked with one space after a period and can be submitted:
1) As paper hard copy
2) As a Word Perfect or MS Word document file saved to a 3 1/2 disk or to CD-Rom or a zip disk
3) Or e-mailed as a Word Perfect or MS Word document file to vtnurse@vtnurse.org

All accepted manuscripts may undergo editorial revision to conform to the standards of the newsletter or to improve clarity. Reprint permission is granted to the author. Submitted manuscripts with credentials and affiliation. Please send a photograph of yourself if you are submitting a feature article.

All articles submitted to and/or published in Vermont Nurse Connection become the sole property of ANA-Vermont and may not be reprinted without permission.

All accepted manuscripts may undergo editorial revision to conform to the standards of the newsletter or to improve clarity. The Vermont Nurse Connection is not a peer review publication. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of ANA-Vermont or those of the national or local association.

Copyright Policy Criteria for Articles

The policy of the ANA-Vermont Editorial Board is to retain copyright privileges and control of articles published in the Vermont Nurse Connection unless the articles have been previously published or the author retains copyright.

ANA-Vermont Officers and Board of Directors

President: Mary Dean Roberts
Vice President/Secretary: Lori Poster
Executive Director/Government Affairs: Christine Ryan
Membership & Marketing: Eleden Rodgers

2016 ANA-Vermont Foundation Board

President: Mary Ann Douglas
Vice President: Amy Curley
Treasurer: Niki Ziemnik
Secretary: Paula Howard

VNC Editor
Jeannie Graham

Committee Chairpersons
Bylaws ................................................. Vacant
Government Affairs ............................................ Christine Ryan
Membership & Publicity ................................. Task Force Volunteers
Nominations & Elections ................................ Task Force Volunteers
Education .................................................. Deborah Sanguinetti
Vermont State Peer Review ................................ Vacant
Leader of NENMS ............................................ Carol Hodges
Psychiatric Special Interest Group................ Maureen McGuire
Congressional Caucus .................................... Christine Ryan
Senate Coordinator for Sanders ..................... Christine Ryan
Senate Coordinator for Leahy ....................... Christine Ryan
ANA Membership Assembly Representative ......... Meredith Roberts
Alternate Representative ........................................ Carol Tasse
Weiss and Tappen (2007) offer that being an effective follower is as important to the new nurse as is being an effective leader. In fact, most of the time most of us are followers as members of a team, attendees at a meeting, staff of a nursing care unit, and so forth. Significant shifts in technology and culture have changed that dynamic, giving followers more power. And there’s a lot you can learn about being a good leader by learning to be a good follower.1

Followers are more important to leaders than leaders are to followers. — Barbara Kellerman

According to Robert E. Kelley, who has conducted extensive research on followership, “Effective followers think for themselves and carry out their duties and assignments with energy and assertiveness. They are risk takers, self-starters and independent problem solvers. Effective followers can succeed without strong leadership. Furthermore, effective followers are critical thinkers who will allow their talents to be utilized, but who will refuse to be used and abused by leadership.”

Followership is not only about the individuals who follow within a team; it is about the relationship between these individuals and their leader. A good leader is responsible for creating an environment conducive to an exemplary leadership. It is believed that 70% of our lives is spent in the role of follower. Even so, the focus in formal education and seminars remains leadership issues because of the unfavorable stereotypes that accompany the term follower. Nurturing effective followership requires doing away with the misconception that leaders do all the thinking and followers mindlessly heed orders. Can followers and leaders ever be deemed separate but equal? Is it vital to understand that, without effective followership, our leaders face severe limitations. Current leaders and educators must share and promote the vision of enlightened followership if nursing is to achieve its potential.2

Effective Followers

They see themselves as the equals of the leaders they follow.
They manage themselves well.
They build their competence and focus their efforts for maximum impact.
They are courageous, honest, and credible.
They do not have to be on constant observation.
They are enthusiastic, well balanced, and responsible.
They are committed to the organization and to a purpose, principle or person outside themselves.

Source: www.aspira.org

Nursing Leadership continued from page 2

Characteristics of Effective Followers

• Know their team
• Share the credit with the entire team.

