

Dear [ENTER REHAB MANAGER]

Preterm and other high-risk infants who begin their lives in the neonatal intensive care unit (NICU) have high rates of disability. Evidence of impairments are evident prior to NICU discharge; therefore, early therapy services are initiated in the NICU to make a positive long-term impact. The neonatal therapist provides interventions that are targeted at functional limitations, ensures the infant has developmentally appropriate sensory and motor experiences, educates family and medical staff, and is an integral part of the team.

The American Occupational Therapy Association, the American Physical Therapy Association, and the American Speech Language and Hearing Association all recognize therapy that occurs in the NICU as an advanced area of practice. **Neonatal Therapy Certification ensures that therapists who work in the NICU have met minimum standards set by the Neonatal Therapy Certification Board and endorsed by the National Association of Neonatal Therapists.**

The American Academy of Pediatrics has established guidelines for level III and IV NICUs and have indicated that at least one occupational or physical therapist and at least one individual who is skilled in evaluation and management of neonatal feeding and swallowing disorders should be on staff. Many level II NICUs also strive for excellence in care and have expanded therapy services to high-risk infants in the NICU. Neonates, especially premature and medically fragile infants, require specialized intervention. **Ensuring neonatal therapy expertise can only be done through valid standards.** It is incumbent upon hospital management to ensure that their staff are qualified to provide services in the highly specialized and complex environment of the NICU. Certification through the Neonatal Therapy Certification Board requires that therapists demonstrate standards of clinical practice in the NICU, NICU-specific education, mentored experiences, and adequate NICU knowledge by passing a rigorous examination. However, it is important that therapists are supported to achieve this distinction.

Achieving the standards set forth by the Neonatal Therapy Certification Board will not only increase safety and protect patients, but will also promote the integrity of the hospital's services to at-risk infants and their families. In an effort to improve care and ensure therapists meet minimum standards for providing therapy in the NICU, **I request incentive pay related to achieving the status of a Certified Neonatal Therapist.** I have achieved a minimum of 3500 hours of direct practice in the NICU, have taken a minimum of 40 hours of education related to the NICU, have received 40 hours of mentored experiences and achieved a passing score on the Neonatal Therapy Certification Exam. Attached is an example of incentive pay rates for related certifications and that of the Certified Neonatal Therapist, used by another US-based hospital. **I request that [ENTER HOSPITAL NAME] carefully consider an incentive pay rate increase for Certified Neonatal Therapists.**

Sincerely,
[ENTER NAME]

Specialty Area	Type of Certification	Discipline(s)	Granting Institution	Initial Requirements	Exam	renewal?	Cost	Tier	Benefit
Physical Rehabilitation	Board Certified	OT	AOTA	5 yr, 5000 hours	N	5 yr	525	1	3%
Pediatrics	Board Certified	OT	AOTA	5 yr, 5000 hours	N	5 yr	525	1	3%
Cardiovascular/Pulmonary	Board Certified	PT	APTA	5 yr, 2000 hours	Y	10 yr	1300	1	3%
Neurologic	Board Certified	PT	APTA	5 yr 2000 hours	Y	10yr	1300	1	3%
Orthopaedic	Board Certified	PT	APTA	5 yr, 2000 hours	Y	10 yr	1300	1	3%
Pediatrics	Board Certified	PT	APTA	5 yr, 2000 hours	Y	10 yr	1300	1	3%
Swallowing/feeding	Board Certified	SLP	ASHA	50 CEU	Y	Y	675	1	3%
Fluency	Board Certified	SLP	ASHA	75 CEU	Y	Y	340	1	3%
Childhood Language	Board Certified	SLP	ASHA	50 CEU	Y	Y	390	1	3%
Cochlear Implants	Board Certified	AUD	ABA	4,000 hours plus 500 direct	Y	60 CEUs every 3 yrs		1	3%
Pediatrics	Board Certified	AUD	ABA	2000 hrs, \$500	Y	CEUs every 3 yrs, retake exam every 9 yrs	325	1	3%
IBCLC - International Board Certified Lactation Consultant	Board Certified	SLP OT	IBLC Examiners	90 hours education, 1000 clinical hours	Y	75 CERPs every 5 years, exam every 10 years	1000	1	3%
Neonatal Therapy Certification	Board Certified	SLP OT PT	Neonatal Therapy National Certification Board	3500 hours in NICU, 40 hours education, 40 hours mentoring	Y	2000 hours, 80 CEUs every 5 years	600	1	3%

Specialty Area	Type of Certification	Discipline(s)	Granting Institution	Initial Requirements	Exam	renewal?	Cost	Tier	Benefit
Hand Therapy	Certification	OT, PT	HTCC	5 yr, 4000 hours	Y	5 yrs	500	1	3%
CLC - Certified Lactation Counselor	Certification	SLP OT PT	American National Standards Institute	45 hours	Y	18 CEU every 3 years	500	3	1%
NIDCAP	Certification	SLP OT PT	NIDCAP Federation International	16 hours classwork, 200 clinical hours, 3 month practicum	N	review of report every 2 years	1000	2	2%
Assistive Technology	Certification ATP	rehab science	RESNA	preparation classes	Y	2 yr 20ceu	500	3	1%
Seating and Mobility	Certification SMS	rehab science	RESNA	preparation classes	Y	2yr 20ceu	500	3	1%
LSLS/AVT	Certified	SLP/AUD	AG Bell	50CEU	Y	Y	945	1	3%
Rehab Certification	Certified	SLP	Head injury alliance	50 CEU	Y	Y	300	1	3%
Lymphedema therapy	LANA certified	OT PT MT MD	LANA	1 yr, 135 hours class	Y	6 yrs	275	2	2%
Neurodevelopmental treatment	NDT certification	OT PT	NDTA	eight week course	N	Yes	Varies	2	2%
sensory integration	SIPT Certification	OT	USC/WPS	160 classroom,pratum	Y	N	2700	2	2%
CTRS specialist/rehab,beh,dd	Speciality Cert.	TR	NCTRC	5 yrs 75 CEU	N	5 yrs	100	2	2%
Feeding Eating and Swallowing	Speciality Cert.	OT	AOTA	5 yr, 2000 hours	N	5 yr	375	1	3%
Low Vision	Speciality Cert.	OT	AOTA	5 yr, 2000 hours	N	5 yr	375	1	3%
Vestibular	Vestibular					?		2	2%