The simple, but powerful philosophy of *The Child First and Always* is not only etched into the walls of Primary Children’s Hospital, but in the hearts of every nurse and caregiver who works here. Primary Children’s Hospital is a full-service, free-standing, 289-bed children’s hospital and the only Level I Pediatric Trauma Center serving children with acute and chronic medical needs in the Intermountain West. With a service area that encompasses over 400,000 square miles, Primary Children’s Hospital provides care for a greater geographic area than any other children’s hospital in the United States.

Primary Children’s is part of Intermountain Healthcare, a non-profit healthcare system, and is the pediatric specialty teaching hospital for the University of Utah School of Medicine. We are nationally recognized among the top children’s hospitals in the country by *U.S. News and World Report* for our outstanding patient outcomes and nine ranked specialties in 2016-17. The hospital enjoys unparalleled community support, and was named one of Utah’s most enduring companies.

Our nurses at Primary Children’s care for patients throughout our facility in inpatient units, clinic settings, surgical services, Case Management, Safe and Healthy Families, and Behavioral Health. Our nurses work closely with committed interdisciplinary teams that include physicians, social workers, child life specialists, art and music therapists, pharmacists, patient care techs (PCTs), educators, and case managers. Primary Children’s provides opportunities for career advancement that include clinical expanded roles, charge nurse advisors, nurse care coordinators, nurse managers, and more.

### PCH by Numbers:

- **208** Patients a Day
- **1,300** Nurses
- **43,000** Emergency Visits a Year
- **17,000+** Surgeries Performed
- **$12,800,000** Charity Care Given a Year
- **4.6** Days in Hospital
- **1,500** LifeFlight Transports
- **40+ Years** Longest Tenure Nurse
- **30+** Heart, Kidney & Liver Transplants
Cancer/Transplant Unit (ICS)
We care for children during some of the most vulnerable moments of their lives. We manage continuous medications, blood products, chemotherapies, and stem cell transplants. We teach families to care for children at home, respond to oncology emergencies, and even help patients pull pranks on their siblings. Our providers are part of a national oncology group, allowing us to give excellent care and offer advancements for the future.

Central Staffing Resource Unit (CSRU) Our team, known as the Float Pool, is given extensive training to provide extraordinary care for patients on all units of the hospital (ED training optional). Our team thrives on variety and knowledge! Advanced learning opportunities include PICU ventilator and vasoactive drips, APHON Chemotherapy and Biotherapy Provider, and Bone Marrow Transplant courses. Our team is highly trained, highly skilled, and highly flexible. Come join us!

Children’s Medical Unit (CMU)
We care for children with a variety of diagnoses, including diabetes, cystic fibrosis, gastrointestinal, renal, asthma, and those with behavioral health needs. We pride ourselves on teamwork and friendships, and our diverse team provides a great starting point for a new nurse. We work closely with PCTs to give the best possible care to patients and families.

Children’s Surgical Unit (CSU)
We care for a variety of pre- and post-surgical patients, cardiothoracic telemetry patients, and patients on trach/vents. The CSU is the only unit outside the ICU that cares for post-op patients with congenital heart defects. We work in a fast-paced, dynamic unit with a team of RNs and PCTs who work effectively together and communicate well to give high-quality care to patients.
Emergency Department (ED)
We provide emergency and trauma services to about 43,000 children each year in the only pediatric Level 1 trauma center between Denver and the West Coast. Physicians, nurses, and critical care technicians give new nurses on-the-job training in emergency medicine and trauma/resuscitative care. We have shifts of various lengths and start times, offering flexibility in scheduling.

Infant Medical/Surgical Unit (IMSU)
We provide specialized, compassionate care to patients ages birth to 3 years, and their families. We care for patients with unique needs and a broad spectrum of diagnoses, which allows us to sharpen our assessment skills, gain a vast knowledge base, and play a vital role in an environment of caring and healing.

NeuroTrauma Unit (NTU)
We work in an exciting, high-acuity, fast-paced area where we pride ourselves in a strong teamwork philosophy. Our specialized unit cares for neurosurgical/neurological, trauma, orthopedic spine and acute rehabilitation patients. New nurses can expect to receive additional training on trach/vents, stable bolt monitoring, and WeeFIM certification as well as many other diverse opportunities for training and professional development.

Neonatal ICU (NICU)
Ours is the only Level IV NICU in the Intermountain West providing every subspecialty service and Extra Corporeal Membrane Oxygenation (ECMO) for our babies. Patients are referred by our Fetal Medicine program and other hospitals.

“Some days we feel heartache. Most days we hear laughter. Every day we see hope.”
With the longest length of stay in the hospital, there is a great opportunity for NICU nurses to focus on individual patients and families by acting as a primary nurse. Our nurses receive extensive education during the orientation period and throughout their careers with advanced module focus in the areas of cardiology, respiratory, surgical, neurology/development and ECMO.Partnering with families to get their fragile newborns home is our number one goal.

