Nurse Aide

Clinical Skill Competency

**Nurse Aide Clinical Skill Competency**

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**Employee:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Date of Observation:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**☐ New Employee Evaluation ☐ Completed prior to Annual Performance Review**

**Definitions**

|  |  |
| --- | --- |
| **Exceeds Job Requirements** | Performs consistently above average. |
| **Meets Job Requirements** | Performs at acceptable standard of practice meeting the expectations of the job.  |
| **Needs Improvement** | Job performance is not meeting the current standards of practice and/or expectations. An educational plan including goals, objectives, and time frames must be established.  |

| **Technique and/or Task** | **Exceeds Job****Requirements** | **Meets Job Requirements** | **Needs Improvement** |
| --- | --- | --- | --- |
| * Can verbalize resident assignment and demonstrate where to obtain current information on care delivery tasks
* Reports to the nurse immediately if assignment sheet is not current or correct
 |  |  |  |
| **Comment:** |
| * Demonstrates timeliness in the repositioning of residents every two hours or as care planned
* Offers fluids to dependent residents at least every two hours or as care planned
 |  |  |  |
| **Comment:** |
| * Follows care planned toileting schedule and/or house routines
* Demonstrates proper application of protective undergarments and incontinent pads
* Demonstrate proper perineal care
* Demonstrates proper catheter care
 |  |  |  |
| **Comment:** |
| * Demonstrate respecting resident privacy and dignity by knocking on doors before entering resident rooms and bathrooms
* Consistently introduces self and explains tasks to residents within the resident’s frame of reference
* Provides privacy during cares by closing doors / curtains and window coverings
 |  |  |  |
| **Comment:** |
| * Consistently answers call lights and alarms promptly (alarms immediately, call lights within 5 minutes)
 |  |  |  |
| **Comment:** |
| * Demonstrates accurate documentation:
* Weights / re-weights
* Vital Signs
* ADL / Care Data
 |  |  |  |
| **Comment:** |
| * Consistently demonstrates proper infection control standards:
* Hand Hygiene
* Glove Usage
* Personal Protective Equipment
* Proper Disinfection of Equipment / Utensils
 |  |  |  |
| **Comment:** |
| * Consistently maintains a clean environment:
* Resident rooms & common areas are kept clean and orderly
* Personal supplies are kept clean, labeled & stored in designated location
* Soiled linens are removed & placed in appropriate containers
* Soiled incontinent products are immediately contained & disposed of per universal standards
 |  |  |  |
| **Comment:** |
| * Balances providing assistance and encouraging resident self-performance / self-determination:
* Verbalizes the value of resident’s attaining and maintaining their highest level of function
* Assists, sets-up or encourages resident per care plan with dressing, grooming, and bathing
 |  |  |  |
| **Comment:** |
| * Provides care planned assistance at mealtime
* Verbalizes seating assignments
* Demonstrates skills of giving cues, partial feeding and total feeding assistance
* Verbalizes how to follow individualized aspiration precautions and choking precautions and when to notify the nurse
* Demonstrates accurate recording of intake
* Demonstrates therapeutic communication with residents
 |  |  |  |
| **Comment:** |
| * Demonstrates proper technique for:
* Gait belt use
* Pivot transfer using gait belt
* Two person transfers
* Mechanical Lifts
 |  |  |  |
| **Comment:** |
| * Demonstrates proper technique for:
* Proper body mechanics
* Restorative ambulation
* Restorative bed mobility
* Restorative feeding assistance
* Restorative incontinence care
* Restorative contracture prevention, upper and lower extremity range of motion
* Splint, brace application
* Anti-embolism stocking application
* Documentation of restorative minutes for data collection
 |  |  |  |
| **Comment:** |

**Signature of Nurse Aide:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Signature /Title of Evaluator:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Opportunities identified for employee remedial education:**

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
8. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
9. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
10. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_