



Competency Based Job Description/Performance Evaluation Approval Sheet

Job Title: Clinical Nurse III **Job Code:** 133
Department: Patient Care Services **FLSA:** N
Reports To: Clinical Manager

Dept. Director/Manager signature: _____
Date

Human Resources Manager signature: _____
Date



EL CAMINO HOSPITAL

COMPETENCY BASED JOB DESCRIPTION/PERFORMANCE EVALUATION

Employee Name: _____

Job Title: Clinical Nurse III Dept.: Pt Care Svcs

Reports To: Clinical Manager

EL CAMINO HOSPITAL MISSION

To be an innovative, publicly accountable and locally controlled comprehensive healthcare organization which cares for the sick, relieves suffering, and provides quality, cost competitive services to improve the health and well being of our community.

BASIC PURPOSE

Collaborates with other members of the health care team to promote optimal patient care. Uses the nursing process to carry out the functions and responsibilities as defined by the Nursing Practice Act. Applies principles and theories of the psycho-social and physical sciences in assessing, planning, implementing, evaluating, and modifying patient care as an active, continuous process. Has a collective picture of patients over time; is able to handle a variety of factors in a complex situation and utilizes nursing knowledge to accurately assess and intervene for patients in crisis. Acts as a resource and mentor to healthcare team.

QUALIFICATIONS

1. Current California RN License
2. Three (3) years of recent clinical experience in an acute care hospital setting with a minimum of one (1) year of the three constituting current employment at El Camino Hospital, working in the area of clinical practice.
3. Obtains and maintains National Specialty Certification for his/her specialty.
4. Documentation of thirty (30) hours per year of education experience in Nursing.
5. Full time/part-time work status
6. "Meets Standards" for each competency in each category for the CNII performance evaluation.

AGES OF PATIENTS SERVED

This position is responsible for the assessment, treatment, and care of all ages of patients based on unit specific standards.

This is a general description of the nature and level of work performed by people in this classification. It may not include every responsibility, duty and skill required of persons who successfully do this job.



Functional and Environmental Evaluation

Please check here if **Supplemental Information Sheet** is attached

JOB DESCRIPTION TITLE	REVIEW DATE	SHIFT			
Clinical Nurse I, II, & III	06/04/08	<input checked="" type="checkbox"/> <8	<input checked="" type="checkbox"/> 8	<input checked="" type="checkbox"/> 10	<input checked="" type="checkbox"/> 12 Hours
DEPARTMENT	REVIEWED BY	<input checked="" type="checkbox"/> Days	<input checked="" type="checkbox"/> PMs	<input checked="" type="checkbox"/> Nights	
Patient Care Services	Cathy Patton, Cheryl Reinking				

FUNCTIONAL REQUIREMENTS

	<u>Frequency per unit of time</u>	<u>Continuous or Intermittent</u>		<u>Frequency per unit of time</u>	<u>Continuous or Intermittent</u>
1. Lifting over 45 lbs.	1x / hr	Int.	15. Use of computer keyboard	2 hrs / shift	
2. Lifting 26 - 45 lbs.	1x / hr	Int.	16. Other use of hands/fingers	100% / shift	Cont.
3. Lifting 15 - 25 lbs.	1x / hr	Int.	(Please specify)		
4. Lifting under 15 lbs.	1x / hr	Int.	17. Pushing and/or pulling	6x / hr	Int.
		Distance	18. Reaching above shoulder	8x / hr	Int.
5. Carrying over 45 lbs.	___ / ___	___	19. Visual requirements (<i>vehicle operation, reading fine print, colors, etc.</i>)	Color vision, near normal vision acuity, seeing in dim light.	
6. Carrying 26 - 45 lbs.	___ / ___	___	(Please specify)		
7. Carrying 15 - 25 lbs.	___ / ___	___	20. Hearing requirement	Telephone, BP, monitors, calls, alarms, call lights.	
8. Carrying under 15 lbs.	4x / hr	Int.	(Please specify)		
		Continuous or Intermittent	21. Speech/Communication requirement	Speak on telephone, able to understand and give directions.	
9. Sitting	10% / sft	Int.	(Please specify)		
10. Walking	90% / sft	Int.	22. Other requirement	Ability to wear gloves, flexibility around breaks.	
11. Standing	90% / sft	20 min - C	(Please specify)		
12. Bending	8x / hr	Int.			
13. Kneeling/Squatting	4x / day	Int.			
14. Climbing - with arms/legs	2x / shift	Int.			
- stairs	yes / ___	Int.			

