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Addendum: #50
Revised August 3, 2010

NATIONAL CERTIFICATION PAY POLICY

POLICY: All full and part time bedside registered nurses with proof of their national certification will be paid \$1.50 an hour based on the scheduled position control hours and hours worked..

PROCEDURE

1. Any RN with national certification from the American Nurses Association, American Board of Post Anesthesia Nurses, Board of Gastroenterology Nurses, Association of Operating Room Nurses, Association of Women's Health, Obstetrics and Neonatal Nurses, Critical Care Nurses Association, Emergency Department Association, must show current evidence of the certification with the active and expiration dates.
2. The RNs who are certified must maintain their own certification with continuing education credits.
3. The expiration dates will be reviewed quarterly and anyone not showing evidence of their renewals to the Staffing coordinator will be removed from the certification roster and will no longer receive the certification pay. The Director of Nursing will make notification of the lapse in certification to the Chief Nurse Executive, the Chief Financial Officer, Payroll, Human Resources and the Staffing Coordinator.
4. All raises will be given based on the RNs base rate before any differentials.
5. When a nurse receives her/his certification, the certificate must be submitted to the Director of Nursing and the \$1.50 an hour will be effective the beginning of the next full pay period.
6. Notification of this certification will be sent to the Chief Nurse Executive, the Chief Financial Officer, Payroll, Human Resources and the Staffing Coordinator so that payment can be processed.