**Nursing Assistant Competency Checklist-Pain Management**

*State logo added here. If not, delete text box*

**Name:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Title:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Hire Date**:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

| **Skill Area** | | **Evaluation**  **(Check One)** | | **Method of Evaluation**  **(Check One)**  D = Skills Demonstration  O = Performance Observation  W = Written Test  V = Verbal Test | | | | **Verification**  **(Initials/Date)** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Competency**  **Demonstrated/**  **Meets**  **Standards** | **Needs Additional Training** |
| **D** | **O** | **W** | **V** |
| **Evaluator complete Nursing Assistant Competency Checklist-Pain Management** | Monitors the resident for any complaints, or exhibits any signs or symptoms of pain |  |  |  |  |  |  |  |
| Understands verbal and non-verbal indicators of pain |  |  |  |  |  |  |  |
| Communicates to nurse  if there is a report from the resident, family, or other staff that the resident is experiencing pain |  |  |  |  |  |  |  |
| Participates/shares information for revisions to the care plan if the interventions did not work |  |  |  |  |  |  |  |
| Verbalizes the importance of allowing time as indicated in the care plan for pain medication prior to interventions that are identified:   * ADL care * Restorative Nursing procedures * Etc. |  |  |  |  |  |  |  |
| Demonstrate /verbalizes reporting the resident’s complaints and signs or symptoms of pain |  |  |  |  |  |  |  |
| Verbalizes how to observe for non-verbal indicators of pain for residents unable to verbalize or if cognitively impaired. |  |  |  |  |  |  |  |
| Knows the non-pharmacologic interventions that are on the resident’s care plan for pain/discomfort and demonstrates their use |  |  |  |  |  |  |  |
| Demonstrates / verbalizes  understanding of resident preference. |  |  |  |  |  |  |  |
| Verbalizes side effects from pain medications that should be reported to the nurse:   * Constipation * Nausea, vomiting * Dry mouth * Sleepiness * Dizziness * Confusion * Depression * Itching * Sweating |  |  |  |  |  |  |  |
| Nursing Assistant demonstrates documentation responsibilities:   * Care Plan Interventions * Etc. |  |  |  |  |  |  |  |
| **Other (Describe)** |  |  |  |  |  |  |  |  |
| **Other (Describe)** |  |  |  |  |  |  |  |  |

**\*I certify that I have received orientation in the above-mentioned areas.**

**\*Employee:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_

**Initials**  **Signature**  **Date**

**Evaluator/Trainer:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_

**Initials Signature Date**

***(PLACE IN EMPLOYMENT FILE)***

**References:**

* Centers for Medicare & Medicaid Services State Operations Manual, Appendix PP – Guidance to Surveyors for Long Term Care Facilities (Rev. 173, 11-22-17) Advance Copy 6/29/22: <https://www.cms.gov/files/document/appendix-pp-guidance-surveyor-long-term-care-facilities.pdf>
* LTC Survey Pathways (Download) Critical Element Pathways, Pain Recognition and Management Critical Element Pathway, CMS-20076, 5/2017: <https://www.cms.gov/medicare/provider-enrollment-and-certification/guidanceforlawsandregulations/nursing-homes.html>