

Policy Title:		Basic Life Support (BLS) and Advanced Life Support (ALS) Certification/Competency Requirements	
Applies To:		Employees with BLS or ALS certification as a condition of employment and/or job requirement	
Approved:		Effective:	Next Review:
Oct. 23, 2023		Oct. 31, 2023	Oct. 23, 2027
Sponsor:		Senior Director, Interprofessional Practice & Learning	
Approval Authority:		VP Research, Innovation and Discovery and Chief Nurse Executive	
Number:	CL-AP-020	Manual:	Interdisciplinary Clinical

PURPOSE

This policy supports Employees in participating in the Resuscitation Quality Improvement (RQI®) program and maintaining competency in Basic Life Support (BLS) or Advanced Life Support (ALS).

POLICY STATEMENTS

1. The standard for BLS certification or ALS certification is the RQI® program.
 - 1.1. Current Employees must be enrolled in the RQI® program.
 - 1.2. New Employees must be enrolled in the RQI® program upon hire.
2. The manager, in collaboration with People Services, must:
 - 2.1. Determine the requirement for BLS certification or ALS certification for new positions and/or Employees not identified in [Appendix B](#).
 - 2.2. Ensure the requirement for BLS certification or ALS certification is indicated as a condition of employment in position descriptions for the disciplines listed in [Appendix B](#).
3. The Employee is responsible to participate in Perpetual RQI® Assignments quarterly as a condition of employment.
 - 3.1. Employees who do not comply with mandatory requirements may face Disciplinary Action, up to and including termination of employment.

4. Nova Scotia Health must provide Employees access to the RQI® station to enable them to maintain certification/competency.
5. The Nova Scotia Health staff member not required to have BLS certification or ALS certification as a condition of employment is **not** eligible to participate in the RQI® program unless deemed appropriate by, and at the health services manager's (HSM) discretion.
6. Employees inactive in the RQI® program for six months or longer will be re-enrolled in the RQI® Prep Assignment.
7. The Employee who cannot meet the BLS certification or ALS certification requirements due to health reasons must consult Occupational Health to determine and document the restriction(s).
 - 7.1. The HSM must notify the RQI® Administrator.
8. The HSM must advise the RQI® Administrator of Employees who require access to the RQI® program, or who are to have their access to the RQI® program deactivated. Examples include:
 - New Hires
 - Terminated Employees
 - Employees deemed appropriate to have BLS or ALS certification
 - Transferred Employees (Receiving HSM's responsibility)
9. The RQI® Administrator is responsible to:
 - Activate Employees in the RQI® program
 - Deactivate Employees from the RQI® program
 - Create compliance reports and distribute to managers.

PRINCIPLES AND VALUES

Studies show that infrequent training is not optimal for mastering cardiopulmonary resuscitation (CPR) skills needed to save lives. Skills decay occurs in as few as three months after training. The Perpetual Curriculum of the RQI® Program prevents skills decay.

REFERENCES

- IWK Health Centre. (2018). *CPR (Cardiopulmonary resuscitation) for IWK Health Centre employees* (Policy and Procedure No. 703.2).
[http://policy.nshealth.ca/Site Published/IWK/document_render.aspx?documentRender.IdType=6&documentRender.GenericField=&documentRender.Id=71177](http://policy.nshealth.ca/Site%20Published/IWK/document_render.aspx?documentRender.IdType=6&documentRender.GenericField=&documentRender.Id=71177)
- Resuscitation Quality Improvement (RQI®). An American Heart Association® and Laerdal Program. (2023). <https://rqipartners.com/canada/>

RELATED DOCUMENTS

[Code Blue/Pink - Policy and Procedure - NSHA CL-EM-010](#)

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[Code Blue/Pink Management - Care Directive - NSHA CD-CL-005](#)

Appendices

Appendix A: Definitions

Appendix B: Mandatory Requirement for BLS Certification

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Appendix A: Definitions

Advanced Life Support (ALS) Program	E-learning Cognitive Assessment Activities spread out over four quarterly sessions: • Adult Cardiac Arrest Algorithm • Adult Post Cardiac Arrest Algorithm • Acute Coronary Syndromes Algorithm • Bradycardia Algorithm • Tachycardia Algorithm • Stroke Algorithm • Megacode • Respiratory Arrest Hands-on skills completed in RQI® Healthcare Provider BLS program are completed each quarter
Basic Life Support (BLS) Program	Quarterly e-learning of Cognitive Assessment Activities spread out over four quarterly sessions: • Adult Cardiac Arrest Algorithm • Pediatric Cardiac Arrest Algorithm for 1-Rescuer • Team Dynamics • Pediatric Cardiac Arrest Algorithm for 2 or More Rescuers • Quarterly Skills at RQI® Simulation Station: □ Adult Child Compressions □ Adult/Child Ventilations □ Infant Compressions □ Infant Ventilations Yearly Baseline Skills Check
Disciplinary Action	A process between a manager and Employee to address an Employee's failure to adhere to policies or standards of performance, conduct or behaviour. This process can include verbal or written warnings, suspension and/or termination of employment.
Employee	A person employed by Nova Scotia Health: ○ Whose salary and compensation are provided by Nova Scotia Health, and

	○ Who is required to have BLS or ALS certification as a condition of employment and/or job requirement.
Perpetual Curriculum	Skills and knowledge assessment completed each quarter to verify competencies and maintain skills mastery in high-quality CPR. The Perpetual Curriculum of the RQI® programs prevents skills decay with verified competence.
Resuscitation Quality Improvement (RQI®)	The Resuscitation Quality Improvement (RQI®) Program is a program from the American Heart Association and endorsed by Heart and Stroke Canada, that delivers quarterly training to support mastery of high-quality CPR skills.
RQI® Prep Assignment	The Prep Assignment is designed for learners to build a foundation of knowledge through e-Learning and verify their competence by testing foundational skills. The learner will answer a few demographic questions, questions about last CPR training and level of confidence in their skills. Next, they complete a baseline screening of the Core skills without feedback (passing not required). Then they will complete cognitive modules and the Core skills. They must successfully pass all cognitive modules and the Core skills to move forward.

Appendix B: Mandatory Requirements for BLS/ALS Certification

The following Employees are required to have BLS certification or ALS certification as a condition of their employment (as applicable):

- o Those deemed necessary by the HSM
- o Direct patient care providers (**Note:** This list is **not exhaustive**):
 - Registered Nurse (RN)
 - Licensed Practical Nurse (LPN)
 - Nurse Practitioner (NP)
 - Care Team Assistant (CTA)
 - Respiratory Therapist (RRT)
 - Diagnostic Imaging Technologist
 - Midwife
 - Anesthesia Assistant
 - Physician Assistant (PA)
 - Cardiovascular Perfusionist
 - Primary Care Paramedic (PCP)
 - Critical Care Paramedic (CCP)
 - Advanced Care Paramedic (ACP)
 - Recreational Therapist
 - Recreation Assistant
 - Occupational Therapist (OT)
 - Physiotherapist (PT)
 - Physiotherapy Assistant
 - Occupational Therapy Assistant
 - Pharmacist (Rph)
 - Pharmacy Technician
 - Pharmacy Practice Assistant (PPA)

VERSION HISTORY

Version:	Effective:	Approved by:	What's changed:
Original	2023-10-31	VP Research, Innovation and Discovery and Chief Nurse Executive	N/A