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<b>Policy Name:</b> Certification Requirement Policy	<b>&lt;Organization Name&gt;</b>
<b>Policy Category:</b> Resuscitation	<b>Responsible Department:</b> Clinical Services

## Certification Requirement Policy

<b>Affected Departments</b>		All Patient Care Areas/Departments		
<b>Prepared By</b>			<i>Dept/Title</i>	
<b>Dept / Committee Approval (If Applicable)</b>			<i>Date/Title</i>	
<b>Dept / Committee Approval (If Applicable)</b>			<i>Date/Title</i>	
<b>Dept / Committee Approval (If Applicable)</b>			<i>Date/Title</i>	
<b>Medical Staff Approval (If Applicable)</b>			<i>Date/Title</i>	
<b>Board Approval (If Applicable)</b>			<i>Date/Title</i>	

**Purpose:**

To establish uniform standards for certification in patient care areas.

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## **Policy:**

This policy:

1. Serves to establish requirements for training and evaluation for new employees, current employees, contractors and/or students, and those involved in the care of patients and/or patient care activities
2. Sets requirements for new and current employees, contractors, students, etc. who provide direct patient care (any aspects of the health care of a patient including treatments, counseling, self-care, patient education, transporting, and administration of medications)
3. Provides substantiation by appropriate authorities of the professional credentials (ILCOR).

## **Required Certifications:**

### **BLS (Basic Life Support)**

**Basic Life Support**, or **BLS**, generally refers to the type of care that first-responders, healthcare providers and public safety professionals provide to anyone who is experiencing cardiac arrest, respiratory distress, or an obstructed airway.

Any employee or contractor who provides direct patient care, (i.e., care of a patient provided personally by a staff member involving any aspects of the health care of a patient including treatments, counseling, self-care, patient education, transporting, and administration of medication) or may be called upon to provide direct care, is required to hold a valid BLS certification which has approved curriculum based on guidelines set forth by the International Liaison Committee on Resuscitation (ILCOR) Consensus on Science with Treatment Recommendations (CoSTR).

### **Recommended BLS course**

All employees, based on the above requirements or job descriptions and duties will be required to complete an approved BLS healthcare certification program. Successful completion of the required curriculum includes:

- Critical concepts of effective resuscitation
- Automatic External Defibrillator use
- Critical concepts of effective resuscitation

- 1 and 2 rescuer CPR for adults, children, and infants
- Bag mask techniques for all ages
- Rescue breathing for all ages
- Choking for all ages
- BLS with an advanced airway in place (breathing tube)
- Hands on skills testing

**American Red Cross FA/CPR/AED & AHA Heartsaver CPR** courses are intended for and are designed for anyone with little or no medical training who needs a course completion card for job, regulatory (e.g., OSHA), or other requirements.

Currently this Organization offers the The American Red Cross Resuscitation Suite® and American Heart Association (AHA) HeartCode®. The programs are self-directed e-Learning programs that offer Basic Life Support (BLS), Advanced Life Support (ALS), and Pediatric Advanced Life Support (PALS) in an online format.

A PRN employee, contractor, or student who does not receive BLS from the facility must provide proof of BLS certification as required above.

### **ALS (Advanced Life Support)**

ALS protocols can be utilized by advanced medical workers only, because ALS involves the recognition and treatment of arrhythmias, cardiac arrest, drug overdose, acute coronary syndromes, trauma, and various other life-threatening conditions.

ALS is required of licensed nurses and professionals (including contract employees) who provide direct patient care in intensive care units, emergency rooms, and other medical emergency settings, whether as the regularly assigned department or called upon to float to that department, they must have required competency in BLS and ALS certifications. Those departments include Emergency Department, ICU (all ICUs) OR, PACU, Cath Lab, Step-Down Unit, and any specialty/procedural department that requires close monitoring of patients who receive moderate/conscious sedation such as GI labs, Ambulatory Surgery Centers and Radiology observation units.

### **PALS/NRP**

**PALS** - Pediatric Advance Life Support is an instructional course for healthcare providers who respond to or treat infant or child-related emergencies. The PALS course simulates pediatric emergencies in order to help train and better prepare participants for real life scenarios.

Any employee or contractor who provides direct patient care, (i.e., care of a patient provided personally by a staff member involving any aspects of the health care of an infant, child, or adolescent including treatments, counseling, self-care, patient education, transporting, and administration of medication), or may be called upon to provide direct care to an infant, child, or adolescent, are required to hold a valid PALS certification. This includes employees working in a unit that accepts Pediatric patients or Emergency department or those that may be called upon to work in these departments are also required to hold a valid PALS certification. Facilities that perform pediatric surgical cases will also require the OR and PACU employees and contracted employees to hold a valid PALS certification.

**NRP - Neonatal Resuscitation Program** - The Neonatal Resuscitation Program® (NRP®) course conveys an evidence-based approach to care of the newborn at birth and facilitates effective team-based care for healthcare professionals who care for newborns at the time of delivery.

NRP is required for those with job responsibilities that may require them to assist in resuscitation of newborns within the hospital setting and who provide hospital care of newborns in a delivery room, newborn, or critical care nursery setting.

This includes nurses in L&D, mother/baby unit, nursery, NICU and often RT and providers. Some also require NRP for the postpartum unit.

**TNCC (Trauma Nurse Core Course)** is required for Emergency Department professionals whose facilities have a Trauma Designation certification (Level 1, 2, 3, 4).

### **Certification time-line requirements**

All employees required to have BLS as required above must have a valid BLS certification on day one or prior to any contact with patients. Employees required to have a valid ALS, PALS, NRP certification who have never obtained these certifications (e.g. newly graduated RNs, new to specialty area) will have thirty (30) days (from date of hire/transfer) to obtain certification. During this 30-day period, the employee must be considered on “orientation” and not assigned primary care of patients. A preceptor with a valid certification must be assigned and in attendance. Prior to providing primary patient care, the employee will be required to have valid certifications. Contracted employees must have the required certifications prior to reporting for the assignment.

All certifications must be renewed/maintained as required per certifying body minimum standards.