ENVIRONMENTAL FACTORS

YES	NO		YES	NO	
23. <input type="checkbox"/>	<input checked="" type="checkbox"/>	Driving cars, trucks, forklifts, or other moving equipment.	27. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Expected exposure to noise. <u>Ability to cope with multiple, concurrent conversations.</u>
		(Please describe)	28. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Expected exposure to extremes in temperature or humidity. <u>Morgue.</u>
24. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Working near hazardous equipment and machinery.	29. <input type="checkbox"/>	<input checked="" type="checkbox"/>	Work at heights.
			(Please describe)		
25. <input type="checkbox"/>	<input checked="" type="checkbox"/>	Walking on uneven/slippery surface.	30. <input type="checkbox"/>	<input checked="" type="checkbox"/>	Working alone.
26. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Exposure to hazardous dust, gas, fumes or other hazardous agents.	31. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Working closely with others or in a small space.
		<u>Radiation, chemo.</u>	32. <input checked="" type="checkbox"/>	<input type="checkbox"/>	Constant interruptions.
		(Please describe)			

PLEASE NOTE: If you need additional space, please attach the **FUNCTIONAL AND ENVIRONMENTAL EVALUATION SUPPLEMENTAL INFORMATION SHEET** and be sure to indicate which of the above item nos. you are referring to.

JOB-SPECIFIC COMPETENCIES
Clinical Nurse III

Job Knowledge	MS	DN MS*	OTHER
1. CN II job knowledge, including general and unit based competencies			
2. Patient Care/Clinical Practice (i.e., provides excellent patient care and demonstrates an in depth knowledge of nursing practice related to chosen specialty and advanced knowledge of technical/procedural skills. Able to synthesize and analyze complex patient information in order to plan and implement patient care strategies. Evaluates patient care given and makes changes to plan based on evaluation.)			
3. Interpersonal communication (i.e., communicates effectively with nursing colleagues and interdisciplinary team members ,recognizes difference in various professional, technical and assistive roles ,uses a wide repertoire of communication techniques including verbal skills, touch, expression and presence, which communicates concern and comfort for patients and families)			
4. Leadership (i.e., serves as a role model for others by always demonstrating professional behavior and promotes change processes, provides feedback regarding quality of patient care to management and staff, participates in unit and hospital wide committees as assigned by manager, provides expert knowledge and innovative ideas, aware of regulatory standards and promotes adherence)			
5. Research (i.e., integrates outcomes and clinical research into clinical practice, demonstrates knowledge of current research findings related to clinical specialty)			
6. Teaches and/or presents various materials effectively and efficiently as assigned (i.e., adapts content and style to differing audiences and circumstances, maintains audience interest and motivation, encourages the audience to participate in all aspects of the presentation; controls, directs and re-directs the audience's attention, gains respect and trust of audience.)			
7. Consultation and collaboration (i.e., serves as a expert clinical resource in area of practice by providing consultation related to complex patient care situations, serves as a preceptor as assigned by the manager, mentors newly hired staff as assigned by the manager.)			
8. Supports department performance improvement activities (i.e., identifies performance improvement opportunities, and participates in data collection/auditing activities as assigned by the manager, is resource for others related to policies/procedures and contributes to their review and revision as assigned by the manager.)			
9. Precepts, completes unit projects, participates in committee/task forces, performs in resource role and/or obtains optional skills specific to the unit as assigned			
OVERALL RATING FOR JOB KNOWLEDGE/COMPETENCIES (Must have "MS" on competencies 1,2, 3 and must have "MS" on 3 out of 4 of competencies 4,5,6, and 7 to be promoted to CNIII .)			
Areas for Growth/Comments (optional)			

