											Education	Plan 2021	/2022- RNs,	RNFAs, RP	Ns, NPs											
Definitions:																										
Mandatory (M): Required																										
Core Competency (CC): Required to maintain position within the department (course covered)																										
Professional Development annual Education Budget/i	Professional Development (PD): Requests for tuition reimbursement is at Manager's discretion based on department's annual Education Budget/Plan submission.						Surgical Services			ED				Infusion and Oncology Clinics MedSurg/ CCC			ICU	OBS	Diabetes Educators	Dialysis	OTN	SASOT	PEFN	R	esource	Corporate (training as required)
Procedures for Requesting	E.					 			1				•								•					
Reimbursement of Educat	Reimbursement of Education Costs: Staff are required to submit the "Request for Educational						1			1																
Assistance/Professional Development"									1																	
Application to their Manager prior to attending the education. These forms are located on the Education Department site of SharePoint.																		$\longrightarrow$						$ldsymbol{oxed}$		
Training Subject	Wage and course cost cover ed-M	Course cost covered-CC	TIMS	Classroom	Frequency	RNs	RPNs	RNFA	RNs	RPNs	ď.	Ą	RNS	RNs	N G	RPNs	RNS	RNS	RNs	RNs	RNs	RNs	RNs	RNs	RPNs	RNS
BLS		х		x	upon hire and annual	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	x	х	х	х
					Upon hire, then every									PD			x			PD						
ACLS	x	x		х	2 years	x		x	×		x			PD			×			PD				×		x
Basic 12 Lead EKG analysis & Cardiac Rhythm Interpretation	х			x	Annually	cc		cc	сс		cc	сс					x									
Cardiovascular	. x			x	Annually	PD		PD	PD		PD	PD					x							x		x
support: ED, CCU/ ICU	, x			x	Annually	טיז		טיז	סק		טיי	טק					x							×		х
Cardiovascular	х			х	Annually	х		х			PD	PD														
support: OR							-																			
TNCC	1	x			Preferred on hire and every 5 years				CC	CC	сс	сс														
ENPC		х		x	within 1 year of hire, then every 3 years				сс	сс	cc	cc														
CTAS	x			x	Within 6 months and PRN updates				x		x													×		x
<u> </u>	1	<del>                                     </del>			upon hire during dept		<del>                                     </del>	<del>                                     </del>					<del>                                     </del>		<del>                                     </del>	<del>                                     </del>							<del>                                     </del>	<del>                                     </del>	<del>                                     </del>	<del>                                     </del>
Broselow Review	1	<b></b>			orientation and		<b>!</b>	ļ	сс	сс	cc	сс			ļ	ļ							ļ	х	ļ	
Ventilatory Support: ED, CCU/ICU	×			x	Annually				PD		PD	PD					x							×		x
Ventilatory Support: OR	х	<u>L</u>		x	Annually	x	<u> </u>	х	<u> </u>	<u> </u>		<u> </u>			<u> </u>	<u> </u>	x					<u> </u>	<u> </u>	<u> </u>	<u> </u>	
Delegated Medical Acts (defibrillation, transcutaneous pacemaker)				x	upon hire and annually; arranged through Clinical Lead (includes contact physician)	x		x	x		x	х					×							x		×
Coronary Care 1 or 2		х		x										PD	PD		x	PD								
OBS training (eg RVRH	+			×														×						×		x
Birthing Unit course)	1	1	$\vdash$		within 6 months of		}	}				}			}	}	-	1					}	}	}	
NRP	х	×		x	hire, then every 2 years	PD		PD	x	x	x	x		PD			х	х						x		х
Fetal Heart Monitoring	1	×		x	upon hire and annual	x		x										x								
Operating Room Certificate		х		х	Required upon hire (or as determined at time of hire)	х	×	x																		
PACU Course					Required upon hire. ( or as determined at time of hire.) No	х		x																		
Malignant Hyperthermai		х		х	upon hire during dept orientation and annual	х	×	x																x		х
Mandt Day 1 (Day 2: ED, Resource, ICU)	x		х	x	Upon hire, then Day 1 annually Upon	x	х	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	×	x	x	х
Medical Directives					Upon hire during dept orientation and prn updates				x	x	x		x	х	х	x	x	x		x	х		x	x	x	x
Stroke Management	<del>                                     </del>	<del>                                     </del>		x	Upon hire and prn	x	х	x	х	x	x	<del>                                     </del>		x	х	x	х	x		x	х	x	x	×	×	х
