

Policy

CCHMC Patient Services Administrative/Operational Manual	<i>Policy Number</i>	Pt Svcs Adm/Op Pol-03
CPR Certification	<i>Effective Date</i>	3/14/2023
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1.0 PURPOSE

The purpose of this policy is to set forth Cincinnati Children's requirements for employees in the Division of Patient Services for the demonstration and maintenance of cardiopulmonary resuscitation (CPR) skills.

2.0 DEFINITIONS - N/A

3.0 POLICY

- 3.1. Cincinnati Children's employees in the Division of Patient Services involved in direct patient care and those identified by their unit director, are required to maintain an American Heart Association (AHA) Basic Life Support (BLS) Provider CPR certification through Cincinnati Children's every 2 years, without lapses, during their employment.
 - 3.1.1. AHA course cards display the issue or completion dates as the month, day and year, yet renewal date is listed in a month and year format. The card is valid through the end of the month displayed (ex. 4/2022 expires 4/30/2022).
 - 3.1.2. Staff who hold a current pediatric advance life support (PALS) AND advanced cardiac life support (ACLS) cards are not required to recertify their basic CPR.
 - 3.1.3. Newly hired Patient Service staff are not required to complete CPR in orientation if they can provide a valid AHA or American Red Cross (ARC) Basic Life Support (BLS) for Healthcare Provider certification on the first day of employment **and** the renewal date is **at least** six months from day of hire. If the new employee certification is due to expire within the first six months of employment, they are required to renew their BLS certification during Patient Services Orientation.
- 3.2. In addition to the above, registered nurses and respiratory therapists working in the NICU and on the Transport Team as well as paramedics going on Medical Intensive Care Transports are required to achieve and maintain competency in Neonatal Resuscitation Program (NRP) certification without lapses during their employment
- 3.3. Employees must follow the guidelines, rules and regulations set forth by the required certification bodies.
- 3.4. Employees who are AHA Instructors for BLS, PALS, and/or ACLS, or American Academy of Pediatrics Neonatal Resuscitation Program (AAP NRP) and do not need to maintain provider status because the Instructor status supersedes the need to also have a provider level status.
- 3.5. If directed by their supervisor, non-healthcare providers and staff not involved in direct patient care can complete the course, *Hands Only CPR*, through Cincinnati Children's. This course is intended to teach non-clinical, non-direct care staff to recognize when someone needs CPR, how to call for help, and how to perform chest compressions until the code team or 911 arrives.

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4.0 IMPLEMENTATION

- 4.1. The Center for Simulation and Research coordinates the process and schedule for all CPR training and recertification.
- 4.2. Certification cards are issued 24 hours after completion of the class.
- 4.3. If a participant does not pass any portion a course, the employee must retake the course according to the certification body guidelines.
- 4.4. The Division Supervisor shall notify Human Resources of any employee failing to maintain a required valid certification. Any employee failing to maintain a required valid certification is subject to immediate suspension and possible termination. The employee may be recommended for discharge if the required documentation is not provided and brought into compliance with policy.
 - 4.4.1. Employee is immediately suspended.
 - 4.4.2. Employee is not permitted to use any accrued and available PTO for pay.
 - 4.4.3. Employee must present a copy of a current certification card to their supervisor within thirty days from expiration date.
 - 4.4.4. Failure to present a certificate as above by thirty days from expiration date may result in recommendation for discharge.

5.0 OVERSIGHT

This policy will be reviewed every three years or sooner if deemed necessary. Authority for this document resides with the Division of Patient Services. This policy is approved by the Director- Professional Development, Practice Consultant - Patient Services Professional Practice, Clinical Director – Patient Services Professional Practice, Assistant Vice President of Patient Services, Vice President of Patient Services and the Senior Vice President of Patient Services.

6.0 REFERENCES

N/A

HISTORY	
Original Date	02/21/2001
Revision Date	08/26/2010, 12/20/2010, 01/23/2013, 08/07/2013, 12/9/13, 2/3/2014, 2/2/2015, 4/30/2016, 3/20/2018. 6/5/2018, 6/9/20
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