*Must Comment

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Key

MS - Meets Standards

DNMS - Does Not Meet Standards

Other: LME - Limited or No Experience at this time

NA - Not applicable at this time or for this position

ORGANIZATIONAL COMPETENCIES

Critical Thinking		MS	DNMS*
1.	Recognizes potential or actual risk to patients, visitors, staff or the organization, and initiates action to correct, reduce or prevent the risk. <i>(Examples: Recognizes data values that have possible negative outcomes for patient or organization, records data and tells those responsible for outcomes. Detects and corrects errors and suggests/implements ways to prevent future errors).</i>		
2.	Considers options and sets and/or changes priorities based on the following: <ul style="list-style-type: none"> • Urgency of the patient (and/or family) need • Urgency of the organizational need • Resource availability. 		
3.	Consistent with El Camino Hospital values, can give reasons for actions taken or decisions made based on one or more of the following: <ul style="list-style-type: none"> • Scientific principles/logic • Standards of practice/protocols • State, Federal or other regulations • Policies and procedures • Successful experience • Economic impact 		
4.	Recognizes strengths and limitations and asks for help when not able to perform effectively, safely or within scope of practice. <i>(Examples: Is honest with others about own strengths and limits. Asks for help as soon as the need is known so tasks are finished on time. Proactively plans for consultation or assistance when need is identified. Recognizes physical tasks where help is needed and finds either equipment or staff to complete the task safely.)</i>		
OVERALL RATING FOR CRITICAL THINKING <i>(Must have “MS” on at least 3 for overall “MS” rating.)</i>			
Areas for Growth/Comments (optional)			

Interpersonal Relationship Skills		MS	DNMS*
1.	Treats patients, visitors, co-workers, physicians, auxiliaries and staff in other departments with dignity, courtesy and respect. <i>(Examples: Makes eye contact (unless not acceptable for cultural reasons) and gives full attention when talking with others. Offers directions (and provides escort, if needed) to anyone who seems to need help. Introduces self by name and role using a pleasant tone of voice. Responds to customer complaints or questions by listening closely and showing concern. Promptly addresses and follows up on expressed concerns. Shows respect by 1) discussing issues/problems in a calm and factual way, 2) avoiding negative labeling of others based on their role or department, 3) recognizing contributions of <u>all</u> team members.)</i>		
2.	Recognizes and responds to age and cultural practices of others in a sensitive way. <i>(Examples: Addresses others by preferred name and title. Chooses words that will be understood by children or by those for whom English is not a primary language. Uses pointing and gestures to communicate with visitors with whom there is no language in common. Finds interpreters as needed, according to ECH procedures. Changes voice volume to communicate effectively with those with hearing difficulties.)</i>		
3.	Works effectively as a team member, offering assistance to other staff when own tasks are completed.		
4.	Recognizes and celebrates the accomplishments and contributions of others. <i>(Examples: Promotes positive outcomes and independence when assigned to train others. Recognizes hospital or department celebrations.)</i>		
5.	Seeks feedback, accepts feedback, and shows efforts to apply it. <i>(Examples: Responds to requests, etc. from any department in the organization. Listens closely and seeks to understand the other person’s point of view when receiving feedback. Responds to reasonable requests to change behavior in order to promote good</i>		

	<i>working relationships.)</i>		
6.	Demonstrates ability to adapt communication style and format to different audiences. <i>(Examples: Conveys information in a way that can be understood by the intended audience taking into consideration age, cultural, educational background. Makes sure that message was received and understood. Communication flows through proper channels and to all individuals who need to know. Chooses communication methods (voicemail, email, face-to-face) most likely to be received by the intended audience. Uses telephone or speaks person-to-person to give information (instead of writing) when issues require urgent action. Uses font size in written materials that can be easily read by intended audience)</i>		
OVERALL RATING FOR INTERPERSONAL RELATIONSHIP SKILLS <i>(Must have "MS" on at least 5 for overall "MS" rating.)</i>			
Areas for Growth/Comments (optional)			