When I think about those who deviate followership and fail to make its connection to leadership, I get visions of their impending flawed leadership running through my head and the unnecessary suffering and agony of those who will be tasked with trying to follow them. — Terina Allen, ARVis Institute

It is believed that 70% of our lives is spent in the role of follower. Even so, the focus in formal education and seminars remains leadership issues because of the unfavorable stereotypes that accompany the term follower. Nurturing effective followership requires doing away with the misconception that leaders do all the thinking and followers mindlessly heed orders. Can followers and leaders ever be deemed separate but equal? Is it vital to understand that, without effective followership, our leaders face severe limitations. Current leaders and educators must share and promote the vision of enlightened followership if nursing is to achieve its potential.3

Reflection on the Importance of Followers

Needless to say this was an eye-opening journey researching the importance of followership. I was amazed that it had taken me so long to fully explore this subject. Followership is personal and professional. On any given moment nurses are changing their...
Nursing Leadership continued from page 3

roles as leaders and followers depending on the situation. If healthcare organizations want nurses to invest their time, energy and talents in the success of its vision, mission and values, the organization must invest in developing positive relationships between followers and leaders. It is the essence of the 21st century work contract. It is a two-way agreement between leaders and followers. Organizations must see followers as assets and invest in nurturing those assets by being partners in helping build each nurse’s knowledge, skills and behavioral effectiveness. In this challenging healthcare environment, common sense dictates that the most successful organizations are those that recognize the importance of understanding the nature of the follower’s role and the human qualities that allow effective followership to transpire.

I am reminded of how hollow the label of leadership sometimes is, and how heroic followership can be.

~ Warren Bennis

Priscilla Smith-Trudeau MSM RN BSN CRN CCM HNB-BC is an author, speaker and healthcare leadership management consultant specializing in workforce diversity. Priscilla’s fascination, research and consulting has been focused on understanding nursing work group culture.

(Endnotes)


Voices of Vermont Nurses

premiered at VSNA Convention 2000 and is available from the ANA-Vermont Office at: ANA - Vermont
100 Dorset Street, #13
South Burlington, VT 05403

Price: $20 each book (plus $3.95 for postage and handling)

Make check or money order payable to: VERMONT STATE NURSES FOUNDATION

Name: ____________________________________________
Address: _______________________________________
City: ____________________________________________
State: __________________ Zip: ________________
American Nurses Association and Elsevier Announce New Care Coordination Education Program

Setting the Stage for the Future of Care Coordination

SILVER SPRING, MD — The American Nurses Association (ANA), the premier organization representing the interests of the nation’s 3.6 million registered nurses, and Elsevier, a world-leading provider of scientific, technical and medical information products and services, today announced a new collaboration to set the stage for the future of care coordination with a new eLearning product.

“ANA is pleased to partner with Elsevier to extend our reach and provide distinct educational products to empower nurses and other healthcare professionals,” said Terri Gaffney, PhD, MPA, RN, Vice President, Product Development, ANA.

With the healthcare system in transition, ANA is on a mission to improve care coordination by educating nurses to assume roles that will transform the nurse-consumer relationship. ANA’s work in this area includes publications such as Care Coordination: The Game Changer - How Nursing Is Revolutionizing Quality Care, position statements that recognize and encourage funding for nurses’ essential role in patient care coordination, and additional online resources that focus on care coordination.

ANA and Elsevier have developed an eLearning product that advances the nursing profession through ongoing continuing education. Care Coordination: What Nurses Need to Know is currently available to registered nurses working in health care organizations.

“Elsevier is honored to work with ANA to continue to bring high-quality, respected and credible products to the market,” said Cindy Tryniszewski, MSN, RN, Vice President, Clinical Content, Elsevier Clinical Solutions. “As a nursing professional and longtime advocate for continuing education for nurses, I am confident that this eLearning product will meet the current and future needs for nurses who must advance the profession in an ever-changing workplace.”

About the American Nurses Association

The American Nurses Association (ANA) is the premier organization representing the interests of the nation’s 3.6 million registered nurses. ANA advances the nursing profession by fostering high standards of nursing practice, promoting a safe and ethical work environment, bolstering the health and wellness of nurses, and advocating on health care issues that affect nurses and the public. ANA is at the forefront of improving the quality of health care for all.

About Elsevier

Elsevier is a world-leading provider of information and analytics for professional and business customers across industries. Elsevier is a global leader in digital scientific information from leading publishers such as Elsevier, Cell, and The Lancet. Elsevier’s portfolio of iconic reference works. Elsevier is part of RELX Group, a world-leading provider of information and analytics for professional and business customers across industries. http://www.elsevier.com

IS YOUR NURSING ORGANIZATION PLANNING AN EDUCATION PROGRAM?

