



LibertyHealth

Jersey City Medical Center

Annual Nursing Competency Performance

RN NEONATAL INTENSIVE CARE UNIT

Date:

Employee Name:

Unit:

Extention:

Key:

Method of Evaluation

- A: Education Packet, Online Module, Handout
- C: Demonstration

- B: Attend Educational Session/ Program
- D: Observation and verbalization

E: Other

Benner's Model:

- 1: Novice – demonstrates a basic understanding of normal and abnormal; identifies risks/benefits and potential implications of clinical situations; requires direct supervision of procedures and needs assistance with problem solving.
- 2: Proficient – demonstrates extensive knowledge base with analytical skills to process and integrate new knowledge; applies scientific principles to specific clinical situations and integrates multi-system implications; provides anticipatory surveillance and management of predictable events; demonstrates technical procedures proficiently under stress and/or in unusual circumstances; functions as a member of the team who is organized, focused on salient issues, and aware of personal limitations.
- 3: Competent – Aware of all relevant aspects of a situation; Able to see his or her actions in terms of long-range goals or plans; Plans are based on considerable conscious, abstract, analytic, contemplation of the problem
- 4: Proficient -- Perceives situations as wholes rather than in terms of aspects ; Performance is guided by maxims (cryptic instructions that make sense only if there is already a deep understanding of the situation): Perception is a key word ; Possesses a web of perspectives on a situation
- 5: The Expert -- No longer relies on an analytic principle (rule, guideline, maxim) to connect understanding of a situation to appropriate action ; Intuitive grasp of each situation and able to zero in on the accurate region of the problem ; Operates from a deep understanding of the total situation ("Well, it all depends. . .") ; Highly skilled analytic tools are used when a new situation presents

Note: This tool is based on work of Patricia Benner (1984). From Novice to Expert: Excellence and power in clinical nursing practice.

Hospital Wide

- MEM 2010
- Pain Management
- Epidural Management
- Anticoagulation
- Blood Bank
- Stroke
- Sharing Network/Organ Donation

Mandatory Module Exam Completion

- Rapid Response
- Lifescan Glucometer
- Conscious Sedation/Time Out
- Central line/BSI
- Surgical Site Infection

NICU

- Hypoglycemia
- Sepsis/Infection control
- Newborn Assessment
- IV therapy, TPN
- Pneumothorax
- Apnea and Bradycardia
- Hyperbilirubinemia

- Maternal Child
- Feeding Calculations
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Unit Specific Criteria	Evaluation Method A,B,C,D	Meets Standards		N/A	Benner's Stages (1-5)					Initials of Observer	Initials of Nurse Manager
		Yes	No		1	2	3	4	5		
CHEST TUBE MANAGEMENT <ul style="list-style-type: none"> • Verbalize and demonstrate the care of the patient with a chest tube • Verbalize the necessary equipment needed at the bedside • Verbalize how to troubleshoot 	A, C,D				1	2	3	4	5		
NG/OG TUBE PLACEMENT <ul style="list-style-type: none"> • Demonstrates appropriate technique • Selects proper size equipment • Demonstrate appropriate placement • Verbalizes appropriate actions for confirmation of placement • Demonstrates appropriate attachment to pump • Verbalizes use of equipment and standard measure of time for discarding 	C,D				1	2	3	4	5		
IV CANNULATION/INSERTION <ul style="list-style-type: none"> • Verbalize indications for IV use • Demonstrates proper technique in starting IV cannulation 	C,D				1	2	3	4	5		
CENTRAL LINE PLACEMENT <ul style="list-style-type: none"> • Describe different types of central line placement used • Describe potential complication of central line placement • Demonstrate set up for different equipment used for placement of central line • Demonstrate technique of drawing blood sample with UAC/UVC line 	A,C,D				1	2	3	4	5		

Unit Specific Criteria	Evaluation Method A,B,C,D	Meets Standards		N/A	Benner's Stages (1-5)					Initials of Observer	Initials of Nurse Manager
		Yes	No		1	2	3	4	5		
HEELSTICK AND LAB SPECIMENS <ul style="list-style-type: none"> Demonstrate hands-on competency according to manufacturer and hospital guidelines. 	A, C, D				1	2	3	4	5		
TRANSPORT PREPARATION <ul style="list-style-type: none"> Verbalize criteria for treatment implementation Demonstrate machine set-up, troubleshooting, and maintenance 	A,C,D				1	2	3	4	5		
BLOOD TRANSFUSION/EXCHANGE TRANSFUSION <ul style="list-style-type: none"> Verbalize criteria for treatment implentation Demonstrate hands-on competency according to manufacturer and hospital guidelines. 	C,D				1	2	3	4	5		
LACTATION/BREAST MILK COLLECTION <ul style="list-style-type: none"> Demonstates hands-on usage of breastmilk pump and machine set-up Verbalize importance of breast milk nutrition for mother and infant 	A,C,D				1	2	3	4	5		

Comments: _____

Employee Signature: _____

Observer Signature: _____

Nurse Manager Signature: _____

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- Note: This tool is based on work of Patricia Benner (1984). From Novice to Expert: Excellence and power in clinical nursing practice.
- Those able to participate as Observers may consist of Expert Staff RNs, Nurse Educators, Nurse Managers, Clinical Nurse Leaders.
- Initials of Nurse Manager are required for any listed Criteria evaluated via Benner's 5 stage Model.