Work Habits		MS	DNMS*
1.	Maintains up-to-date licensure and registrations, certifications and health records as applicable to position. <i>(Examples: Professional license/certification, CPR certification, ACLS/PALS certification, TB Screening completed on time with minimal reminders.)</i>		
2.	Completes required annual mandatory training via computer-based and/or paper training modules. <i>(Examples: receives passing score, completes modules on time, with minimal reminders).</i>		
3.	Adheres to hospital policy and procedure regarding absenteeism and tardiness. <i>(Examples: Is on time, dressed in work attire and begins work at the start of the shift. Plans for vacation and personal time away from work. Follows procedures to request time off. Anticipates and plans for fluctuations in workload. Consults manager regarding scheduling issues in advance or as soon as practicable. Responds to adjustment in schedule with professionalism.)</i>		
4.	Adheres to the dress code policy. <i>(Examples: Wears ID badge displayed according to policy. Wears uniform, if applicable.)</i>		
5.	Follows hospital safety procedures and standard precautions.		
6.	Organizes and completes assigned work within established time frames. <i>(Examples: Performs routine work without being told/reminded/directed. Produces a quality work product within the deadline or negotiates a new deadline in a timely fashion. Keeps manager informed regarding progress toward goals. Demonstrates flexibility in adjusting personal schedule to complete workload or assist in case of department need. Demonstrates flexibility in responding to changing priorities and refocuses attention/effort to new priorities with professionalism. Ensures other work is accomplished when priorities change. Able to divide attention to work on multiple tasks simultaneously.)</i>		
7.	Maintains confidentiality regarding patients, employees, visitors and hospital operations. Uses discretion when discussing sensitive information. <i>(Examples: Talks about confidential information only with those who need and are authorized to know. Uses MIS information only to provide patient care. Discusses confidential information in places where being overheard is unlikely. Avoids these conversations when in elevators, stairwells, the cafeteria or any setting outside the Hospital. Talks about sensitive information (ex. disciplinary actions patient care issues, etc.) in a private setting rather than in front of patients, families or others not directly involved. Uses hospital recycling container to dispose of paperwork about patients, finances or other hospital business rather than in regular trash. Disposes of computerized records by erasing files or destroying floppy disks. Avoids talking about hospital concerns or rumors in front of non-hospital individuals.)</i>		
8.	Does not allow personal issues (good or bad) to interfere with completing duties or to disrupt the work setting. <i>(Examples: Uses work time to complete work and uses break time for personal business and/or discussions. Limits personal phone calls using work phone lines during work hours. Asks for a day off to take care of personal business rather than leaving the workplace during the shift. Does not distract coworkers.)</i>		
9.	Adheres to the Standards of Conduct as outlined in the hospital's Corporate Compliance policy and states how to report incidents of suspected non-compliance.		

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

10.	Uses ergonomic principles and good body mechanics at workstation. (Examples: adjusts chair, computer keyboard, telephone and monitor to prevent injury, maintains neutral joint position whenever possible, regularly changes position.)		
OVERALL RATING FOR WORK HABITS (Must have “MS” on at least 8 for overall “MS” rating.)			
Areas for Growth/Comments (optional)			

Initiative		MS	DNMS*
1.	Understands and supports the El Camino Hospital Mission and that each individual contributes to achieving it. (Examples: Can state the Mission in own words. Is able to describe how his/her role contributes to the Mission. Sets example for others by behaving in ways that are consistent with the Mission. Is an active team member in the department who treats co-workers with respect.)		
2.	Fosters personal accountability in others by sharing information, resources and knowledge, building trust, and supporting efforts to achieve desired outcomes. (Examples: Maintains good listening skills and responds with appropriate feedback. Demonstrates ability to influence positive outcomes. Works cooperatively to delegate tasks among the workgroup. Shares all relevant information with co-workers.)		
3.	Demonstrates a commitment to ongoing personal and professional growth through internal and external learning opportunities. Participates in professional organizations (if applicable). (Examples: Attends education programs needed to maintain competency. Is a member of a professional organization, if applicable. willingly volunteers to share information gained at educational events with other staff.)		
OVERALL RATING FOR INITIATIVE (Must have “MS” on at least 2 for overall “MS” rating.)			
Areas for Growth/Comments (optional)			

Safety/Infection Control		MS	DNMS*
1.	Responds according to policy to all emergency response codes. (Examples: describes the location of fire extinguishers and fire alarm pull boxes in own department, describes how to use fire extinguishers, able to define the RACE acronym, evacuates properly based on Situation during Code Red, searches work area during Code 33X, tells where to find MSDS in event of Code Orange, describes where to find job action sheets in event of Code Triage, secures area and begins search in event of Code Adam One, can state where to find Emergency/Disaster information on the unit/dept.)		
2.	Wears personal protective equipment (PPE) as required by the job task. (Examples: gloves, goggles, face shields, barrier gowns, apron, N-95 respirator)		
3.	Implements standard precautions for all patient contact and complies with all posted transmission precautions. (Examples: washes hands before and after patient contact, wears gloves, wears other PPE if splashes or spills may occur and/or if patient is coughing/sneezing, can state where to locate information on the unit regarding transmission precautions.)		

