

YOU'RE GONNA LOVE LANE



NURSING



Lane Regional
Medical Center

Care You Can Count On





Lane's ultimate purpose is to help heal, which is why we have a local investment of more than 850 caring staff members and 100 dedicated physicians providing state-of-the-art equipment, technology and services.

Lane Regional Medical Center can provide you with opportunities in personal growth and career advancement in medical, surgical, critical care, maternal/newborn, emergency and operating room nursing.

No matter what department you choose, you will be a vital part of our thriving facility. Lane provides a wide range of inpatient care, outpatient services and diagnostic services, including:

- *Behavioral Health*
- *Cancer Care*
- *Care Management*
- *Cardiovascular Center*
- *Day Surgery*
- *Diabetes Management*
- *Emergency Care*
- *Endoscopy Center*
- *Family Medicine*
- *Home Health*
- *Hospital Medicine*
- *Hyperbarics*
- *Infusion Center*
- *Intensive Care*
- *Intermediate Care*
- *Labor & Delivery/Nursery*
- *Medical/Surgical Care*
- *Neuro Spine Destination Center*
- *Nursing Home*
- *Obstetrics & Gynecology*
- *Operating Room/Recovery*
- *Orthopedics*
- *Rehabilitation Center*
- *Substance Abuse Treatment*
- *Telemetry*
- *Weight Loss Surgery*
- *Wound Care Center*

We are committed to excellence in the provision of patient care.





At Lane, you'll end each day with a smile.

Staci Sullivan, MSN, RNC
Chief Nursing Officer

After nearly three decades, I am reminded daily why I love my career in nursing and can't imagine doing anything else. From the operating room to medical-surgical nursing to adult and neonatal intensive care; nursing has provided me many opportunities in patient care, education, and leadership. At Lane, you too can find your niche in these settings and many more.

Lane nurses are dedicated to providing excellent patient and family centered care and promoting nursing knowledge and practice. It is the vision of Lane Nursing to be a leader in health care by creating a culture of relationship-based care emphasizing our values of excellence, integrity, compassion, respect and commitment.

We are focused on providing you an environment and opportunities for personal growth and advancement. We offer competitive salaries and benefits along with flexible staffing and continuing education. Professional certification is encouraged and rewarded, and programs such as Clinical Ladders recognize nurses for their knowledge, skill, and versatility.

Lane truly believes that the more you give of yourself as a person and as a professional, the more you receive. Our recognition and reward structure appreciates the advocate, innovator, educator, counselor and practitioner roles of nursing through programs such as the Daisy Award, Star Award, and employee of the month and service awards.

Nursing is more than a job. It's a calling. We touch the lives of people in ways that few others can. We address the entire person – spiritually, emotionally and physically, while also providing concern and attention to their loved ones.

If you are looking for a satisfying and fulfilling career, consider joining the Lane Regional Medical Center nursing team today!!! I know you'll love it as much as I do.

You're
Gonna
Love Lane

Staci Sullivan, CNO
shsullivan@lanermc.org
(225) 658-4505

Lane is such a great place to be employed, you may not refer to it as work.



As part of the Lane family, you will always be treated like a respected member of a vital team. Our nurses have the satisfaction of knowing that their professional skills are valued – by their peers, our medical staff, and most importantly, by their patients.

Nurses are important to Lane Regional Medical Center. Within our dynamic environment, you'll find a wide range of career path opportunities open to nurses who seek greater autonomy, decision-making responsibilities and the support of our team-oriented administration.

Our nurses, doctors and staff have created a team environment in which we provide the highest possible care for our patients.



I have been in a lot of hospitals. And when compared to other hospitals, I saw that Lane provides the most personal care for its patients. It's just a great hospital.

Dr. Keith Elbourne
Obstetrics and Gynecology



I love Lane because everyone here puts forth a team effort to meet the needs of our patients. No matter what the task may be, someone is always there offering to lend a hand.

Shaneka Johnson, CNA
Telemetry



I truly feel each patient is treated like a part of our Lane family. They are not a number. They really mean something. The care given here is genuine, down-to-earth, high quality care. I also love Lane because the staff and patient opinions matter. Our opinions and comments are used to improve services and processes.

Laura Peel, R.N.
Cath Lab



From the first day I walked into Lane, it felt like home. Everybody knows your name and speaks to you no matter what title you hold or what department you work in. Now I invite other nurses to join our growing community.

Tammy Pace, R.N.
Labor & Delivery



Excellence in Patient Care through Nursing Achievement.

The American Nurses Credentialing Center (ANCC) has once again honored Lane Regional Medical Center with the Pathway to Excellence designation - making it one of 125 facilities nationwide and the first of only three hospitals in Louisiana with the distinction.



