

Nurse Aide Clinical Skill Competency

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Nurse Aide Clinical Skill Competency

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
<ul style="list-style-type: none"> • 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:		
<ul style="list-style-type: none"> • 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:		

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Technique and/or Task	Exceeds Job Requirements	Meets Job Requirements	Needs Improvement
<ul style="list-style-type: none"> • 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 	<p>Comment:</p>		
<ul style="list-style-type: none"> • 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 	<p>Comment:</p>		
<ul style="list-style-type: none"> • Consistently answers call lights and alarms promptly (alarms immediately, call lights within 5 minutes) 	<p>Comment:</p>		
<ul style="list-style-type: none"> • Demonstrates accurate documentation: <ul style="list-style-type: none"> ○ Weights / re-weights ○ Vital Signs ○ ADL / Care Data 	<p>Comment:</p>		
<ul style="list-style-type: none"> • Consistently demonstrates proper infection control standards: <ul style="list-style-type: none"> ○ Hand Hygiene ○ Glove Usage ○ Personal Protective Equipment ○ Proper Disinfection of Equipment / Utensils 	<p>Comment:</p>		
<ul style="list-style-type: none"> • Consistently maintains a clean environment: 			

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Technique and/or Task	Exceeds Job Requirements	Meets Job Requirements	Needs Improvement
<ul style="list-style-type: none"> ○ 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:		
<ul style="list-style-type: none"> ● Balances providing assistance and encouraging resident self-performance / self-determination: <ul style="list-style-type: none"> ○ 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:		
<ul style="list-style-type: none"> ● Provides care planned assistance at mealtime <ul style="list-style-type: none"> ○ 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:		
<ul style="list-style-type: none"> ● Demonstrates proper technique for: <ul style="list-style-type: none"> ○ Gait belt use ○ Pivot transfer using gait belt ○ Two person transfers ○ Mechanical Lifts 	Comment:		
<ul style="list-style-type: none"> ● Demonstrates proper technique for: 			

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Technique and/or Task	Exceeds Job Requirements	Meets Job Requirements	Needs Improvement
<ul style="list-style-type: none"> ○ 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 	<p>Comment:</p>		

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. _____

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