CONSIDER APPLYING FOR CONTACT HOUR APPROVAL

FOR MORE INFORMATION CALL THE ANA-Vermont OFFICE @ (802) 651-8886

The Northeast Multi-State Division, (NE-MSD) is accredited as an approver of continuing education in nursing by the American Nurses’ Credentialing Center’s Commission on Accreditation.

---

Vermont needs more volunteer healthcare providers, like you. Help make a difference in your community.

OnCall for Vermont offers two types of opportunities for health focused volunteering, training, and response—Medical Reserve Corps and Emergency Medical Services. OnCall for Vermont needs your help. Today.

HOW TO VOLUNTEER

Visit OnCallforVT.org to learn more about both opportunities.
ANA-VERMONT Fall Convention

ANA-Vermont celebrated the Annual Fall Convention by bringing together the art and science of Nursing. The Shelburne Museum was the destination for the event and provided participants the opportunity to experience the Museum's permanent collections, as well as the new exhibits.

ANA-Vermont chose to celebrate the theme of “Culture of Safety” because a culture of safety starts with nurses. “Injuries to nurses and other healthcare professionals should not be tolerated as just part of the job,” said ANA President Pam F. Cipriano. Patients also deserve a safe environment. Cipriano added, “In a culture of safety, nurses are encouraged to talk openly about safety issues and their impact on patient care.”

The American Nurses Association and ANA-Vermont believe the culture of safety is one in which core values and behaviors emphasize safety over competing goals. A culture of safety includes openness and mutual respect, a learning environment, transparency and accountability, and high reliability teams. A culture of safety means committing not only to practices and policies that support safe, ethical, and high quality care to our patients, but also to those that ensure nurses’ ongoing health, safety, and wellbeing.

To quote Florence Nightingale, “It may seem a strange principle to enunciate as the very first requirement that in a hospital that it should do the sick no harm.”

Participants experienced the following four dynamic speakers and content:

- Amy E. Curley, MSN, RN-APN CEN, ANA-Vermont Foundation Board member, “THE MANY FACES OF SEPSIS”
- Patsy Kelso, PhD, State epidemiologist for Infectious Disease, Vermont Department of Health, “INJECTIONS WITHOUT INFECTIONS: SAFE INJECTION PRACTICES, ONE NEEDLE, ONE SYRINGE, ONLY ONE TIME”
- Richard Rawson, PhD, Research Professor UVM Center for Behavior and Health, “VERMONT’S RESPONSE TO THE OPIOID CRISIS: HOW DO WE KNOW IF ITS WORKING?”
- Edith Klimoski, BA, MS, Director of Give Way to Freedom, “HUMAN TRAFFICKING: CONTEXT, RECOGNITION, AND REFERRAL” co-presented with Detective Matthew Hill

ANA-Vermont also conducted a mock 2016 Presidential election. Hilary Clinton received the majority of votes.

ANA-Vermont and ANA-Vermont Foundation extended special recognition to Board members present at the Annual Fall Convention and acknowledged scholarship recipients.

October 14, 2016 was a day spent recognizing the complexity and innovative profession of nursing in Vermont. ANA-Vermont looks forward to another season of working together and ensuring that the nursing profession remains strong because of our collective efforts of; ADVOCACY, EXPERTISE, and LEADERSHIP. ANA-Vermont would like to thank all those that attended and supported the Annual Fall Convention supporting the theme, “Culture of Safety.”
ANA-Vermont would like to offer thanks to ANA-Vermont and ANA-Vermont Foundation Board members. The important work of our professional nurses association is reflected in the ways we lead, advocate, educate, and strive to strengthen and grow ANA-Vermont. Board members contribute their time, expertise, collaborative and critical thinking skills, and a vision for the future that supports relevance and sustainability. ANA-Vermont is incredibly fortunate to have such talent and the efforts of our Board members to continue to keep ANA-Vermont the premiere voice for all Vermont nurses.

Many thanks to:

Carol Hodges
Meredith Roberts
Nik Znamenskis
Patty DeNicola
Mary Anne Douglas
Amy Curley
Paula Howard
Michelle Obenauer
Jeannie Graham
Vermont Organization of Nurse Leaders

Marilyn Rinker Leadership Scholarship for Nurses in an Advanced Degree Program Announcement

Objective
To promote graduate level nursing education in Vermont in support of nursing leadership talent to meet the health care needs of our state.

Purpose
- To provide scholarship support in the amount of $2500 per year for a qualified individual to participate in an approved course of study leading to an advanced degree.

