

Proposal for Success Pays Certification Program

Beaumont Hospital- Grosse Pointe and

American Nurses Credentialing Center (ANCC)

January, 2016

Objective

To obtain approval for Beaumont Hospital- Grosse Pointe, to partner with ANCC and bring the Success Pays Certification Program to the Hospital.

Background

Certification, as defined by the American Board of Nursing Specialties (ABNS), is the formal recognition of the specialized knowledge, skills and experiences demonstrated by the achievement of standards identified by a nursing specialty to promote optimal health outcomes. While state licensure provides the legal authority for an individual to practice professional nursing, private voluntary certification is obtained through individual specialty nursing certifying organizations and reflects achievement of a standard beyond licensure for specialty nursing practice. The process of recertification seeks to assure the public that the certificant has maintained a level of knowledge in the specialty, as well as ongoing participation in activities that support the maintenance of competence in that specialty.

It is the position of ABNS that:

1. Registered Nurses should seek certification in their specialty area of practice.
2. Certified Nurses should promote their certification.
3. Employers should seek certified nurses for their workforce and should encourage and support certification.
4. Certification is an objective measure of knowledge which validates that a nurse is qualified to provide specialized nursing care.

Benefits of Certification

- Enhancing the nurses confidence and satisfaction
- Validating the nurses expert, specialized knowledge
- Increase professional growth and credibility
- Demonstrating your professional commitment
- Adhering to the standards of nursing practice thereby promoting quality patient care

Summary of Success Pays Contract with ANCC

The contract states that we must have a minimum of 20 Registered Nurses sign up to take a certification exam, the exam cost will be discounted to \$290 per exam, a discount of \$50 and if we do not meet the minimum of 20 RNs, we have to pay for the number of exams we were

short. The Contract is for 1 year and there are over 25 different certifications that the RN may choose from.

Current State at Beaumont Hospital Grosse Pointe

Educational Assistance is provided by Beaumont Health according to policy 244 in the Corporate Human Resources Manual. Currently when a nurse takes a certification exam, the hospital will reimburse the employee up to \$400 when they pass the exam. The nurse has to pay for the exam and wait for reimbursement once they pass the exam. If the nurse fails the certification exam, the employee loses the money. If they want to re-take the exam they must pay the fee a second time and be reimbursed when they pass the exam.

Future State at Beaumont Hospital Grosse Pointe with Success Pays

The RN would sign up to take the exam with ANCC, if they pass the exam ANCC will bill the hospital directly, if they fail the exam there is no charge to the hospital however it does count for one of the twenty to fulfill our contract. The nurse will then have a second chance to take the exam at no charge, if they pass ANCC bills the hospital, if they fail there is no charge.

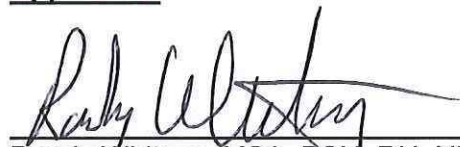
Pros of the Success Pays Program

- Beaumont Grosse Pointe will increase the number of certified nurses
- No out of pocket cost for the nurses, a great benefit for the nurses
- Beaumont Grosse Pointe will only pay for the nurses who pass the exam
- Beaumont Grosse Pointe will pay a discounted rate for RNs who take a certification exam
- Will assist with meeting a magnet objective

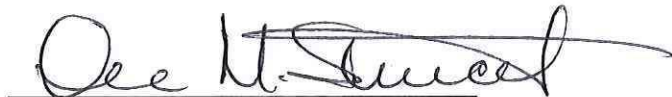
Con of the Success Pays Program

- Beaumont Grosse Pointe will have to pay the cost of an exam if we do not meet the 20 minimum

Approvals:



Randy Whitney, MSA, BSN, RN, NE-BC
Director of Professional Practice



Anne Stewart, MBA, BSN, RN, NE-BC
Vice President and Chief Nursing Officer

Lisa Ouellette / Pandora Walker
Human Resources

ANCC CERTIFICATION

Easy as 1-2-3 with Success Pays™

The ANCC Success Pays™ program makes it easier and more affordable to provide your organization the opportunity to pursue professional certification. Encourage professional development while paying only for the nurses who pass.

1

You provide 20 certification-eligible nurses to select from 30+ ANCC certifications.

2

Nurses get two chances and 12 months to pass.

3

ANCC discounts the application fees and bills only for nurses who succeed!

Motivate staff to pursue professional certification, eliminate the financial risk, and pass savings on to the nursing team! You can also use Success Pays to renew ANCC certifications and acknowledge nurses who retire.

Contact ANCC at certification@ana.org or call 1.800.284.2378 and select option 4.
Visit nursecredentialing.org/SuccessPays



ANCC

AMERICAN NURSES CREDENTIALING CENTER
CERTIFICATION



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Eligible for SUCCESS PAYS™

INITIAL APPLICATION

RENEWALS

NURSE PRACTITIONER CERTIFICATIONS

Acute Care Nurse Practitioner	✓	✓
Adult Nurse Practitioner	✓	✓
Adult-Gerontology Acute Care Nurse Practitioner	✓	✓
Adult-Gerontology Primary Care Nurse Practitioner	✓	✓
Adult Psychiatric-Mental Health Nurse Practitioner	✓	✓
Emergency Nurse Practitioner	✓	✓
Family Nurse Practitioner	✓	✓
Gerontological Nurse Practitioner	✓	✓
Pediatric Primary Care Nurse Practitioner	✓	✓
Psychiatric-Mental Health Nurse Practitioner	✓	✓
School Nurse Practitioner		✓

CLINICAL NURSE SPECIALIST CERTIFICATIONS

Adult-Gerontology Clinical Nurse Specialist	✓	✓
Adult Health Clinical Nurse Specialist	✓	✓
Adult Psychiatric-Mental Health Clinical Nurse Specialist	✓	✓
Child/Adolescent Psychiatric-Mental Health Clinical Nurse Specialist	✓	✓
Clinical Nurse Specialist Core		✓
Gerontological Clinical Nurse Specialist		✓
Home Health Clinical Nurse Specialist		✓
Pediatric Clinical Nurse Specialist	✓	✓
Public/Community Health Clinical Nurse Specialist		✓

SPECIALTY CERTIFICATIONS

Ambulatory Care Nursing	✓	✓
Cardiac Rehabilitation Nursing		✓
Cardiac-Vascular Nursing	✓	✓
Certified Vascular Nurse		✓
College Health Nursing		✓
Community Health Nursing		✓
Faith Community Nursing	✓	✓
Forensic Nursing—Advanced	✓	✓
General Nursing Practice		✓
Genetics Nursing—Advanced	✓	✓
Gerontological Nursing	✓	✓
Hemostasis Nursing	Coming Soon	Coming Soon
Home Health Nursing		✓
Informatics Nursing	✓	✓
Medical-Surgical Nursing	✓	✓
Nurse Executive	✓	✓
Nurse Executive—Advanced	✓	✓
Nursing Case Management	✓	✓
Nursing Professional Development	✓	✓
Pain Management Nursing	✓	✓
Public Health Nursing—Advanced	✓	✓
Pediatric Nursing	✓	✓
Perinatal Nursing		✓
Psychiatric-Mental Health Nursing	✓	✓
Rheumatology Nursing	Coming Soon	Coming Soon
School Nursing		✓