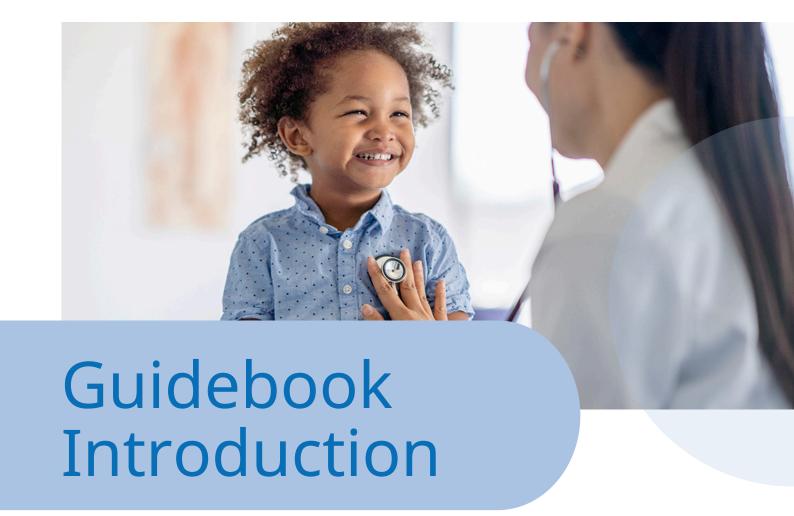


# SC EMS for Children Peds Ready ED Guidebook

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### SC EMSC Peds Ready ED Guidebook



### **Pediatric Ready ED Program**

The South Carolina Department of Public Health, Emergency Medical Services program (EMSC) is proud to offer the South Carolina Pediatric Readiness Recognition Program for Emergency Departments. The goal of this program is to improve the pediatric readiness in facilities across South Carolina and provide better health outcomes for our pediatric patients.

The South Carolina Pediatric Readiness ED Recognition program was designed based on measures from the National Pediatric Readiness Project (NPRP), American Academy of Pediatrics (AAP), American College of Emergency Physicians (ACEP), and the Emergency Nurses Association (ENA).

This recognition program is voluntary and there is no cost to participate. The South Carolina EMSC program supports any facility looking to participate and stands ready to assist reaching the standards laid out in this guidebook.

### **SC EMSC Peds Ready ED Guidebook**

### **Recognition Process**

To begin your Pediatric Readiness journey, review the contents of this guidebook. It is best to garner support from your team at this time and share these materials with appropriate faculty.

The program has three levels of recognition: basic, advanced, and comprehensive. All levels vary in desired, expected, and required criteria. Reviewing the standards will help you determine which level of recognition best fits your facilities capabilities.

Preparing for the application and survey process can take time, depending on the current state of your facilities readiness. The South Carolina EMSC program can assist throughout the preparation process and set up a mentor facility, if desired.

Once you have assured your facility meets the criteria of your desired level and is prepared for a site visit, fill out the application found on the South Carolina EMS for Children website. Once the application is complete; you will send the completed application to the information below.

After the application is submitted, the program manager will coordinate a survey team for your desired date. Survey dates are typically a month to three months from application submission.

Once the site visit is complete, surveyor findings will be reported to the EMSC Advisory Committee, who will determine recognition disposition. The EMSC Advisory Committee meets quarterly in January, April, July and October. Recognition will be announced at the corresponding meeting after your facilities site survey.

The South Carolina Peds Ready ED Recognition is valid for three years. Facilities must reapply and follow the recognition process to renew.

### **SC EMSC Program Manager**

Sable Land Landsb@dph.sc.gov 803-545-4486







### Desired, Expected, Required

Each recognition level has differing criteria expectations. These expectations are defined by Desired (D), Expected (E), and Required (E).

Desired	This criterion would be beneficial to have but is not completely necessary to provide appropriate care. If criterion is not met, it may be listed as an opportunity for improvement.
Expected	This criterion should be implemented at your facility. If the criterion is not met, it may be listed as a weakness.  No more than 5% of expected items may be missed without a follow up. 5% varies per level of recognition due to variation in expected criteria: Basic: four to five expected items, advanced: five expected items, and comprehensive: three to four expected items.
Required	This criterion must be implemented at your facility. If the criterion is not met, it may be listed as a deficiency and require a follow-up.