Qualifications of applicants
- Possession of Vermont RN license in good standing
- A member of VONL
- Demonstrated commitment to nursing leadership (Vermont preferred) as evidenced by participation in professional seminars, organizations, work accomplishments, project, recommendations of peers
- Currently enrolled or accepted in an accredited program that will lead to an advanced degree in nursing
- Willingness to commit to completing the program as indicated by realistic timeframe
- Individuals agree to practice in Vermont for at least two (2) years
- GPA of 3.0 or better
- Two supportive professional recommendations

Special Considerations
- Individuals who have sought funding through employment or other resources, where available
- Individuals with demonstrated financial need
- Individuals currently working in the field of nursing education

Application Process
1. Applicants must first be accepted into an accredited program that will lead to an advanced degree in nursing.
2. Eligibility criteria include: proof of academic excellence/promise, pledge to practice in Vermont following graduation, short essay, two (2) positive professional recommendations.
3. Vermont Organization of Nurse Leaders will select a candidate based on the following criteria, in order of importance: academic excellence; commitment to practice in Vermont following graduation, short essay, two (2) positive professional recommendations.

The Award will be announced at the Nursing Summit, Spring 2017. Winner will be notified in advance.

For more information, visit our website: www.vonl.org
ATTENTION REGISTERED NURSES!

Make a career change, change a life.

“The system of care for those that deal with psychiatric disabilities is changing in Vermont and the Vermont Psychiatric Care Hospital is a great place to work and to become a part of this change”

~ Grace, RN, PN2, Charge

We have a new compensation plan!

To view and apply visit our website

www.careers.vermont.gov
ANA-Vermont Scholarship Recipients

Danielle Piper
St. Xavier University
Pat & Frank Allen $1,500 Scholarship

Kaitlin Johnson
Northeastern University
Arthur L. Davis $1,000 Scholarship

Andrew Kehl
University of Vermont
Judy Cohen $2,000 Scholarship

Welcome ANA-Vermont New Members

Jessica Barrow
Rebecca Lyons
Tara Brown
Samantha Marcoux
James Biernat
Jessica Novak
Maleka Clarke
Jaime Payton
Kaitlyn Daniels
Lori Pruner
Andrew Kehl
Vickie Day
Diane Karr
Kaitlin Johnson
Diane Karr
Andrew Kehl
Jill Lord
Vickie Day
Selma Ibrahimovic
Diane Karr
Kaitlin Johnson
Sophia Hall
Kathleen Hamilton
Vermont

Looking for your next opportunity?

Established in 1984, the Vermont Veterans’ Home is a CMS 5-star rated facility and recognized leader in quality dementia care, palliative care, and rehabilitation.

To learn more about our facility visit http://vhv.vermont.gov

Welcome ANA-Vermont New Members

Jessica Barrow
Rebecca Lyons
Tara Brown
Samantha Marcoux
James Biernat
Jessica Novak
Maleka Clarke
Jaime Payton
Kaitlyn Daniels
Vickie Day
Kathleen Hamilton
Selma Ibrahimovic
Kaitlin Johnson
Andrea Kehl
Kathleen Lantagne
Jacqueline Leisselle
Jill Lord
Rebecca Lyons
Samantha Marcoux
Jessica Novak
Jaime Payton
Lori Pruner
Charity Pratt
Diane Karr
Barbara Richardson
Kevin Scott
Angela Seccafico
Shirley Stratton
Amy Swarr
Stephen Toole
Page Trigony
Adrianna Weber
Shelby Wersh
Charles Wilder
Linda Wulff

ANA-Vermont
Membership Application

For assistance with your membership application, contact ANA Membership Billing Department at (802) 922-7709 or e-mail us at memberinfo@ana.org

Essential Information

First Name/Last Name
Mailing Address Line 1
Mailing Address Line 2
City/State/Zip
County
Professional Information
Employer
Type of Work Settings (ie: hospital)
Practice Area (ie: pediatrics)
Ways to Pay
Monthly Payment - $13
☐ Checking Account  Attach receipt for first month's payment.
☐ Credit Card
Annual Payment - $150
☐ Check
☐ Credit Card
If paying by credit card, would you like us to auto bill you annually?  ☐ Yes

Authorization Signatures

Monthly Electronic Deduction \ Payment Authorization Signature

Automatic Annual Credit Card \ Payment Authorization Signature

By signing your Monthly Electronic Deduction or Payment Authorization Signature, or the Automatic Annual Credit Card Payment Authorization Signature, you are authorizing ANA to charge the amount by giving the above specified bank (5 days advance written notice) the right of electronic transfer to the account specified herein. ANA will take this action without further notice.

