



RN Certification Bonus

RNs in eligible roles, within approved departments, who obtain an approved certification and meet all other eligibility requirements, are eligible for the \$2500 certification bonus. Please review the list below for approved certifications by nursing area. If your nursing area or certification is not listed, please submit an AskHR ticket with the submission topic as "RN Certification Appeal"

Eligible positions: RN Staff Nurse, Assistant Nurse Manager, Ostomy & Wound Nurse, or RN First Assistant.

Eligibility requirements include:

- The RN must be regularly scheduled.
- The RN must have successfully completed their introductory period with Salem Health.
- The RN must not have received a written reminder or final written warning in the past six months, nor have unresolved issues from a written reminder or final written warning within the last year.
- Must apply for an approved certificate that is listed below under the employee's department
- unscheduled employees are not eligible for this program.

Eligible certifications that are listed below are those that:

- Exceed the minimum requirements for the RN's position.
- Are issued by a nationally recognized nursing organization.
- Are directly relevant to the RN's specific role.
- Require an exam or equivalent process for certification.
- Require continuing education or re-examination to maintain.
- An RN is eligible for only one bonus per year for one certification (new or renewal).

Eligible certifications by department

SH A4E

- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CNRN (Certified Neuroscience Registered Nurse), American Board of Neuroscience Nursing
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation
- SCRNI (Stroke Certified Registered Nurse), American Board of Neuroscience Nursing
- TCRN (Trauma Certified Registered Nurse) Board of Certification for Emergency Nursing

SH Ambulatory Anti-Coagulation

- CACP (Certified Anticoagulation Care Provider), National Certification Board for Anticoagulation Providers
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical-Surgical Nursing Certification Board
- CRNI (Certified Registered Nurse Infusion), Infusion Nurses Certification Corporation
- CWCN (Certified Wound Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- WCC (Wound Care Certified, National Alliance of Wound Care)

SH Bariatric Services

- CBN (Certified Bariatric Nurse), American Society for Metabolic and Bariatric Surgery

SH Cardiac Non-Invasive Services, SH Angiography, & SH Cardiac Service Line

- CVRN-Level I (Cardiovascular (Ed, Telemetry, & Stepdown), American College of Cardiovascular Nurses
- CVRN-Level II (Cardiovascular (CCU/CVICU & Cath Lab), American College of Cardiovascular Nurses
- CVRN-Level III (Cardiovascular (Cath Lab, Intervention IF RCIS-certified), American College of Cardiovascular Nurses
- CVNE (Cardiovascular Educator), American College of Cardiovascular Nurses
- CVNS (Cardiovascular Nurse Specialist), American College of Cardiovascular Nurses
- RCES (Registered Cardiac Electrophysiology Specialist), Cardiovascular Credentialing International
- RCIS (Registered Cardiovascular Invasive Specialist), Cardiovascular Credentialing International
- RVS (Registered Vascular Specialist), Cardiovascular Credentialing International
- COE (Certified Diabetes Educator), National Certification Board for Diabetes Educators
- RN-BC (Cardiac/Vascular Nurse), ANCC
- CCRN-CMC (Critical Care RN with Cardiac Medicine Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CNRN (Certified Neuroscience Registered Nurse), American Board of Neuroscience Nursing
- CCRP (Certified Cardiac Rehabilitation Professional) American Association of Cardiovascular and Pulmonary Rehabilitation
- CEN (Certified Emergency Nurse), Board of Certification for Emergency Nursing

SH CVCU

- CCRN-CMC (Critical Care RN with Cardiac Medicine Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN-CSC (Critical Care RN with Cardiac Surgery Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute)), American Association of Critical Care Nurses Certification Corporation

- CVRN-Level I (Cardiovascular (Ed, Telemetry, & Stepdown), American College of Cardiovascular Nurses
- CVRN-Level II (Cardiovascular (CCU/CVICU & Cath Lab), American College of Cardiovascular Nurses
- CVRN-Level III (Cardiovascular (Cath Lab, Intervention IF RCIS-certified), American College of Cardiovascular Nurses
- CVNE (Cardiovascular Educator), American College of Cardiovascular Nurses
- CVNS (Cardiovascular Nurse Specialist), American College of Cardiovascular Nurses
- CVNP (Cardiovascular Nurse Practitioner), American College of Cardiovascular Nurses
- CCTN (Certified Cardiothoracic Nurse (within Cardiac Surgery Subspecialty), American College of Cardiovascular Nurses
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation

SH Diabetes Education

- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation

SH Emergency Department & WVH Emergency Department

- CEN (Certified Emergency Nurse), Board of Certification for Emergency Nursing
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CPEN (Certified Pediatric Emergency Nurse), Board of Certification for Emergency Nursing
- SANE-A (Sexual Assault Nurse Examiner - Adult), Forensic Nurse Certification Board
- SANE-P (Sexual Assault Nurse Examiner - Pediatric), Forensic Nurse Certification Board
- ATCN (Advanced Trauma Care for Nurses), Society of Trauma Nurses
- TCRN (Trauma Certified Registered Nurse) Board of Certification for Emergency Nursing
- SCRn (Stroke Certified Registered Nurse), American Board of Neuroscience Nursing
- CNRN (Certified Neuroscience Registered Nurse)
- RNC-OB (Inpatient Obstetric Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- CMSRN (Certified Medical-Surgical Registered Nurse) Medical-Surgical Nursing Certification Board

SH Endoscopy Lab

- CGRN (Certified Gastrointestinal Registered Nurse), American Board for Certification of Gastroenterology Nurses

SH GYN Oncology

- OCN (Oncology Certified Nurse) Oncology Nursing Certification Corporation
- RN-BC (Ambulatory Care Nurse), ANCC

SH ICU Intensive Care Unit

- CCRN-CMC (Critical Care RN with Cardiac Medicine Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN-CSC (Critical Care RN with Cardiac Surgery Subspecialty), American Association of Critical Care Nurses Certification Corporation

- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CNRN (Certified Neuroscience Registered Nurse), American Board of Neuroscience Nursing
- TCRN (Trauma Certified Registered Nurse) Board of Certification for Emergency Nursing
- SCRN (Stroke Certified Registered Nurse), American Board of Neuroscience Nursing

SH Imaging Administration, SH Diagnostic Radiology, & WVH Diagnostic Imaging

- CRN (Certified Radiology Nurse), Association for Radiologic and Imaging Nursing
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation
- CEN (Certified Emergency Nurse), Board of Certification for Emergency Nursing

SH IMCU Intermediate Care Unit

- CCRN-CMC (Critical Care RN with Cardiac Medicine Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN-CSC (Critical Care RN with Cardiac Surgery Subspecialty), American Association of Critical Care Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CVRN-Level I (Cardiovascular (Ed, Telemetry, & Stepdown), American College of Cardiovascular Nurses
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation

SH Infusion & Wound Care

- CMSRN (Certified Medical-Surgical Registered Nurse) Medical-Surgical Nursing Certification Board
- CRNI (Certified Registered Nurse Infusion), Infusion Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal & Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- WCC (Wound Care Certified) National Alliance of Wound Care
- CWCN (Certified Wound Care Nurse) Wound, Ostomy, Continence Nursing Certification Board
- OCN (Oncology Certified Nurse) Oncology Nursing Certification Corporation
- RN-BC (Ambulatory Care Nurse), ANCC

SH Interventional Recovery Unit

- CVRN-Level I (Cardiovascular (Ed, Telemetry, & Stepdown), American College of Cardiovascular Nurses
- CVRN-Level II (Cardiovascular (CCU/CVICU & Gath Lab), American College of Cardiovascular Nurses
- CVRN-Level III (Cardiovascular (Gath Lab, Intervention IF RCIS-certified), American College of Cardiovascular Nurse)
- PCNA (Preventive Cardiovascular Nurses Association), ANCC
- RN-BC (Cardiac Vascular Nursing), ANCC
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation

- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation
- CMSRN (Certified Medical-Surgical Registered Nurse) Medical-Surgical Nursing Certification Board

SH IP Rehab Nursing

- CRRN (Certified Rehabilitation Registered Nurse), Rehabilitation Nursing Certification Board