Peds Ready Recognition Criteria	Peds Ready Basic	Peds Ready Advanced	Peds Ready Comprehensive
D-Desired E	E-Expected R-Re	equired	
A 1 .	Personnel		
Admin		Ī	
Nurse Coordinator of Pediatric Emergency Care; role exists with job description, PALS current, ENPC current, 4 CEUs annually, engaged in regional activities	Expected	Expected	Expected *Should have national board certification
Physician Champion of Pediatric Emergency Care; role exists with job description, EM or PEM boarded (alternative criteria available)	Expected	Expected	Expected *Should be PEM board certified or eligible
Although the nurse coordinator and physician champion are expected, you must at least have one in place	Required	Required	Required
Bedside Staff		•	
Physicians who staff the ED have the necessary skills, knowledge, and training in the emergency evaluation and treatment of children of all ages who may be brought to the ED, consistent with the services offered by the hospital. Non EM/PEM boarded physicians must be current in PALS	Expected	Expected	Expected *ED should be staffed by EM or PEM board certified or eligible physicians
Nurses staffing the ED must have skill, knowledge and training in providing emergency care to children of all ages consistent with services provided by hospital; PALS current within 12 months of hire	Expected	Expected	Expected
RNs who routinely work where pediatrics are treated within the emergency department must be current in ENPC within 24 months of hire (80%)	Desired	Expected	Expected

Other allied health partners in the ED (RT, Rad tech, EMT, Paramedics, nurse techs, APCs, pharmacy) must have skill, knowledge and training in providing emergency care to children of all ages consistent with services provided by hospital	Desired	Expected	Expected
RT current in PALS within 12 months of hire	Desired	Desired	Desired
Baseline and periodic competency evaluations completed for all clinical staff, including physicians, are age specific and include evaluation of skills related to neonates, infants, children, adolescents, and children with special care needs (Competencies are determined by each institution's medical and nursing staff privileges policy; see resource page for examples)	Expected	Expected	Expected
1 7	Guidelines		
Cafatr	Garaginio		
Safety Children must be weighed only in kilograms and recorded in a prominent place in the medical record	Required	Required	Required
For children who are not weighed, a standard method for estimating weight in kg is used (e.g. a length weight based system Broselow)	Required	Required	Required
Infants and children must have temperature, heart rate, respiratory rate, pain level, and mental status captured in the medical record	Required	Required	Required
Blood pressure, pulse oximetry, and end-tidal CO2 monitoring are available for children of all ages, on the basis of illness and injury severity	Expected	Expected	Required
A process for identifying age-specific abnormal VS and notifying the physician of these, if present	Expected	Expected	Required

ED environment is safe for children and supports patient-and family- Expected Expected I	
Icentered care	Required
Policies for the timely reporting and evaluation of patient safety events,	
medical errors, and unanticipated Expected Expected I	Required
outcomes are implemented and monitored	
Difficult airway plan Desired Expected I	Required
Medication Safety	
Processes in place for safe	
medication storage, prescribing, and	
	Required
dosing guidelines for children of all	'
ages	
Create a standard formulary for	
1	Required
used medications	•
Standardize concentrations of high-	Da avvisa d
risk medications   Expected   Expected   I	Required
Reduce the number of available	
concentrations to the smallest Expected Expected I	Required
possible number	·
Operating Guidelines	
Illness and Injury triage with	
standards for timeliness of Expected Expected Expected	
Total add for till office of the process of the pro	Expected
reassessment	Expected
reassessment  Pediatric patient assessment and	· 
reassessment  Pediatric patient assessment and reassessment  Expected  Expected  Expected	Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs	· 
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal  Expected  Expected  Expected  Expected  Expected  Expected  Expected  Expected	· 
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Expected	Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Expected	Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and  Expected  Ex	Expected Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized  Expected	Expected Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and  Expected  Ex	Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including	Expected  Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including	Expected  Expected  Expected
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reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including medical imaging if utilized for  Expected	Expected  Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including medical imaging if utilized for pediatric patient procedures  Consent, including when parent or	Expected  Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including medical imaging if utilized for pediatric patient procedures  Consent, including when parent or	Expected  Expected  Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage	Expected  Expected  Expected  Expected  Expected
reassessment  Pediatric patient assessment and reassessment  Documentation of pediatric vital signs and actions to be taken for abnormal vital signs  Mental health screening in triage  Immunization assessment and management of the under immunized patient  Sedation and analgesia, including medical imaging if utilized for pediatric patient procedures  Consent, including when parent or legal guardian is not immediately available  24/7 access to interpreter services  Expected  Expected	Expected  Expected  Expected  Expected  Expected  Expected