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

4.	Uses ergonomic principles to lift and transfer patients and materials. <i>(Examples: uses lift/transfer equipment according to policy, obtains assistance when load is too heavy, uses gait belt, push/pull transfer board for patient and own safety.)</i>		
5.	Uses safety engineered sharp devices unless contraindicated. <i>(Examples: can state which products are available, engages safety mechanism immediately after use, disposes of sharp in container designated for that purpose, can state conditions under which safety engineered sharps are contraindicated.)</i>		
6.	Handles hazardous materials according to policy and procedure. <i>(Examples: disposes of biohazardous waste in red bags, does not place medication vials in sharps containers, does not dump hazardous materials into drains.)</i>		
7.	Follows policy regarding employee accidents, incidents and injuries. <i>(Examples: takes care of self first, notifies manager, reports to Employee Health and completes the proper form.)</i>		
OVERALL RATING FOR SAFETY/INFECTION CONTROL <i>(Must have "MS" on all for overall "MS" rating.)</i>			
Areas for Growth/Comments (optional)			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

REVIEW OF PRIOR ANNUAL GOALS AND OBJECTIVES
(If Applicable)

Statement of Goals and Objectives	Goal Met	Continue Goal	Goal Discontinued
1.			
2.			
3.			
4.			
5.			

EXTRAORDINARY CONTRIBUTIONS (optional)

EMPLOYEE COMMENTS (optional)

ANNUAL COMPETENCY BASED PERFORMANCE EVALUATION RATING

MEETS EL CAMINO STANDARDS _____ (Must have overall "MS" for each performance category.)

DOES NOT MEET EL CAMINO STANDARDS _____ (Developmental Action Plan Attached)

I have reviewed my job description and this evaluation with my manager.

Signature: _____
Employee

Date

Reviewer

Date

GOALS AND OBJECTIVES FOR NEXT PERFORMANCE YEAR

(optional)

Statement of Goals

<i>Comments</i>

RN/LVN

COMPETENCY: Provides care appropriate for and specific to patient's age.

This staff member provides care for the following ages. (circle all that apply)

Infant (0-12 mo.) Child (1-12 yrs.) Adolescent (13-17 yrs.)
 Adult (18-64) Older Adult (65+)

A. Criteria	Meets	Does Not Meet	Other
Infant (0-12 mo.)			
Vital Signs			
Recognizes vital signs that are out of normal range for age of the patient.			
Recognizes when procedure or treatment is contraindicated based on elevated or depressed vital signs.			
Lab Values			
Recognizes abnormal lab values for age, responds as required.			
Pain Management			
Uses behavioral pain scale to check for pain.			
Observes behavior of infant after pain medication administration to assess efficacy.			
Communication			
Involves parents/caregivers in procedures; discharge instructions and planning, checks for understanding; encourages parental assistance in provision of care.			
Interprets non-verbal communication.			
Provides age-appropriate playthings.			
Medication/IV's			
Uses age/weight appropriate medication dosages			
Checks that IV is secure every time s/he enters the room.			
Equipment			
Chooses equipment and supplies appropriate to patient's age/size.			
Adjusts oxygen flow based on patient's age/size.			
Nutrition			
Checks which foods are allowed before feeding.			
Does not prop bottle when feeding.			
Skin Integrity			
Assess for diaper rash, responds as indicated.			
Safety			
Maintains safe environment, does not turn away from baby on table in order to prevent falling.			
Prepares room to minimize safety hazards. Keeps small objects out of reach.			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

	Meets	DNM	Other
Child (1-12 yrs)			
Vital Signs			
Recognizes vital signs that are out of normal range for age of the patient.			
Recognizes when procedure or treatment is contraindicated based on elevated or depressed vital signs.			
Lab Values			
Recognizes abnormal lab values for age, responds as required.			
Communication			
Involves parents/caregivers in procedures, discharge instructions and planning; checks for understanding; encourages parental assistance in provision of care.			
Interprets non-verbal communication.			
Recognizes child may view a painful procedure as punishment.			
Approaches child in a calm manner; uses direct approach with child.			
Explains procedures in advance using correct terminology adapted to patient's age. Uses visual aids, toys or games to help child understand. Give child some control by offering choices or allowing him/her to help where possible.			
Encourages parent to stay with child as much as possible for comfort and security.			
Provides age-appropriate playthings.			
Medication			
Uses age/weight appropriate medication dosages			
Checks that IV is secure every time s/he enters the room.			
Equipment			
Chooses equipment and supplies appropriate to patient's age/size.			
Adjusts oxygen flow based on patient's age/size.			
Skin Integrity			
Checks for diaper rash, alerts nurse if found.			
Safety			
Maintains safe environment, does not turn away from baby on table in order to prevent falling.			
Prepares room to minimize safety hazards (ex. keeps small items out of reach)			
Nutrition			
Checks which foods are allowed before feeding.			
Does not prop bottle when feeding, if applicable.			
Cuts food into small pieces.			
Supervises child during meals.			
Pain Management			
Uses behavioral pain scale or faces scale to check for pain.			
Observes behavior of infant after pain medication administration to assess efficacy.			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

