## **Company Name** Validation of Skills

Nurse: RN LVN

*Score Key:       ** Validation Method Key       Frequency of Validation         1 = Independent       DO = Direct Observation of Patient Care       > Core Skills - validated on hire and annually         2 = Performs with Supervision       WV - Written Validation       > Performance Skills - validated prior to         3 = Requires Professional Development       VV = Verbal Validation       WV - Simulated Validation (Observed)	Name: Date of Hire:								
	1 = Independent 2 = Performs with Supervision	DO = Direct Observation of Patient Care WV – Written Validation VV = Verbal Validation	<ul> <li>Core Skills – validated on hire and annually</li> <li>* Performance Skills – validated prior to independent performance</li> </ul>						

Skill       *00       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90       90		Self Evaluation			Skill Validation				Re-Validation (Professional development as needed)			
A. Hand washing       ◇       ◇       ○         B. Personal protective equipment       ◇       ○       ○         C. Disposal technique       ◇       ○       ○         D. Hazardous materials/sharps handling and disposal       ◇       ○       ○         E. Equipment cleaning       ○       ○       ○       ○         F. Other       ○       ○       ○       ○       ○         II. Medications       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○       ○	Skill	Score*	Date	Frequency	Score*	Method**	Initials	Date	Score*	Method**	Initials	Date
B. Personal protective equipment       ◇       ◇         C. Disposal technique       ◇       ◇         D. Hazardous materials/sharps handling and disposal       ◇       ✓         E. Equipment cleaning       ◇       ✓         F. Other       ●       ✓       ✓         II. Medications       ●       ✓       ✓         A. Routes of administration       ●       ✓       ✓         B. Assessment and documentation       ●       ✓       ✓         C. Anaphylactic protocol       ●       ✓       ✓         III. Lab tests/specimen collection       ●       ✓       ✓         A. Route & collection procedures       ●       ✓       ✓         B. Preservation & transport procedures       ●       ✓       ✓         D. Glucose monitor (list devices) Quality Control Log       ◇       ✓       ✓         ✓       ✓       ●       ✓       ✓       ✓         A. Identification of wound types (pressure, stasis, surgical, etc)       ●       ✓       ✓       ✓         B. Compression therapy application /mem Unna books, Profore(®), other wrappings, etc.)       ✓       ✓       ✓       ✓         V. Musculoskeletal system       ✓       ✓       ✓       ✓	I. Infection Control			<b>\$</b>							7	
C. Disposal technique       ♦       ♦       ♦         D. Hazardous materials/sharps handling and disposal       ♦       ♦       ♦         E. Equipment cleaning       ●       ●       ●       ●         F. Other       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●	A. Hand washing			<b>\$</b>						V		
D. Hazardous materials/sharps handling and disposal       ♦       ♦         E. Equipment cleaning       ●       ●         F. Other       ●       ●         II. Medications       ●       ●         A. Routes of administration       ●       ●         B. Assessment and documentation       ●       ●         C. Anaphylactic protocol       ●       ●         III. Lab tests/specimen collection       ●       ●         A. Route & collection procedures       ●       ●         B. Preservation & transport procedures       ●       ●         C. Venipuncture       ●       ●         D. Glucose monitor (list devices) Quality Control Log       ●       ●         ✓       ●       ●       ●         F. Other       ●       ●       ●         IV. Wound care       ●       ●       ●         A. Identification of wound types (pressure, stasis, surgical, etc.)       ●       ●       ●         B. Compression therapy application /mgmt (Unna bots, Profere®, other wrappings, etc.)       ●       ●       ●         V. Musculoskeletal system       ●       ●       ●       ●         A. Therapeutic/ROM exercises       ●       ●       ●       ●	B. Personal protective equipment			<b>\$</b>								
handling and disposal       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓       ✓ <td>C. Disposal technique</td> <td></td> <td></td> <td>\$</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	C. Disposal technique			\$								
F. Other       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●	handling and disposal			\$								
II. Medications       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●				•								
A. Routes of administration       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •				•								
B. Assessment and documentation       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •				•								
C. Anaphylactic protocol       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●<	A. Routes of administration			•								
III. Lab tests/specimen collection       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●				•								
A. Route & collection procedures       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •				-•								
B. Preservation & transport procedures       ●       ●       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■       ■ <td></td> <td></td> <td></td> <td>•</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>				•								
procedures       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ●       ● <td< td=""><td>-</td><td></td><td></td><td>•</td><td></td><td>V</td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	-			•		V						
D. Glucose monitor (list devices) Quality Control Log       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓       ↓	procedures			•								
Quality Control Log   E. Other   IV. Wound care   A. Identification of wound types (pressure, stasis, surgical, etc)   B. Compression therapy application /mgmt (Unna boots, Profore®, other wrappings, etc.)   C. Other   V. Musculoskeletal system   A. Therapeutic/ROM exercises   B. Transfer/lifting techniques				•								
IV. Wound care       IV. Musculoskeletal system       IV. Musculoskeletal system       IV. Musculoskeletal system       IV. Musculoskeletal system       IV.				\$								
A. Identification of wound types (pressure, stasis, surgical, etc)       •       •       Image: Constraint of the start of the st	E. Other											
(pressure, stasis, surgical, etc)•• </td <td>IV. Wound care</td> <td></td>	IV. Wound care											
/mgmt (Unna boots, Profore®, other wrappings, etc.)       *	(pressure, stasis, surgical, etc)			•								
V. Musculoskeletal system       Image: Constraint of the system	/mgmt (Unna boots, Profore®, other wrappings, etc.)			*								
A. Therapeutic/ROM exercises     •     •     •       B. Transfer/lifting techniques     •     •     •												
B. Transfer/lifting techniques												
	-											
C. Assistive devices     ●	· • •											
	C. Assistive devices			•								

## Company Name \_\_\_\_\_Date of Hire: \_\_\_\_\_\_

Name: \_\_\_\_\_

	Self Evaluation			Skill Validation				Re-Validation (Professional development as needed)			
Skill	Score*	Date	Frequency	Score*	Method**	Initials	Date	Score*	Method**	Initials	Date
D. Other											
VI. Pulmonary system									4		
A. Inhalation therapy			*								
B. Tracheotomy care			*					. 4			
C. Other									1200		
VII. Gastrointestinal system											ł
A. Bowel training			*								
B. Manual disimpaction/enemas			*								
C. Oral/nasal suctioning			*	1							
D. NG-tube insertion/management			*								
E. G.Tube insertion/management			*								
F. Ostomy care (colostomy, ileo- conduit, ileostomy, etc.)			*								
G. Tube feeding			*			/					
H. Other											
VIII. Genitourinary system											
A. Bladder training			*								
B. Catheter care											
1. Indwelling/intermittent											
a. Urethra											
b. Suprapubic											
c. Straight Catheter											
2. Insertion/removal -Indwelling			•								
C. Sterile catheter irrigation			*								
IX. Peripheral IV insertion & care											
A. Insertion/discontinuation			<b>\$</b>								
B. Site care			$\diamond$								
C. Calculation of infusion rates			$\diamond$								
D. Continuous infusion			↓								
E. Intermittent Heparin lock			↓								
F. Fluids & hydration therapy			↓								
G. Antibiotic therapy			↓								
H. Management of complications	*		↓								
I. Other			· ·								
X. Physical assessment components											
A. Comprehensive (head to toe)			•								
B. Age specific assessments needs			•								
C. Assessment tools/equipment			•				1				
D. Other			-								
XI. Additional skills				+	<u> </u>		1				

Competency Evaluator: \_\_\_\_\_\_ Initials: \_\_\_\_\_