Child maltreatment and domestic			
violence reporting criteria,	Expected	Expected	Expected
requirements, and processes			
Policy statement for DNR orders	Expected	Expected	Expected
Death of the child in the ED	Expected	Expected	Expected
Family-centered care to include:			
Family involvement in patient			
decision-making and medication			
safety processes; family presence	Expected	Expected	Expected
during all aspects of emergency care;	Lxpected	Lxpected	Lxpected
patient, family, and caregiver			
education; discharge planning and			
instruction; and bereavement			
Logistics			
Communication with the patient's			
medical home or primary care	Expected	Expected	Expected
provider			
Medical imaging, specifically			
guidelines that address pediatric age-			
or weight-based appropriate dosing			
for studies that impart radiation	Expected	Expected	Required
consistent with ALARA (as low as			
reasonably achievable) principles			
Inter facility transfer plan	Evpected	Expected	Expected
Inter-facility transfer plan Pediatric pain assessments with	Expected	Lxpecieu	Lxpected
developmentally appropriate scale	Expected	Expected	Expected
Guideline or protocol for			
administration of blood products in	Even a ata d	Cynostad	Doguirod
pediatric patients (Blood transfusion	Expected	Expected	Required
protocol)			
Radiology capability must meet the			
needs of the children in the			
community served. Specifically: An			
established process for referring			
children to appropriate facilities for			
radiological procedures that exceed	Expected	Expected	Expected
the capability of the hospital AND an			
established process for timely review,			
interpretation, and reporting of			
medical imaging by a qualified			
radiologist			

Laboratory capability must meet the needs of the children in the community served, including techniques for small sample sizes. Specifically: An established process for referring children or their specimens to appropriate facilities for laboratory studies that exceed the capability of the hospital	Expected	Expected	Expected
Hazards and Disaster Preparedness F	rian		
A plan to secure appropriate medications, vaccines, equipment, and trained providers for disaster situations involving children	Expected	Expected	Expected
Pediatric surge plan identifying the capacity for injured and non-injured children	Expected	Expected	Expected
Plans to include decontamination, isolation, and quarantine of families and children	Expected	Expected	Expected
Plan for pediatric patient tracking and timely reunification of separated children with their families	Expected	Expected	Expected
Access or referral to specific medical and mental health therapies, and social services for children	Desired	Expected	Expected
Disaster exercises which include a pediatric mass casualty incident at least every two years to include nonverbal and nonambulatory children	Desired	Expected	Expected
A plan for evacuation of pediatric units and pediatric subspecialty units (if applicable)	N/A	Expected	Expected
Quality or Performance Improvement			
Take the National Pediatric Readiness Project Assessment within 3 years of application and create an action plan to address gaps found in gap report	Required	Required	Required
The ED QI/PI plan must include pediatric specific indicators	Expected	Expected	Required

