Department of Health Government of Nunavut	NURSING POLICY, PROCEDURE AND PROTOCOLS
	Community Health Nursing

TITLE:		SECTION:	POLICY NUMBER:
Nursing Skills Certification		Nursing Practice	07-003-00
EFFECTIVE DATE:	**REVIEW DUE:**	**REPLACES NUMBER:**	**NUMBER OF PAGES:**
Sept 20 ,2021	Sept 20, 2024	07-003-00	3
APPLIES TO:			
Community Health Nurses			

1. **BACKGROUND:**

    1.1. The Department of Health (Health) employs Registered Nurses (RNs) in a variety of healthcare service delivery positions. RNs working in these positions may be required to perform tasks which exceed basic nursing functions. It is necessary that RNs who are performing specialised nursing functions or transferred medical functions have the appropriate competency and certification to perform those tasks.

2. **POLICY:**

    2.1. Health will develop and/or adopt a process for RNs to develop competencies in specialised nursing functions and/or transferred medical functions. The certification process will incorporate at a minimum the following:

    - Competency standards are identified;
    - Provisions are made for specialised function to be practiced frequently enough to maintain competence;
    - Protocols are established for safe implementation;
    - Instructional programs conform to national standards and include:
        - Knowledge of underlying principles
        - Possible complications or risks
        - Conditions under which the task or function may be performed
        - Supervised practice
        - Method to demonstrate and evaluate competence
    - Provisions are maintained for the review and recertification of the specialised function; and
    - Offers a record of certification

3. **PRINCIPLES:**

    3.1. Use of a consistent format for all certification programs is an essential element for continuous quality improvement programs. The need for certification is easily documented and substantiated as healthcare service delivery in Nunavut relies heavily on RNs working in expanded roles.

    3.2. Certification validates a nurse's specialty knowledge and skill. Consistent certification processes for specialised nursing skills and knowledge enhances client care and promotes continuous quality improvement

4. **GUIDELINE 07-003-001**:

Certification is recommended for, but not limited to, the following skills/functions:
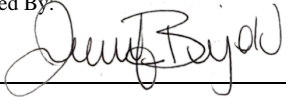
- Administration of Anti-Neoplastic Agents
- ACLS – Advanced Cardiac Life Support
- Neonatal Resuscitation Program
- Basic Trauma Life Support / Trauma Nursing Core Course
- PALS – Pediatric Advanced Life Support or Emergency Nurses Pediatric Course
- ITLS – International Trauma Life Support
- ALARM – Advances in Labour and Risk Management course
- Emergency Obstetrical Skills
- BCLS – Basic Cardiac Life Support for Healthcare Provider – Mandatory (Nurse's Responsibility to ensure this is valid at time or recruitment)
- Cardiac Defibrillation
- Cardiac Monitoring and Interpretation - Coronary Care One
- Casting
- Immunisations – Mandatory Recertification Every Three (3) Years (https://nunavuthealth.skillbuilder.co/sign-in)
- Phlebotomy
- Intrauterine Contraceptive Device removal
- Pediatric Intravenous Access and Therapy
- Accessing and maintaining umbilical lines
- Basic Radiology Training
- WHMIS - Mandatory Annual Recertification (https://whmis.ca/)
- Transportation of Dangerous Goods
- Suicide Intervention training - ASSIST Training - Mandatory
- Non-violent Crisis Intervention Training - Mandatory
- Infant Feeding and Lactation Support Education
- SANE – Sexual Assault Nurse Examiner
- Nunavut Emergency Skill Certification
- Mentorship Training
- Leadership Training

5. **RELATED POLICIES, PROTOCOLS AND LEGISLATION:**
- Guidelines 07-003-01   Skills Recommended for Certification
- Policy 05-006-00   Community Health Nursing Practice – Employer Responsibilities
- Policy 05-007-00   Community Health Nursing Practice – Employee Responsibilities

6. **REFERENCES**:

Registered Nurses Association of the Northwest Territories and Nunavut (1992). Guidelines for Nursing Practice Decisions. RNANTNU: Yellowknife.

Approved By:	Date:
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