	ļ	<b>.</b>			updates																					
Swallowing & Dysphagia Protocol				х	Upon hire and prn updates	х	х	х	х	х	х			х	х	х	х	х		х	х	х	х	х	х	х
Medication Safety - IV direct admin				x	Upon hire and prn updates	×	x	×	×	×	×		×	×	×	×	×	×		×			×	×	x	x
					Upon hire and prn		1				x		1													

IV Therapy - Insertion &	Ī	1	1 1	×	Upon hire and prn	×	l x	×	l ×	l <sub>x</sub>	Ī	1	l x	×	l x	l x	×	l x	Ī	l x	ı	ı	1 x 1	×	ı x	×
Management Transfusion Therapy -			x	^	updates upon hire, annual	x	x	x	×	×	x		×	x	×	×	×	×		×			×	×	x	×
Bloody Easy  Epidural Training - Infusion Devices			-		Upon hire during dept orientation and prn	x	-	x						x			x	x						х		x
Central Venous Access				x	updates Upon hire and prn	x		x	x				х	x			x	x		x				x		x
Devices Pressure related wound				x	updates Upon hire and prn	x	x	x	х	x	x			x	x	x	x	x		х	х	x	x	x	x	х
Point of Care - Glucose			x	x	updates Upon hire and Annual	x	х	x	x	x	x	x	x	х	x	x	х	х	x	x	х	х	x	x	х	x
VAC therapy				х	Upon hire and annual	x	х							х	х	x	х	x		x		x	x	x	х	x
Chest tubes, drains				х	upon hire and prn									х	х	х	х	x					x	х	х	x
Ostomy management				x	upon hire and prn updates	х	х	x	x	x	x			х	x	x	х	х					х	x	х	x
D'Souza training and maintenance		х		х	annual								x								PD					
Nursing Education: Unit Specific Self Learning Packages				x	Annual	х	x	x	х	x	x	x	x	х	x	х	х	х	х	x	х	х	х	x	х	х
Chemotherapy Competency Assesment.pdf				x	Annual								х													
Assesment.pdf Chemotherapy Preparation Certification				х	Annual								х													
Chemotherapy preparation Train the Trainer				x	Annual								х													
Certification ORN Renal Core Competencies	×	х			Annual				1								i e	l		x	l	l				
Regional Renal Training	х	x			Annual		1		1								i e	1		x	1	1				I
Infusion pump training (eg Plum 360)			x	х	upon hire and annual	х	х	х	х	x	x		х	х	х	х	х	х		x	х		х	х	х	х
PCA infusion pump (eg Hospira LifeCare) SMMH site					upon hire during dept orientation and annual	x		x						х		×	x	x					x	x	х	x
MedFusion 2500 pump HDMH site					upon hire - dept orientation & annual	х		x									x							х		x
Sapphire infusion pump: PCEA					upon hire during dept orientation and annual	х		x						х	х		х	х						х		х
CADD infusion pump (eg VIP, Legacy )					upon hire during dept orientation and annual	x		x						х	x											
Enteral feeding pump training (eg Kangaroo e- pump)			х	х	Upon hire and annual									х	х	х	х	х					х	х	х	х
Gentle persuasive approach				x	Upon hire; ongoing review as professional development				×	x	x	x	x	х	x	x	x	x	x	x	x	x	x	×	х	x
Code debrief process/form/ tool				x	upon hire and annual	x	х	x	х	x	x	х	x	х	х	х	х	x	х	х	х	x	x	x	х	х
Ergonomics				x	Upon hire and PRN	x	х	x	х	х	х	x	х	х	x	x	х	х		x	×	×	x	x	x	х
Slips and Falls (incl. ladder safety)				х	Upon hire and PRN	x	х	х	x	x	x	х	х	х	х	х	x	x	x	x	х	х	х	х	х	х
Incident Management Reporting System			x	x	upon hire and annual	x	х	x	x	x	x	x	x	x	x	x	x	х	x	х	х	x	x	x	x	x
Code Red			х	x	Annual	x	х	x	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х
Code White			x	x	Annual	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Code Blue Code Yellow			x	x x	Annual	x	x x	x	x x	x x	x x	x x	x x	x	x x	x	x x	x x								
Code Yellow Code Green			x	x	Annual	x	x	x	x x	x x	x x	x	x	x	x	x	x x	x	x	x x	x	x	x	x	x	x
Code Purple			x	×	Annual	x	x	×	x	x	x	x	x	x	x	x	x	x	x	x	x	x	×	x	x	x
Code Brown			х	x	Annual	×	x	x	х	x	x	x	×	x	x	x	x	x	x	x	x	x	x	x	х	х
Code Black			х	х	Annual	х	х	х	х	х	х	х	х	х	х	х	х	х	х	x	х	х	х	х	х	х
Code Pink			х	х	Annual	x	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х	х
Code Orange			x	х	Annual	x	х	х	x	x	x	х	х	х	х	х	x	x	x	x	х	x	x	х	х	х
Hand Hygiene			х		Annual	x	х	x	х	х	х	х	х	х	х	х	х	х	х	x	x	x	x	x	х	х
Infection Prevention and Control			x	х	Annual	x	х	х	x	x	x	х	х	х	х	х	х	x	х	x	х	х	х	х	х	х
Mask Fit Testing				х	Upon hire & q 2 years	х	х	х	х	х	х	x	x	x	х	х	х	х	х	х	х	х	x	x	х	х
WHIMIS		<b>-</b>	х	_	Annual Upon hire and prn	х	х	x	х	х	х	x	x	x	x	x	х	х	х	х	х	х	х	x	x	x
Lifts and Transfers			х	x	updates Upon hire and prn	x	x	x	×	×	×	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Needle stick	Ī	1		x	updates	x	x	x	x	x	x	x	×	x	x	x	х	x	x	x	x	×	x	x	x	x