One indicator must be all deaths and cardiac/respiratory arrest cases	Expected	Expected	Required
The pediatric patient care-review process is integrated into the ED QI/PI plan. Components of the process interface with out-of-hospital, ED, trauma, inpatient pediatric, pediatric critical care, and hospital-wide QI or PI activities (if applicable)	Expected	Expected	Required
Primary Review between Physician Champion and Nursing Coordinator. Should be elevated as needed and outlined by facility quality plan	Expected	Expected	Expected
Choose at least 2-3 additional indicators (examples: med errors, transfer out, any critical care event/code, age)	Expected	Expected	Expected
Choose at least 4-5 additional indicators, one must be admission or surgery within 72hr of ED discharge, 1-2 must involve inpatient care	Desired	Expected	Expected
Choose at least 6-8 additional indicators, one must be admission or surgery within 72hr of ED discharge, 3-4 must involve inpatient care	Desired	Desired	Expected
Interfacility Organization			
Pediatric inpatient services are available	Desired	Required	Required
Medical staff who participate in pediatric care inpatient have the necessary skills, knowledge, and training in the inpatient management and treatment of children of all ages, consistent with the services offered by the hospital	Desired	Expected	Required

Nurses staffing the inpatient pediatric			1
areas must have skill, knowledge and training in providing emergency care to children of all ages consistent with services provided by hospital; PALS current within 12 months of hire	Desired	Desired	Expected
Pediatric intensive care services are available	Desired	Desired	Required
Pediatric critical care medicine physicians board certified or eligible, are available	Desired	Desired	Required
Medical staff structure must facilitate a pediatric department, service line, or other paradigm that allows for structure, quality, peer review, growth and development	Desired	Desired	Expected
Telehealth services available for pediatric specialties not available locally	Desired	Desired	Expected
Visitor management and security	Desired	Desired	Expected
measures in place			Expected
System and Community			
Participate in a pediatric prevention program within the system or community	Desired	Expected	Required
Participate in the regional and state pediatric emergency care organizations or committees	Expected	Expected	Required
Facility ability to accept pediatric patients within the state in the event of large scale disaster or surge events	Desired	Expected	Required
	Equipment		
General			
Patient warming method	Expected	Expected	Required
Intravenous blood/fluid warmer	Expected	Expected	Required
Weight scale locked in kilograms (not pounds)	Expected	Expected	Expected
Oral medication syringe	Expected	Expected	Required
Tool or chart that incorporates weight (in kg) and length to determine equipment size and correct drug dosing	Expected	Expected	Required
Age appropriate pain scale- assessment tools	Expected	Expected	Required

Specialized			
Lumbar puncture tray (including			
infant/child), pediatric 22 gauge and	Expected	Expected	Required
adult 18-21 gauge needles	_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		. to quii o u
Supplies/kit for patients with difficult			
airway	Expected	Expected	Required
Tube thoracostomy tray	Expected	Expected	Required
Chest tubes: Infant (18-12F Cath),		xpooted	. toquilou
Child (14-22F), Adult (24-40F or	Expected	Expected	Required
pigtail kit 8.5F-14F)	_,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		. 10 44 0 4
Newborn delivery kit, including			
equipment for resuscitation of an			
infant (umbilical clamp, scissors, bulb	Expected	Expected	Required
syringe, and towel)			
Extremity splints: Femur splints,			
pediatric sizes; Femur splints, adult		_ , .	
sizes; Spine-stabilization devices	Expected	Expected	Required
appropriate for children of all ages			
Tourniquet	Expected	Expected	Required
Monitoring	Ехросіоч	LAPCOICG	rtequired
Blood pressure cuffs: Neonatal,			
Infant, Child, Adult-arm, Adult-thigh	Expected	Expected	Required
Doppler ultrasonography devices	Expected	Expected	Required
Electrocardiography	<b>'</b>	'	
monitor/defibrillator with pediatric and		_ , .	<b>.</b>
adult capabilities including	Expected	Expected	Required
pads/paddles			
Hypothermia monitoring	Expected	Expected	Required
Pulse oximetry with pediatric and	•	·	·
adult probes	Expected	Expected	Required
Continuous end-tidal CO2 monitoring	Cypactad	Cynostad	Doguirod
device	Expected	Expected	Required
Operations			
Equipment, supplies accessible,	Expected	Expected	Expected
organized	Expected	Expected	Expected
Daily verification checks	Expected	Expected	Expected
Medication chart tape or software for	Expected	Expected	Expected
dosing	Lybected	Lybeoted	Lyberien
Airway			
ET Tubes sizes 2.5-8.0	Expected	Expected	Required
OPA size 0-5	Expected	Expected	Expected
Tracheostomy tubes size 3.5-5.5	Expected	Expected	Expected
NPA sized infant, child, adult	Expected	Expected	Expected
Bag-mask device, infant, child, adult	Expected	Expected	Required
(450-500ml)		Ελροσίου	rtoquilou