SH Labor & Delivery

- RNC-LRN (Low Risk Neonatal Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- RNC-OB (Inpatient Obstetric Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- RNC-MNN (Maternal Newborn Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- C-NPT (Neonatal Pediatric Transport), National Certification Corporation
- CLC (Certified Lactation Counselor), The Academy of Lactation Policy and Practice
- IBCLC (International Board-Certified Lactation Consultant), International Board of Lactation Consultant Examiners
- RN-BC (High Risk Perinatal), ANCC (Retired)

Medical-Surgical Units: SH General Surgery, SH Medical-Surgical Oncology, SH Orthopedics, SH Medical Telemetry Unit, SH Float Pool, SH Discharge Ready Unit, SH A6E, SH A5E, SH B5N)

- RN-BC (Cardiac/Vascular Nurse), ANCC
- RN-BC (Gerontological Nurse), ANCC
- RN-BC (Medical-Surgical Registered Nurse), ANCC
- RN-BC (Pain Management Nurse), ANCC
- CCRN-CMC (Critical Care RN with Cardiac Medicine Subspecialty), American Association of Critical Care Nurses Certification Corporation
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, and Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CGRN (Certified Gastrointestinal Registered Nurse), American Board for Certification of Gastroenterology Nurses
- CHPN (Certified Hospice and Palliative Nurse), National Board for Certification of Hospital and Palliative Nurses
- ACHPN (Advance Certified Hospice and Palliative Nurse), National Board for Certification of Hospital and Palliative Nurses
- CRNI (Certified Registered Nurse Infusion), Infusion Nurses Certification Corporation
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical Surgical Nursing Certification Board
- CNRN (Certified Neuroscience Registered Nurse), American Board of Neuroscience Nursing
- OCN (Oncology Certified Nurse), Oncology Nursing Certification Corporation
- AOCN (Advanced Oncology Certified Nurse), Oncology Nursing Certification Corporation
- CPON (Certified Pediatric Oncology Nurse), Oncology Nursing Certification Corporation
- ONC (Orthopedic Nurse Certified), Orthopedic Nurses Certification Board

- CCCN (Certified Continence Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- COCN (Certified Ostomy Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CWCN (Certified Wound Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CWOCN (Certified Wound, Ostomy, Continence Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CNL (Clinical Nurse Leader), American Association of Colleges of Nursing
- CBN (Certified Bariatric Nurse), American Society for Metabolic and Bariatric Surgery
- CVRN-Level 1 (Cardiovascular (Ed, Telemetry, & Stepdown), American College of Cardiovascular Nurses
- CNN (Certified Nephrology Nurse), Nephrology Nursing Certification Commission
- CPDN (Certified Peritoneal Dialysis Nurse), Board of Nephrology Examiners Nursing and Technology
- CURN (Certified Urology Registered Nurse), Certification Board for Urologic Nurses and Associates
- COE (Certified Diabetes Educator), National Certification Board for Diabetes Educators
- CWS (Certified Wound Specialist), American Academy of Wound Management
- WCC (Wound Care Certified), National Alliance of Wound Care
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical Surgical Nursing Certification Board

SH Mother-Baby Unit

- RNC-LRN (Low Risk Neonatal Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- RNC-OB (Inpatient Obstetric Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- RNC-MNN (Maternal Newborn Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- C-NPT (Neonatal Pediatric Transport), National Certification Corporation
- CLC (Certified Lactation Counselor), The Academy of Lactation Policy and Practice
- IBCLC (International Board-Certified Lactation Consultant), International Board of Lactation Consultant Examiners

SH NICU

- RNC-LRN (Low Risk Neonatal Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- RNC-NIC (Neonatal Intensive Care Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties
- CLC (Certified Lactation Counselor), The Academy of Lactation Policy and Practice
- IBCLC (International Board-Certified Lactation Consultant), International Board of Lactation Consultant Examiners
- CPN (Certified Pediatric Nurse), Pediatric Nursing Certification Board, Inc

