

# Beaumont®

Subject <b>SPECIALTY CERTIFICATION RECOGNITION FOR NURSES</b>		No. <b>865</b>	Page <b>1 of 1</b>
Content Expert(s) <b>Nursing</b>	Prior Issue Date <b>01/06/12</b>	Issue Date <b>09/04/15</b>	

## POLICY:

It is the policy of Beaumont Health System to:

- 1) Demonstrate support of an initiative to validate nurses' skills, knowledge and abilities.
- 2) Reward nurses for their achievement of specialty certification.

## DEFINITION:

Certification: "A process by which a state regulatory body or a nongovernmental agency or association certifies that an individual licensed to practice a profession has met certain predetermined standards specified by that profession for specialty practice. Its purpose is to assure various publics that an individual has mastered a body of knowledge and acquired skills in a particular specialty. Title protection is granted to persons who have met the predetermined qualifications. Those without the title may perform the services of the profession or occupation but may not use the title" (ANCC, 2012)

## ELIGIBILITY:

Full or part-time (20 hours or more) licensed nurses (RN or LPN). The nurse must be an active regular employee at the time of certification or renewal of certification in order to receive the recognition (excludes CRNA's, NP's or Certified Nurse Midwife).

## CRITERIA:

1. Nurses can obtain one or more specialty certifications, preferably within a position related area of practice.
2. See listing of approved Specialty Certifications (Departments - Nursing – Royal Oak - under Magnet – Approved Certifications).

## PROCESS:

1. The nurse will submit certification/recertification certificate to their manager.
2. The manager will complete "Certification Bonus" form and forward to Human Resources.
3. The nurse will receive the bonus on an upcoming pay check. Under current tax law, reward for specialty certification is not excludable from an employee's taxable wages.

## PATIENT CARE – CORPORATE POLICIES

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