

The Value of Infusion Nursing Certification

Infusion medications are associated with 61% of serious and life-threatening medication errors.¹ Maximizing infusion therapy-related outcomes through certification can produce many benefits, including enhanced patient care and significantly reduced costs.

Certification is an objective measurement of nursing excellence, competency, and experience, with a goal of promoting optimal health outcomes. The Certified Registered Nurse Infusion (CRNI[®]) credential, offered by the Infusion Nurses Certification Corporation (INCC), is the only nationally recognized and accredited certification in infusion nursing.

CRNI[®] Exam Basics

The CRNI[®] credential is earned by nurses who pass our comprehensive exam which covers all nine core areas of infusion nursing. The exam's content is based on a practice analysis which determines the average scope of practice of an infusion nurse.

INCC works with Applied Measurement Professionals, Inc. (AMP) to develop and administer the CRNI[®] exam. AMP is a national testing agency that contributes psychometric expertise to the test development, test administration, and test evaluation process.

Eligibility requirements stipulate a minimum of 1,600 hours of clinical experience in infusion therapy and a current, active, unrestricted RN license in the US or Canada. Nurses licensed abroad should contact INCC for information.

The exam is offered by appointment Monday to Saturday, during the months of March and

September at more than 170 locations nationally. Visit www.incc1.org or call 800-434-INCC for details.

Patient Benefits and Organization Development

Nurses whose experience and expertise is validated, who are dedicated to their specialty, and who remain abreast of developments within the field will provide the highest quality care.²

Also:

- Certification has been linked to fewer medical errors and increased job satisfaction and confidence.²
- The public prefers a hospital that employs a high percentage of certified nurses.³
- Patients' confidence in the standard of their care is increased by providing a nurse with validated experience.
- The public demand for safety and standards is met using a marketable tool.
- Retention rates are improved: certification increases nurse empowerment, which is associated with satisfaction and intent to stay in their current position.⁴
- In-house training time is decreased by establishing a quality mentor program using nurses whose knowledge is certified.
- Certification can have a positive influence on applications for distinction from organizations such as the American Nurses Credentialing Center's Magnet Program[®] and The Joint Commission.

Nurse Benefits

Some of the many benefits for nurses, which ultimately benefit your patients and organization, are:

- personal and professional satisfaction
- higher perceptions of empowerment and improved work effectiveness⁴
- increased professional autonomy
- recognition from peers and other healthcare professionals
- strengthened patient confidence

Reward Your Certified Nurses

Public Recognition

- Employee satisfaction, performance, and retention rates can drastically increase when morale is high. To achieve such satisfaction, reward your certified infusion nurses by
- downloading and publishing INCC's press release when nurses pass the CRNI[®] exam.
 - encouraging the use of credentials on name badges, business cards, and when charting.
 - publicly displaying certificates and the free CRNI[®] poster.
 - mailing a letter of congratulations when nurses achieve certification
 - celebrating IV Nurse Day on January 25.
 - celebrating Certified Nurses Day on March 19—offer a token of appreciation to CRNI[®]s.

Financial Support

To complement any of the above incentives, following are a number of other ways to boost morale by recognizing and rewarding a nurse's CRNI[®] credential:

- Offer a bonus or provide a pay differential to certified nurses.
- Provide reimbursement or financial assistance for test fees and related expenses.
- Give paid time off to take the CRNI[®] exam.
- Allocate funds to purchase study materials.
- Offer financial support for CRNI[®] recertification.

Both professional organizations and educational companies use the words *certification* and *certification* frequently, sometimes interchangeably. Understanding the difference between the two is essential to protecting the public.

Certification vs. Certification

- Generally covers comprehensive, broad-based scope of practice
- Strict eligibility criteria requiring a solid knowledge of practice
- Complies with national standards, approved by third-party entity
- Nationally recognized, earned credential, portable from one organization to another
- Primary focus is on **assessment** of ones knowledge, skills, and competencies

Certification

- Generally narrowly focused, covers subset of knowledge
- Usually open to anyone—newcomers and professionals
- No third-party involvement; administered and created by and within specific organization
- Awarded certificate, only recognized within specific from organization
- Primary focus is on **education and training** with intent to achieve specific learning outcomes

Certificate

About INCC

INCC was established in 1983 to develop a credentialing program to increase positive patient outcomes and to enhance the specialty of infusion nursing. INCC is committed to

- providing a psychometrically sound, legally defensible certification program.
- supporting the role of certified nurses in promoting optimal health outcomes.
- ensuring that our program is driven by the needs of the public.
- providing a program of high quality and remaining dedicated to a process of continuous improvement.

INCC is a separate corporation from the Infusion Nurses Society (INS). For more information about INCC and the CRNI® credential, please contact:

Infusion Nurses Certification Corporation
315 Norwood Park South
Norwood, MA 02062
800-434-INCC
www.incc1.org

References

1. Vanderveen T. Averting highest-risk errors is first priority: *Patient Safety and Quality Healthcare*. 2005; May/June.
2. American Association of Critical-Care Nurses. Safeguarding the Patient and the Profession: the Value of Critical-Care Nurse Certification. December 2002.
3. Harris Interactive Inc. American Association of Critical-Care Nurses Survey. November 2002.
4. Piazza IM, Donahue M, Dykes, PC Griffin, MQ, Fitzpatrick JJ. Difference in perceptions of empowerment among nationally certified and noncertified nurses. *Journal of Nursing Administration*. 2006; 36(5):277-283.

An Employer's Guide to Infusion Nursing Certification

Benefits for Patients, Nurses, and Your Organization



INCC is accredited by