Adolescent (13-17 yrs)	Meets	DNM	Other
Vital Signs			
Recognizes vital signs that are out of normal range for age of the patient.			
Recognizes when procedure or treatment is contraindicated based on elevated or depressed vital signs.			
Checks the “5 th vital sign” using pain scale.			
Lab Values			
Recognizes abnormal lab values for age, responds as required.			
Communication			
Involves patient in planning to provide sense of control. Avoids authoritarian approach. Treats patient as a young adult.			
Explains all treatments and procedures thoroughly to patient before they are performed. Does not use condescending language.			
Allows time for and encourages questions.			
Recognizes adolescents may hide their fear, reassures as needed.			
Recognizes adolescents may be self-conscious about body, ensure privacy.			
Safety			
Recognizes that adolescents are risk-takers, stays alert to prevent accidents and injuries to patient or self.			
Equipment			
Chooses equipment and supplies appropriate to patient’s age/size.			
Adjusts oxygen flow based on patient’s age/size.			
Medication/IV’s			
Uses age/weight appropriate medication dosages			
Checks that IV is secure every time s/he enters the room.			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

RN/LVN

COMPETENCY: Provides care appropriate for and specific to patient’s age.

This staff member provides care for the following ages. (circle all that apply)

Infant (0-12 mo.) Child (1-12 yrs.) Adolescent (13-17 yrs.)

Adult (18-64) Older Adult (65+)

Adult (18-64)	Meets	DNM	Other
Vital Signs			
Recognizes vital signs that are out of normal range for age of the patient.			
Recognizes when treatment or procedure is contraindicated based on elevated or depressed vital signs.			
Checks the “5 th vital sign” using pain scale.			
Communication			
Recognizes concerns over work, family and finances when communicating.			
Encourages expression of needs.			
Involves patient in care. Allows patient to maintain control; involves patient in decision-making and planning of care, as appropriate to condition and situation.			
Equipment			
Chooses equipment and supplies appropriate to patient’s age/size.			
Adjusts oxygen flow based on patient’s age/size.			
Older Adult (65+)	Meets	DNM	Other
Vital Signs			
Recognizes vital signs that are out of normal range for age of the patient.			
Recognizes when therapy is contraindicated based on elevated or depressed vital signs.			
Checks the “5 th vital sign” using pain scale.			
Lab Values			
Recognizes abnormal lab values for age, responds as required.			
Communication			
Allows for possible hearing and/or vision loss, speaking in lower, louder tones as necessary; provides additional or brighter lighting, larger print, etc..			
Encourages expression of needs. Gives clear, direct instructions.			
Recognizes that confused patients may not be able to reason.			
Involves patient in care, treatments and procedures. Allows patient to maintain control; involves patient in decision-making and planning of care, as appropriate to condition and situation.			
Skin Integrity/Positioning			
Recognizes disease processes that may compromise skin integrity. Follows Braden Protocol.			
Uses care in handling skin to reduce potential for skin tears or bruising.			
Safety			
Uses general safety precautions.			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards

Considers risk for falling based on balance deficits.			
Ensures that patient's adaptive devices are in reach and used (ex. walker, cane).			
Equipment			
Chooses equipment and supplies appropriate to patient's age/size.			
Adjusts oxygen flow based on patient's age/size.			
Medication/IV's			
Checks that IV is secure every time s/he enters the room.			
Recognizes effects of poly-pharmacy, responds as indicated.			
Pain Management			
Assess pain level frequently. Verbalizes understanding of narcotics with long half-life may cause problems with side effects—confusion, constipation.			

*Must Comment

Key

MS - Meets Standards

DNMS – Does Not Meet Standards