Masks to fit bag-mask device,				
neonatal, infant, child, adult	Expected	Expected	Required	
Difficult airway equipment in an				
organized location	Expected	Expected	Required	
Medications				
Atropine	Expected	Expected	Expected	
Adenosine	Expected	Expected	Expected	
Amiodarone	Expected	Expected	Expected	
Antiemetic agents	Expected	Expected	Expected	
Calcium chloride	Expected	Expected	Expected	
Dextrose (D10W, D50W)	Expected	Expected	Expected	
Epinephrine (1:1,000 and 1:10,000)	Expected	Expected	Expected	
Lidocaine	Expected	Expected	Expected	
Magnesium sulfate	Expected	Expected	Expected	
Naloxone hydrochloride	Expected	Expected	Expected	
Sodium bicarbonate (4.2%, 8.4%)	Expected	Expected	Expected	
Topical, oral, and parenteral	Cynostad	Evposted	Cynastad	
analgesics	Expected	Expected	Expected	
Intranasal analgesics	Desired	Desired	Expected	
Antimicrobial agents (parenteral and	Expected	Expected	Expected	
oral)	Lxpected	Lxpecied	Lxpecieu	
Anticonvulsant medications (primary	Expected	Expected	Expected	
and secondary option)	Ехрестей	Ехрескей		
Antidotes (common antidotes should	Expected	Expected	Expected	
be accessible to the ED)	•	·	·	
Antipyretic drugs	Expected	Expected	Expected	
Bronchodilators	Expected	Expected	Expected	
Corticosteroids	Expected	Expected	Expected	
Inotropic agents	Expected	Expected	Expected	
Intracranial hypertension medications	Expected	Expected	Expected	
Neuromuscular blockers	Expected	Expected	Expected	
Vasopressor agents	Expected	Expected	Expected	
Sedatives	Expected	Expected	Expected	
Vaccines (Emergently relevant such	Expected	Expected	Expected	
as tetanus, rabies)	Lyberien	Lyberien	Lyberien	
Vaccines in stock or available prior to				
discharge (any included on CDC	Desired	Desired	Desired	
recommended childhood schedule)				
Plan to assist patients in receiving				
necessary vaccines if not available	Desired	Expected	Required	

### SITE REVIEW

Your hospital personnel must carefully prepare for a site visit, as reviewers must obtain a detailed and accurate assessment of a hospital's capabilities, within a short period of time. Thus, all documents and medical records must be carefully organized and accessible, and Wi-Fi/Internet access should be available.

Please follow the sample agenda below for your site visit. The review will last approximately four to six hours.

SAMPLE AGENDA	
8:30am	Meeting with ED Champions and Review Team
9:00am	Facility Tour
10:00am - 12:00pm	Case Presentation, Binder and Chart Review
12:00pm-1:00pm	Closed Session for Review Team (Lunch Suggested)
1:00-1:30pm	Exit Interview

- Champion Meeting
  - Introductions
- Tour
  - Ambulance Bay
  - Helipad (if onsite)
  - Decontamination/Mass Casualty
  - Emergency Department
    - Review ED facility, resuscitation area, and equipment.
    - Interview emergency physicians and staff.
  - Radiology
    - Interview radiologist and staff.
- Case Presentation
  - Champions to present case of their choosing highlighting process improvement and loop closure.
- Chart Review/Process Improvement and Patient Safety (PIPS)
  - Review performance improvement documents and medical records.
  - Review site recognition binder.
- Closed Session
  - The reviewers will have a closed discussion in preparation for the Exit Interview.
- Exit Interview
  - Hospital Administration
  - ED Administration
  - Physician and Nursing Champions

# Documentation Needed for Review

The following materials and documentation should be up to date, printed, and organized in a binder for the review team. Please use the table of contents below as a guide to building your review binder.

