THE JOURNEY TOWARDS A CULTURE OF CERTIFICATION
Palmetto Health Baptist Hospital, Columbia, SC
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Background:
Historically there was no encouragement in acquiring certification. Only 8 percent of the staff were certified.

Objectives:
A team of certified staff nurses and leadership started teaching classes and mentoring nurses interested in becoming certified. The goal was set to have 100 percent certification in the PACU.

Implementation Process:
Classes are held to go over subjects of study by system, standard, and age group. Questions of the week are posted at the medication preparation cart for all staff to review. Nurses who are interested in taking the exam sit with leadership, apply and pay for the exam.

Statement of Successful Practice:
PACU certification has gone to 68 percent. We celebrate with the nurses that have passed by placing a banner in our PACU, plaques on the wall signed by our Nursing Leadership, and during Certified Nurse Day with a luncheon attended by our Chief Nursing Officer and Chief Operating Officer. Each newly certified nurse receives an ID badge holder with their certification letters on them. Our quest for certification has grown to include nurses from Outpatient, ICU, and Ambulatory.

Implications for Practice:
Studying for certification has increased our depth and breadth of knowledge to help us with patient care issues. It has increased camaraderie in the Perioperative Service area among nurses and physicians who encourage and celebrate each nurse as they sit for and pass their exam. Last but not least, it has given us a common goal of 100 percent certification and a level of excellence in our nursing practice area.