**Pediatric ICU (PICU) & Cardiac ICU (CICU)** These units are the destination for all critically ill children in the state of Utah and surrounding areas. Our highly trained, interdisciplinary care team provides state-of-the art intensive care to the sickest patients. If you thrive in a fast-paced, changing environment, love to learn, and want to care for children of all ages and diagnoses, our unit may be the place for you.
Riverton Children’s Unit (RCU)

Riverton Hospital in Salt Lake County hosts a special pediatric unit owned and operated by Primary Children’s, allowing patients to receive world-class care closer to home. Our rapidly growing unit offers excellent interdisciplinary-focused care to patients from birth to 18 years of age with a variety of diagnoses.

Rapid Treatment Unit (RTU)

“Making a difference in 24 hours or less” is our unit’s mission. The RTU — the only unit of its kind in Intermountain Healthcare — care for sick children who are inpatient, those only requiring observation for illness, and infusion patients. We care for patients with a variety of diagnoses, and cross-train to cover the Emergency Department during periods of high patient demand.

Surgical Services

From complex transplant cases and traumas, to tonsillectomies and tympanostomies (ear tubes), nothing is routine or mundane about Primary Children’s Surgical Services department. We take care of many patients and their families from the time they arrive until they are discharged home. Our environment consists of continually changing technological advancements and improvements. If the idea of working closely as a team to navigate these changes appeals to you, then Surgical Services is the place for you.
Intermountain Healthcare’s nurse residency program supports new graduate nurses as they transition from classroom to caregiver. Our one-year program provides new graduates a supportive framework blended with opportunities for continued learning experiences to build cognitive and critical thinking skills.

The program offers professional and peer support from experienced nursing leaders and staff with opportunities for self learning and simulation-based activities in the participant’s area of interest to build professional competence and confidence in practice and clinical judgment. We provide a variety of learning experiences in a safe, hands-on, and supportive environment.

**Intermountain’s Nurse Residency Program has Six Essential Components:**

**One Week of Orientation**

- This week-long orientation includes an introduction to Intermountain, the nurse residency program, and an eight-hour new unit onboarding.

**Five Self-Study Webinars**

- Participants choose and register for topics in a variety of areas, including: lab values, code of ethics, wound and skin care, sepsis, patient and caregiver safety, and disaster management.
- Each webinar is one hour.
Two Onsite Simulations
- Simulations provide hands-on clinical practice to gain experience and improve competencies while in a learning environment and interacting with other team members.
- Simulations are three hours each.

Two Case Studies
- Case studies are available in the areas of a nurse’s clinical specialty, including: pediatrics, NICU, surgical services, neuro/rehab, medical/surgical, cardiac, and more.

In-Person Meetings
- Quarterly meetings at five different locations include the following sessions:
  - Session 1: Stress management, conflict resolution, transition shock
  - Session 2: Crash cart, code, deteriorating patient, critical findings, rapid response
  - Session 3: Patient and family experience
  - Graduation: Professional development

Clinical Hours
In addition, 72 defined clinical hours relevant to the resident’s home unit promoting interprofessional relations within the first 12 weeks of hire are required.
A Major Construction Project Highlights Exciting Changes at Primary Children's Hospital

Today’s Primary Children’s Hospital was originally built in 1990. In February 2019, the hospital began a major four-year Inpatient Redesign Project. This significant undertaking will touch every floor of the hospital — we’re building the future Primary Children’s Hospital! Among the changes are:

• A new a four-story, 16,000-square-foot Northeast building expected to be completed in mid-2020. This space will house Security, Volunteers, Family Support Services, Case Management, Social Workers, IV Team, Central Staffing/Float Pool, a rehabilitation gym, and Fetal Center.

• “Right sizing” several inpatient units that will include modification of the existing Infant Medical/Surgical Unit, Children’s Medical, and Children’s Surgical Units, which have been defined by patient age.
• Establishing new areas for a Medical Unit 1, Medical Unit 2, and Surgical Unit (names to be determined) to care for children by their diagnosis or procedure.

• Creation of flexible patient bed areas for times when PICU is full in winter and NTU is full in summer, and when patient volumes fluctuate in the Med/Surg units.

• Construction of private NICU patient rooms and sleeping areas for patient families. This addition also includes the modification of the NICU with separate areas for high-acuity patient beds, and a NICU transition unit to support patient families with their education and transition home.

• Significant expansion of the Oncology unit, with more space for infusion chairs, private rooms, and team collaboration rooms for care conference meetings.

• Construction of a new, dedicated Heart Center/Transplant unit.

“...We are excited about this project and how it helps us fulfill our mission to put The Child First and Always.”

KATY WELKIE, PRIMARY CHILDREN’S HOSPITAL CEO / ADMINISTRATOR.
To learn more about becoming a nurse, visit primarychildrens.org or contact Tonya King at tonya.king@imail.org.