

Hospital	Career Ladder?	Title Designation(s)
A	No	N/A
B	Yes	PT1 PT2 PT3 PT4
C	Yes	CAP Level I CAP Level II
D	No	N/A
E	Yes	Level I Level II Level III
F	Yes	Level I Level II Level III
H	Yes	OT or PT I OT or PT II OT or PT III
I	Yes	CARES Senior I CARES Senior II
J	Yes	Therapist I Therapist II Therapist III
K	No	N/A
L	No	N/A

M	Yes	Therapist Senior Therapist Lead Therapist
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Title Significance & Selection Process	Stipend or Merit Increase
N/A	N/A
Years of service Contributions to quality and excellence in care	Merit Increase
Career Advancement Program (CAP) A combination of 3 years of clinical experience and requires the submission of a portfolio for panel review. Portfolio must demonstrate evidence of: Service; Education and Research; Professional Development and Leadership. Productivity as well as performance review rating are considered as well.	Compensation change per HR guidelines
N/A	N/A
Years of service Professional Organization Membership Evidence of continuing education Mentorship of staff Coordination of training Participation in community relations event Evidence of supervisory experience	Bonus Bonus
A minimum number of years are required for application to an advanced clinical level, there are other factors required as well	In accordance with budget
A a combination of years of experience and accomplishments. Minimum of 5 years of peds experience. Submission of a statement of justification, clinical exemplar, and leadership exemplar and 3 letters of recommendation. A committee reviews the application and, to be approved, they must show advanced clinical decision making and clinical skills and must be a leader in the department.	Merit Increase
Career Advancement and Recognition for Excellence (CARES). Minimum of 2 years of clinical experience. Portfolio submission and interview with panel members is required. Clinician must demonstrate involvement in program development, leadership and/or research that exceeds job requirements.	Stipend
Clinicians must develop a portfolio with several categories and meet points for leadership, professional development, community service and research	Merit increase per level
N/A	N/A
N/A	N/A

Years of service Contributions to quality and excellence in care	Merit Increase
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