Your signature signifies your willingness to accept responsibility for the use of your credit card for your membership and any subsequent payments thereon. This authorization shall not be subject to termination until membership is terminated or initiated.

American Nurses Foundation Contribution

Printed Name
Membership Dues
☐ Monthly = $13 OR ☐ Annually = $150
Discounts:
☐ ANA-PAC Contribution (optional) ..................................................................... 5
☐ American Nurses Foundation Contribution (optional)
☐ Total Dues and Contributions ........................................................................... 5
Credit Card Information
Visa
MasterCard
Expiration Date (MM/YY)
Authorization Signature

Fax
Complete application with credit card payment to (301)428-5355

Web
Jain instantly online, Visit us at www.joinana.org

Mail
ANA Customer & Member Billing
P.O. Box 50431
St. Louis, MO 63150-4315

Pillsbury Senior Communities
WE’RE HIRING
Isn’t it time you joined a winning team? Come be a part of Pillsbury Senior Communities, where we have established a commitment to excellence for over 30 years. You’ll work with a management team that appreciates your work, that wants you to succeed and that will help you achieve and surpass your goals. We offer competitive benefits, flexible and guaranteed hours with multiple locations in South Burlington and St. Albans.

Apply online at pillsburyseniorcommunities.com/careers

Full, Part-Time and Per Diem Nursing Positions
Pillsbury Senior Communities is an Equal Opportunity Employer.
pillsburyseniorcommunities.com
802-861-3763

Welcome ANA-Vermont New Members

Jessica Barrow
Rebecca Lyons
Tara Brown
Samantha Marcoux
James Biernat
Jessica Novak
Maleka Clarke
Jaime Payton
Kaitlyn Daniels
Lori Pruner
Vickie Day
Charity Pratt
Diane Karr
Barbara Richardson
Kevin Scott
Angela Seccafico
Shirley Stratton
Amy Swarr
Stephen Toole
Page Trigony
Adrianna Weber
Shelby Wersh
Charles Wilder
Linda Wulff

ANA-Vermont News

Congratulations

ANA-Vermont Scholarship Recipients

Danielle Piper
St. Xavier University
Pat & Frank Allen $1,500 Scholarship

Kaitlin Johnson
Northeastern University
Arthur L. Davis $1,000 Scholarship

Andrew Kehl
University of Vermont
Judy Cohen $2,000 Scholarship

Established in 1884, the Vermont Veterans’ Home is a CMS 5-star rated facility and recognized leader in quality dementia care, palliative care, and rehabilitation.

To learn more about our facility visit http://vvh.vermont.gov

Looking for your next opportunity?

We are looking for you!

Now seeking:

Associate Nursing Executive – Job Opening #619976
Nurse Educator – Job Opening #620219
Registered Nurse I – Job Opening #619497
Registered Nurse II – Job Opening #619470

To view and apply online go to http://humanresources.vermont.gov/careers

The State of Vermont offers an excellent compensation package. The State of Vermont is an Equal Opportunity Employer.
Nurse Practitioners making a difference in the lives of those who need us most.

We are an Equal Opportunity Employer.

The Vermont Nurse Connection is dedicated to the recruitment of highly skilled nurses, while offering a supportive work environment and the opportunity to grow, all while serving the greater Vermont community. We are currently recruiting for the following nursing positions:

- **NURSING SERVICE**
  - Nurse Manager – Med/Surg
  - Registered Nurses – Med/Surg
  - Registered Nurse – Dialysis
  - Registered Nurse – OR
  - Registered Nurses – Intermittent
  - Nursing Assistants

- **GERIATRICS AND EXTENDED CARE**
  - Nurse Practitioner

Our benefits include:

- Competitive salaries
- Shift differentials
- Per diem opportunities
- Paid vacation days
- 401K retirement plan
- Tuition reimbursement
- Paid vacation days
- Membership to local gyms

Located in Cooperstown, NY, Bassett Medical Center is an integrated health care delivery system serving 8 counties in Upstate New York.

Apply today! www.bassetopportunities.org

NVRH offers competitive wages, shift differentials, per diem premiums and a generous benefits package for PT and FT employees working 20 or more hours per week. Benefits include medical, dental, vision, 401K retirement plan, tuition reimbursement, paid vacation days, membership to local gyms and more.

