(A) Policy Statement

Nursing Service personnel will demonstrate competency in resuscitation services as appropriate to their job duties and responsibilities.

(B) Purpose of Policy

To provide and maintain the nursing staff with the necessary knowledge and skills to safely and effectively provide resuscitative services.

(C) Procedure

1. The following staff will be required to maintain Health Care Provider Basic Life Support (BLS) competency:
   - Staff Nurses
   - LPNs
   - Nursing Directors, Nurse Managers, Operations Supervisors
   - Clinical Nurse Specialists/Disease Management Specialists
   - Nursing House Supervisors
   - Enterostomal Therapy Nurse
   - Staff Development Specialists
   - Staff Development Coordinator
   - Resource Utilization Coordinators
   - Sr. X-Ray Technicians (CVL)
   - Nursing Assistants
   - RCMS Monitor Technicians
   - Rehabilitation Technicians
   - Mental Health Technicians

2. The following staff will be required to maintain Heart Saver CPR Competency:
   - Hospital Aide Transports
   - Surgical Technicians
   - Medical Assistants
3. The follow Nursing Service staff is exempt from the requirement for resuscitation training:

   Chief Nursing Officer
   Secretaries and other office personnel  Clerical Specialists

4. Health Care Provider BLS or Heart Saver CPR (as appropriate to job title) competency will be verified at start of orientation. The Red Cross “CPR for Professional Rescuers” will be accepted for new employees that require the healthcare provider certification, while the American Red Cross “Adult & pediatric CPR” for lay rescuer will be accepted as competency for new employees that require the Heartsaver CPR certification. These competencies will be verified and accepted upon hire, but new employees must successfully complete the American Heart Association (AHA) course equivalent by the end of new hire orientation.

5. CPR refresher course needs to be retaken every two years (before the end of the month cited on the card) to maintain competency. The AHA does not recognize a “grace period.” Certification that goes beyond the recommended renewal date cited on the card is expired and the employee must complete an appropriate AHA certification course. Nursing manager/educator will schedule the employee who requires BLS for their job requirement; one scheduled paid class per renewal period. If the employee fails to attend this scheduled class (under any circumstances) or does not complete/pass the class, the employee is responsible, per self, to achieve certification on own time at own expense.

6. It will be the employee’s responsibility to maintain active CPR certification. If a staff member allows his/her CPR to expire, he/she may not continue to work in any capacity until all requirements are met. The staff member will be immediately be taken off the schedule as of midnight on the day of expiration until current certification is completed, verified and on record. The staff member will also be given one step of progressive discipline. Employees will then be given 5 business days to adhere to this policy. If valid and active CPR is not demonstrated by 5 pm on the 5th day, the next step of progressive discipline will be issued. This process is repeated until the employee either demonstrates proof of valid and active CPR certification or continues progressive disciplinary action up to and including termination.

7. Records of participation in UTM C CPR training sessions will be maintained by the Life Support Training Center (LSTC).

8. Employees receiving CPR training outside of UTM C need to submit proof of appropriate course completion to nursing manager/educator upon hire and also to LSTC prior to attending a renewal class. Failure to provide LSTC with a copy of BLS status will result in being removed from the registered class.

9. Life support will forward the employee’s BLS card upon completion of the refresher course to the employee’s manager/educator. Documentation of CPR will be maintained in the employee’s record by the manager.

10. Training and assessment of competency in the use of resuscitative equipment for the nursing staff will be the responsibility of the LSTC. Staff Development will obtain a copy of the initial CPR certification upon hiring. Nursing managers will maintain CPR competency files including copies of current CPR card.

11. Participation by critical care and other selected RNs in ACLS and PALS courses is encouraged.

12. Those staff members unable to participate in BLS training due to physical limitations are required to submit a physician’s statement, participate in the didactic component of the BLS course, participate in any skill performance that is not prohibitive, and pass the written test on a bi-annual basis.
Approved by:

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1982 8/91 6/14/2010
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Policies Superseded by This Policy: