**ED REGISTERED NURSE GRADUATED PROGRESSION GUIDELINE – MARKHAM**

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| **Skill Mix Level** | **ED Area** | **Novice ED Nurse**  **(<2 years FTE Critical Care Experience )** | **Experienced ED Nurse**  **(>2 years FTE Critical Care Experience)** | **Required Certification** |
| **Level 1** | Green Zone | Post Orientation | Post Orientation | * CNO Certification – RN * BLS * CC1 or equivalent course preferred   To be completed within 1 month of orientation:   * Medical directive acknowledgement * Alaris infusion pump competency * Alaris syringe pump competency * Intravenous therapy initiation skill checklist * Telemetry monitoring self learning skills checklist * Orientation competency * Urisys Quiz * Required LiMe learning modules |
| Yellow Zone | Post Orientation | Post Orientation |
| Orange Zone | Post Orientation | Post Orientation |
| **Level 2** | Blue/Red Zone | 12 months | 3-4 months | As above plus:   * Min. 12 months of ED experience * ACLS, PALS, ENPC, and TNCC * CPIT * ED Acute Training * Charge Nurse recommendation |
| **Level 3** | Triage | 24 months | 4-6 months | As above plus:   * Min. 24 months of ED experience * Triage workshop * NENA CTAS certification * Orientation shifts with triage instructor * Extremity X-ray workshop * Charge Nurse recommendation |

The above progression timeframes are an approximate guideline. Individual timeframes may vary depending on assessment and evaluation of the individual’s competency and progress.