

 <p>Halton Healthcare GEORGETOWN • MILTON • OAKVILLE</p>	Resuscitation and Life Support Standards for Staff Education Policy and Procedure		
	Program/Dept.:	Office of Professional Practice	Document Category: Learning
	Developed by:	Professional Practice Clinicians	Original Approval Date: July 2001
	Approved by:	Director, Professional Practice Senior Vice President Patient Engagement and Chief Nursing Executive	Reviewed Date: May 2011 September 2015 May 2017
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1.0 Purpose

To provide clear expectations for obtaining and maintaining resuscitation and life support education requirements, and responsibilities for clinical areas where it is a condition of employment.

2.0 Scope

This policy applies to employees working in clinical areas as outlined in Appendix A, where there is a requirement to obtain and maintain education necessary for resuscitation and life support.

3.0 Policy

- 3.1 All healthcare professionals must be competent in Cardio Pulmonary Resuscitation (CPR) and respond to Code Blue situations when required.
- 3.2 Healthcare Professionals as part of the Code Blue/Code Pink response team must have advanced competency in adult/pediatric cardiac and respiratory arrest events, cardiovascular emergencies and post-cardiac-arrest-care.
- 3.3 At the time of hire proof of a valid course completion for Basic Life Support (BLS), Advanced Cardiovascular Life Support (ACLS), and/or Neonatal Resuscitation Program (NRP) education must be provided to Human Resources when it is a required qualification in the Job Posting. Any outstanding course completion will be obtained by the employee at their own cost and time and in accordance with their offer letter from Human Resources at the time of hire.
- 3.4 There will be a commitment for ACLS instructors from programs or services for which there is a requirement to maintain ACLS e.g. ICU, ED, PACU, RTs. Instructors will be expected to teach on an equitable basis, and the number of classes annually will be determined based on the number of staff required to maintain ACLS as outlined in Appendix A.

Basic Life Support (BLS) Education

- 3.5 When BLS is a required qualification on hire as identified in the Job Posting, the employee must provide a current Heart & Stroke Approved BLS Provider Card upon hire. Alternate BLS certificate may be substituted if approved by Professional Practice and the hiring manager.
- 3.6 Healthcare Professionals hired to Halton Healthcare are expected to maintain competence in responding to life threatening and Code Blue situations but are not required to maintain Heart & Stroke Approved BLS as an ongoing condition of employment.

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- 3.7 Healthcare Professionals hired to Halton Healthcare are encouraged to participate, during working hours in the Mock Code Blue Program for the duration of their employment at Halton Healthcare. More frequent attendance is encouraged on a 'as need basis' and based upon ongoing self-assessment of competence in a Code Blue situation. The Mock Code Blue Program will be offered on a regular basis with a focus on CPR guidelines, the Halton Healthcare Code Blue policy, documentation and role and responsibilities of responders.

Advanced Cardiovascular Life Support Education (includes: ACLS, NRP)

- 3.8 Halton Healthcare has identified roles and departments in Appendix A where maintenance of ACLS is required as a condition of employment and hence, will financially support the employee's day of attendance for the renewal course. There is no associated registration fee for courses offered at Halton Healthcare.
- 3.9 Participants taking courses offered outside of Halton Healthcare are responsible for covering the cost of any registration fee.
- 3.10 Healthcare Professionals required to attend advanced cardiovascular life support & resuscitation education will purchase any required course materials at their own cost. Material is also available from the Halton Healthcare clinical library.
- 3.11 Should a Healthcare Professional attending a renewal education course be unsuccessful they will be required to attend a subsequent course on their own time and cost.

4.0 Procedure

Employee groups listed in Appendix A will register for ACLS or NRP renewal on Connections within the Office of Professional Practice tab under Departments and Programs.

5.0 Definitions

Basic Life Support (BLS): The foundational course for healthcare professionals and trained first responders who provide care to patients in a wide variety of in-facility and prehospital settings. As the gold standard, BLS training courses teach the theoretical and hands-on skills needed to respond to medical emergencies and drives the best possible patient outcomes.

Advanced Cardiovascular Life Support (ACLS): The premier advanced resuscitation program designed for healthcare providers to improve outcomes with adult patients experiencing a cardiovascular emergency.

Neonatal Resuscitation Program (NRP): This educational program introduces the concepts and skills of neonatal resuscitation to individuals and teams who may be required to resuscitate newborn babies.

6.0 Related Documents

Code Blue Policy & Procedure
Code Pink Policy & Procedure
Medical Directive for Initial Management of Cardiac Arrest

Resuscitation & Life Support: Standards for Staff Education Policy

7.0 Key Words

Advanced Cardiovascular Life Support (ACLS), Basic Life Support (BLS), Neonatal Resuscitation Program (NRP), Resuscitation, Life Support

8.0 Reviewed by/Consultation with

Professional Practice Clinicians
Clinical Patient Care Managers
Clinical Directors
Human Resources, Labour Relations

9.0 References

Canadian Paediatric Society (2022). Neonatal Resuscitation Program. Retrieved from <https://cps.ca/en/nrp-prn>

Heart & Stroke Foundation of Canada (2022) Programs. Retrieved from https://cpr.heartandstroke.ca/s/programs?language=en_US

10.0 Appendix A - Mandatory Advanced Life Support & Resuscitation Education Matrix

Hospital	Unit/Department	Role	ACLS	NRP
Oakville Trafalgar Memorial Hospital	ED	RN	X	
	ICU	RN	X	
	Interventional Radiology	RN	X	
	PACU	RN	X	
	CardioRespiratory (RNs Stress Testing)	RN	X	
	Respiratory Therapy	RRT	X	X
		AA	X	X
	Maternal Child	RN		X
		RPN		X
	Paediatrics	RN		X
Milton District Hospital	ED	RN	X	
	ICU	RN	X	
	IR	RN	X	
	PACU	RN	X	
	CardioRespiratory (RNs Stress Testing)	RN	X	
	Respiratory Therapy	RRT	X	X
		AA	X	X
	Maternal Newborn	RN		X
		RPN		X
Georgetown Hospital	ED	RN	X	
	COU	RN	X	
	Respiratory Therapy	RRT	X	X
	Obstetrics	RN		X
		RPN		X
	PACU	RN	X	