SH NTCU

- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- CNRN (Certified Neuroscience Registered Nurse), American Board of Neuroscience Nursing
- PCCN (Progressive Care Certified Nurse), American Association of Critical Care Nurses Certification Corporation

- SCRN (Stroke Certified Registered Nurse), American Board of Neuroscience Nursing
- TCRN (Trauma Certified Registered Nurse) Board of Certification for Emergency Nursing

SH Operating Room

- CNOR (Certified Nurse Operating Room), Competency and Credentialing Institute
- CRNFA (Certified Registered Nurse First Assistant), Competency and Credentialing Institute

SH Pediatrics

- CPN (Certified Pediatric Nurse, Pediatric Nursing Certification Board, Inc.)
- RN-BC, (Pediatric Nurse, ANCC)

SH Prep Recovery, SH Pre-Surgical Screening, & SH PACU

- CAPA (Certified Ambulatory Paranesthesia Nurse), American Board of Paranesthesia Nursing Certification, Inc.
- CPAN (Certified Post Anesthesia Nurse), American Board of Paranesthesia Nursing Certification, Inc.
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation (PACU Dept: only to be recognized for the bonus until RN has met the eligibility requirements for the CPAN Certification)

SH Psychiatric Patient Services

- PMH-BC (Psychiatric Mental Health Nurse), ANCC
- CARN (Certified Addictions Registered Nurse), Addictions Nursing Certification Board
- RN-BC (Gerontological Nurse), ANCC

SH Radiation Oncology

- OCN (Oncology Certified Nurse), Oncology Nursing Certification Corporation
- AOCN (Advanced Oncology Certified Nurse), Oncology Nursing Certification Corporation
- RN-BC (Ambulatory Care Nurse), ANCC
- RB-BC (Medical-Surgical Registered Nurse) ANCC

SH Trauma Services

- CEN (Certified Emergency Nurse), Board of Certification for Emergency Nursing
- CPEN (Certified Pediatric Emergency Nurse), Board of Certification for Emergency Nursing
- ATCN (Advanced Trauma Care for Nurses), Society of Trauma Nurses

SH Vascular Access

- CRNI (Certified Registered Nurse Infusion), Infusion Nurses Certification Corporation
- VA-BC (Vascular Access Board Certified), Vascular Access Certification Corporation
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical-Surgical Nursing Certification Board

SHMG Maternal-Fetal Medicine Clinic

- COE (Certified Diabetes Educator) National Certification Board for Diabetes Educators

SHMG OBGYN Clinic

- RNC-OB (Inpatient Obstetric Nursing), National Certification Corporation for the Obstetric, Gynecologic, and Neonatal Nursing Specialties

SHMG Prenatal Clinic

- CLC (Certified Lactation Counselor) The Academy of Lactation Policy and Practice
- IBCLC (International Board-Certified Lactation Consultant), International Board of Lactation Consultant Examiners
- COE (Certified Diabetes Educator) National Certification Board for Diabetes Educators

SH Wound & Ostomy Nursing & WVH Infusion & Wound Care

- RB-BC (Medical-Surgical Registered Nurse) ANCC
- CWCN (Certified Wound Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CWOCN (Certified Wound, Ostomy, Continence Care Nurse), Wound, Ostomy, Continence Nursing Certification Board
- CWS (Certified Wound Specialist), American Academy of Wound Management
- WCC (Wound Care Certified) National Alliance of Wound Care
- CRNI (Certified Registered Nurse Infusion), Infusion Nurses Certification Corporation
- CCRN (Critical Care Registered Nurse (Adult, Neonatal, Pediatric Acute), American Association of Critical Care Nurses Certification Corporation
- OCN (Oncology Certified Nurse) Oncology Nursing Certification Corporation
- CWON (Certified Wound Ostomy Nurse) Wound, Ostomy, and Continence Nursing Certification Board

WVH Medical Services

- RN-BC (Medical-Surgical Nursing), ANCC
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical Surgical Nursing Certification Board

WVH Surgical Services

- CNOR (Certified Nurse Operating Room), Competency and Credentialing Institute
- CMSRN (Certified Medical-Surgical Registered Nurse), Medical Surgical Nursing Certification Board