

Manager E-mail  
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**SUBJECT: UPDATE: Gyn/Ob Integration, November 2016**

*For the past year, a large workgroup has been working behind-the-scenes to advance the integration of the Departments of Gynecology and Obstetrics (Gyn/Ob) at The Johns Hopkins Hospital and Johns Hopkins Bayview Medical Center into one clinical department.*

*Below are the latest updates on this process.*

**Human Resources:** Recruitment continues for five NCIE positions for a float pool of nurses that will work at both Johns Hopkins Hospital and Johns Hopkins Bayview. This shared staffing will help handle surges in demand and gaps in care and will improve quality improvement and patient satisfaction on both campuses. **As an added incentive, current, experienced staff who apply for the position will receive a 10 percent increase in his/her salary.** [Click here](#) to view the job posting.

**Collaborative Culture:** In addition to a [departmental newsletter](#), this workgroup has developed an educational learning module that outlines guidelines for a collegial and engaging work environment. All staff will be expected to take the training when it rolls out in early December. More information about this module will be forthcoming.

**Policies and Procedures:** For the past year, this workgroup has been reviewing and comparing policies for both campuses. To date, 20 percent of these policies have been harmonized. The next step is to finalize the process and responsibilities for posting the integrated policies and publish the completed ones to date on [Hopkins Policies Online \(HPO\)](#) so they are easily accessible. Once the policies are published, a communication about the impact of these policy changes will be sent to all Gyn/Ob staff.

**Education and Training:** “Share days” for new staff who have completed orientation will be scheduled for November/early December. This will give new hires an opportunity to meet colleagues, become more familiar with the layout of the units and locations of services and experience the culture at their “sister” campus. These share days will also give current staff a chance to act as an ambassador for his/her campus, and exemplify a collegial and civil work environment.

As always, we will update you as we continue to make progress on this venture and ask that you share this information with your team. [A communications dashboard](#) is now posted on the Gyn/Ob intranet that houses all of our current and previous communications regarding the department integration, including a staff discussion guide. Please take a look and share with your teams as well.

Thank you, as always, for your support during this transition.