NVRH is an Equal Opportunity Employer.

The Department of Veterans Affairs Medical Center, White River Jct., VT is recruiting for the following nursing positions:

- **NURSING SERVICE**
  - Nurse Manager – Med/Surg
  - Registered Nurses – Med/Surg
  - Registered Nurse – Dialysis
  - Registered Nurse – OR
  - Registered Nurses – Intermittent
  - Nursing Assistants

- **GERIATRICS AND EXTENDED CARE**
  - Nurse Practitioner

Our benefits include:

- Competitive salaries
- Shift differentials
- Per diem opportunities
- Paid vacation days
- 401K retirement plan
- Tuition reimbursement
- Paid vacation days
- Membership to local gyms

Located in Cooperstown, NY, Bassett Medical Center is an integrated health care delivery system serving 8 counties in Upstate New York.

Apply today! www.bassetopportunities.org

NVRH offers competitive wages, shift differentials, per diem premiums and a generous benefits package for PT and FT employees working 20 or more hours per week. Benefits include medical, dental, vision, 401K retirement plan, tuition reimbursement, paid vacation days, membership to local gyms and more.

NVRH is an Equal Opportunity Employer.
Quality Care Close to Home

North Country Hospital is a 25 bed critical access private, nonprofit acute care community hospital with physician practices serving twenty communities in a two-county area in the rural Northeast Kingdom of Vermont.

We are currently seeking applicants for the following positions:

- House Supervisor, RN - Per diem
- Maternal Child, RN - Part Time
- Med/Surg, RN - 2 Full Time & 1 Part Time
- PACU, RN - Per diem
- Surgical Services/OR, RN - 2 Full Time & Per diem

At North Country Hospital quality patient care is our greatest commitment, employees are our greatest asset, excellent patient experience is our greatest accomplishment, and the health of the community is our greatest responsibility.

For additional information contact: Tina Royer, Human Resources (802) 334-3210, ext. 407 E-Mail: troyer@nchsi.org North Country Hospital 189 Prouty Drive, Newport, VT 05855

www.northcountryhospital.org

Recover Your Nursing Career

Alternative Program

An alternative to disciplinary action for eligible nurses and nursing assistants in recovery from substance use disorders

VERMONT

Office of the Vermont Secretary of State

Vermont State Board of Nursing
89 Main Street
3rd Floor
Montpelier, VT

Website: www.sec.state.vt.us/professional-regulation/professions/nursing.aspx

Confidential Contact info: 802-828-1635

Collaborative Solutions Corporation is a non-profit organization which operates intensive residential recovery programs to adults recovering from mental illness. Our programs are beautifully situated in rural, aesthetically pleasing surroundings that include a historic former inn and a bed and breakfast converted to Community Recovery Residences with picturesque views of the outdoors. Our community based, specialized programs are located in Williamstown and Woodford, VT, and are the ideal place to work if you enjoy helping others discover and develop their greatest potential, combined with a desire to work with like-minded people.

Nurse Manager

We are seeking a creative, enthusiastic, energetic and self-directed individual to oversee our Nursing program and services. Our Nurse Manager will provide professional nursing services to residents including providing direct nursing services, overseeing provision of care in line with treatment plans, administering medications as prescribed and providing clear & concise documentation. Our Nurse Manager will also provide administrative supervision and oversight to our nursing staff and will ensure adequate nursing coverage at all times. The schedule for this position is Monday through Friday with a Flextime & Varied daily schedule to provide best support to our Nursing staff and residents.

Requirements - The ideal candidate would possess the ability to effectively communicate with all levels of staff and with residents and their families as well as professionals in the medical and mental health fields. Individuals with a holistic view of wellness are encouraged to apply. Travel between sites is required.

Benefits - At Collaborative Solutions Corporation, all full-time positions are offered appealing health/dental/vision plans with a matching 401(k) retirement plan, plus other company-paid benefits such as short and long term disability insurance and life insurance policies. We also offer a generous time off policy & mileage reimbursement.

Education - Candidates should have an R.N. with current Vermont license and a minimum of 7 years experience as a Registered Nurse with current psychiatric and medical experience.

To apply, contact Lori Schober Oszterling at Lori@csscorp.org or 802-643-6183 PO Box 69, Montpelier, VT 05692 www.secondspring.org

North Country Hospital

189 Prouty Drive, Newport, VT 05855

www.northcountryhospital.org