The Pathway to Excellence designation identifies the elements of a positive work environment where nurses can flourish. The designation also recognizes the professional satisfaction of nurses at Lane and identifies Lane as one of the best places for nurses to work. This is important to us since research shows that a healthy work environment not only improves nurse satisfaction, but also increases patient satisfaction and quality of care. Our Pathway to Excellence designation is truly an honor, and we are proud to be identified as a leader in nursing professionalism and innovation.

The following programs support nursing excellence at Lane Regional Medical Center:

Shared Governance – Nurses at every level are included in making decisions that affect their practice. Nursing has a successful shared governance model to support these decisions and assist in implementation of new policies and procedures.

Education and Competency – Lane provides continuing education opportunities and supports professional development through recognition of national certification in fields of practice and degree advancement.

Evidence-Based Practice – Since 2009, nurses throughout the organization have actively engaged in evidence-based practice projects that have changed protocols, improved patient care, and positively affected patient outcomes.



Lane Regional Medical Center is located in Zachary, Louisiana and is one of the fastest growing cities in the state. Our community school system consistently ranks number one. And even though we're growing, we have not lost the historic art of hospitality or caring for others — and that seems to make all the difference.

Employee Benefits for the People Who Care for Our Patients

Lane Regional Medical Center brings the latest medical technology to our community, but it is our people who provide the excellent care.

Along with generous healthcare and dental benefits, we also provide standard benefits such as term life, accidental death and dismemberment insurance, and a long-term disability plan.

In addition, we offer:



BENEFIT	WHO RECEIVES	WHO PAYS
RETIREMENT AND SAVINGS PLAN Eligibility on the first day of the month following 30 days of employment. Annual contributions are governed by IRS Regulations which are adjusted periodically. Lane contributes \$0.50 on the \$1.00 match up to 5% of employee deferral. Employee can choose from a selection of professionally-managed funds.	Full-time and part-time employees	Lane Regional Medical Center and employee
TUITION REIMBURSEMENT Up to 6 credit hours of course work per semester for any full-time employee, 3 credit hours for part-time employee after 12 continuous months of service. Maximum reimbursement is \$100 per credit hour for undergraduate work, \$200 per credit hour for graduate work.	Full-time and part-time employees	Lane Regional Medical Center
EMPLOYEE ASSISTANCE PROGRAM Confidential help with personal problems and crises	All employees and their families	Lane Regional Medical Center
LANE REGIONAL MEDICAL CENTER CREDIT UNION Savings and Loan, Credit Cards, Christmas Club, Checking, educational and savings plans, etc.	All employees	Employee
FLEXIBLE SPENDING ACCOUNT PLAN This is a voluntary benefit that allows you to put pre-taxed dollars in a FSA to use for un-reimbursed medical and dental expenses and dependent daycare.	Full-time and part-time employees	Employee
START SAVING PLAN This is a voluntary benefit to save for your child's education. Louisiana will pay as much as 14% on the total amount you save for your child's college education each year, depending on your income with as little as \$5.00 per pay period contribution. Lane offers participation by payroll deduction.	Full-time and part-time employees	Employee

This brochure provides you with a general description of LRMC benefits and compensation programs. Not all specific details are included. Official applicable plan documents and policies will be followed. Nothing in this guide is intended as a contract of employment or a guarantee of future benefits and/or compensation. LRMC reserves the right to change or terminate any of these plans or programs at any time.

Come be a part of this family of care.

At Lane, we take care
of our nurses. It's
evident in our
compensation
and benefit
packages.



Apply Today!

RN BENEFITS

Tuition Reimbursement

Up to 6 credit hours of course work per semester for any full-time employee, 3 credit hours for part-time employee after 12 continuous months of service

Certification Differential Pay

RNs who receive national certification in their specialty receive a differential of .50 per hour, which must be renewed per certification requirements.

Clinical Ladder Program

Designed to recognize and reward professional nurses for the knowledge, performance and experience in their chosen field of practice, This recognition is for performance beyond routine job performance.

After meeting the Clinical Ladder criteria, nurses will receive a differential for one year: \$1.50 per hour for RNs; .75 per hour for LPNs.

DIFFERENTIALS

3-11	+\$4.00/hr
11-7	+\$5.00/hr
Relief Charge Nurse	+\$1.00/hr
Weekend	+\$5.00/hr
National Certification	+\$0.50/hr

TO APPLY FOR A NURSING POSITION:

1) Visit our website at LaneRMC.org

or

2) Come by the **Human Resources Department** between the hours of 8am – 4pm, Monday thru Friday and complete an application

For more information on available positions, please see our website:

LaneRMC.org.



Begin Your Career
At Lane Today!



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Lane Regional Medical Center is an equal opportunity employer | A Not-for-Profit Hospital
Accredited by the Joint Commission on Accreditation of Healthcare Organizations