



## 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.

**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).

**If your nursing area or certification is not listed, please submit an AskHR ticket using the submission topic "RN Certification Appeal" to initiate a review.**

## 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) - American Nurses Credentialing Center
- 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) - American Board of Neuroscience Nursing
- 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) - American Nurses Credentialing Center

## 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) - American Nurses Credentialing Center

## 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) - American Nurses Credentialing Center
- RN-BC (Cardiac Vascular Nursing), American Nurses Credentialing Center
- 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), American Nurses Credentialing Center (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 (Gerontological Nurse) - American Nurses Credentialing Center
- RN-BC (Cardiac/Vascular Nurse) - American Nurses Credentialing Center
- RN-BC (Medical-Surgical Registered Nurse) - American Nurses Credentialing Center
- RN-BC (Pain Management Nurse) - American Nurses Credentialing Center
- 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) - American Nurses Credentialing Center

## 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) - American Nurses Credentialing Center
- CARN (Certified Addictions Registered Nurse) - Addictions Nursing Certification Board
- RN-BC (Gerontological Nurse) - American Nurses Credentialing Center

## 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) - American Nurses Credentialing Center
- RB-BC (Medical-Surgical Registered Nurse) - American Nurses Credentialing Center

## 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

## SHMG Family Practice Care Management

- CCM (Certified Case Manager) - Commission for Case Manager Certification



### SH Wound & Ostomy Nursing & WVH Infusion & Wound Care

- RB-BC (Medical-Surgical Registered Nurse) - American Nurses Credentialing Center
- 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

- CMSRN (Certified Medical-Surgical Registered Nurse) - Medical Surgical Nursing Certification Board
- RN-BC (Medical-Surgical Nursing) - American Nurses Credentialing Center

### WVH Surgical Services

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

**If your nursing area or certification is not listed, please submit an AskHR ticket using the submission topic “RN Certification Appeal” to initiate a review.**