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