### ▶ PERSONNEL

- Physician Champion
  - CV/Resume
  - CME documentation
  - Written job description/duties
  - Hospital credentialing documentation
- Nurse Coordinator
  - CV/Resume
  - CEU documentation
  - Written job description/duties
  - Documentation of ENPC and PALS certifications

### BEDSIDE STAFF

- Physicians
  - List of current ED Physicians
  - PALS certs for not board certified
- Nurses
  - List of current ED Nurses
  - List of ENPC trained nurse
- Other allied help professionals
  - Evidence of peds competencies for Rad techs, nurse techs, and RTs
  - Current PALS certifications

- PI/QI
  GUIDELINES
- S PATIENT SAFETY
  GUIDELINES
- PROCEDURES, AND PROTOCOLS
- DISASTER/HAZARD
  PREPAREDNESS
  - · All policies and procedures
- GUIDELINES FOR ED SUPPORT SERVICES
- SUPPLIES, AND MEDICATIONS
  - Guidelines for pediatric equipment, supplies, and medications
  - · List of medications in ED Pyxis
  - Inventory of pediatric cart

SC EMSC Peds Ready ED Guidebook

# **Frequently Asked Questions**

The following answers frequently asked questions regarding Pediatric Ready ED Recognition. Please reach out to the SC EMSC Program Manager for any unanswered questions or further information.

### WHY SHOULD I BE PEDIATRIC READY?

Pediatric Readiness is important because every child in South Carolina deserves the best care in any emergency department, every time. Recognition ensures that your facility has appropriate education, equipment, and guidelines to give the best care to each child.

# WHO IS ELIGIBLE FOR PEDIATRIC READY RECOGNITION?

All DPH licensed Emergency Departments are encouraged to apply for recognition. Physician offices and urgent care centers are not currently eligible.

### WHO WILL SURVEY OUR FACILITY?

Surveyor teams will include a physician and a nurse approved by the EMSC advisory council with an expertise in pediatric emergency medicine and a representative from DPH's Time Sensitive Emergencies Division. Specific requirements for site surveyors can be found here.

# WHO SHOULD BE PRESENT FROM MY FACILITY DURING THE SURVEY?

The pediatric physician champion and the pediatric nurse coordinator must be present for the duration. Your administrative team and others identified on the recognition application should be available on-site throughout the survey, and present at the exit interview. The survey team will also talk to available front-line staff.

# WHO MAKES THE FINAL DECISION THAT A FACILITY IS PEDIATRIC READY?

Surveyor findings will be reported the EMS for Children Advisory Committee, who will determine recognition disposition. Recognition decisions will be announced within 120 days at the corresponding EMSC Advisory meeting that follows.

# WHAT HAPPENS IF MY FACILITY IS NOT RECOGNIZED?

This program is meant to be inclusive. If your facility is not recognized, surveyors will compile a report outlining next steps, specific recommendations for improvement of identified deficiencies, and if desired, a mentor facility. Follow ups will be scheduled within 90 days of report.

### HOW MUCH DOES A SITE VISIT COST?

There are no application or recognition fees. Travel costs for surveyors are covered by the EMSC program. Food and drink should be provided to surveyors by the facility.

# HOW IS PEDIATRIC ADMISSION CAPACITY DEFINED ON THE APPLICATION?

This application question is intended to define how many inpatient beds your facility has available to manage pediatric patients. This county may include designated pediatric beds, flex beds (adult/pediatric), etc.

### HOW LONG DOES RECOGNITION LAST?

Pediatric Ready Facility Recognition lasts three years. To renew, facilities must reapply and complete the review process again.

## Resources

Feel free to utilize the resources provided here to assist you in achieving Pediatric Readiness at your facility. Please notify the EMSC Program Manager for any additional resources or support.

- 1
- **Inter-facility transfer reference**
- 5

**National Pediatric Readiness Guideline** 

2

**Pediatric Imaging Statement** 

6

National Pediatric Readiness Assessment

3

Physician Champion Job Description



National Pediatric Readiness Toolkit



**Nurse Coordinator Job Description** 

