



Competency/Skills Self-Appraisal: Hospice

RN LPN

Name _____

Date _____

Please check the column that applies to your skill level:
 3= Very Competent > 1yr Exp. 2=Some Help needed <1 yr. Exp. 1=Need Direction <6 months Exp. 0=Never Done

SKILLS	3	2	1	0	SKILLS	3	2	1	0
▪ BCLS Expires:					▪ General Patient Assessment, History and Physical				
▪ ACLS Expires:					▪ Post Mortem Care and Arrangements				
▪ RNC Date:					▪ Isolation Criteria/Methods				
▪ Chemotherapy Certification Expires:					▪ Anesthetic Types and Complications				
▪ ONS Certification Expires:					▪ Patient positioning, Ambulation and ROM				
▪ Other Certification (specify): _____					▪ Elastic (TED) Hose/Stockings				
▪ Computerized Charting System (specify) _____					▪ Auscultation/Interpretation Breath & Heart Sounds				
▪ Medication Administration System (specify) _____					▪ Pulses/Circulation Checks				
1. AGE SPECIFIC PRACTICE CRITERIA:					▪ Blood Pressure – noninvasive				
▪ Newborn/Neonate (birth to 30 days)					▪ Pulse Oximetry				
▪ Infant (30 days to 1 year)					▪ IV Pump set up				
▪ Toddler (1 -3 years)					▪ Drawing blood from central line				
▪ Preschooler (3-5 years)					▪ Drawing venous blood				
▪ School Age Children (5-12 years)					▪ IV Starts				
▪ Adolescent (12-18 years)					▪ Angiocath				
▪ Young Adults (18-39 years)					▪ Butterfly				
▪ Middle Adults (39-64 years)					▪ Heparin Lock				
▪ Geriatric (64 +)					▪ Administration of blood/blood products – Whole blood				
2. EXPERIENCE WITH AGE GROUPS:					▪ Albumin/plasma				
▪ Able to adapt care to incorporate normal growth and development					▪ Packed Red Blood Cells				
▪ Able to adapt method and terminology of patient instructions to their age, comprehension and maturity level					▪ Cryoprecipitate				
▪ Ensures safe environment reflecting specific needs of various age groups					▪ Peripheral Line dressings				
3. GENERAL SKILLS:					▪ Central line/catheter dressing				
▪ Admission and Initial assessment					▪ Broviac				
▪ Charting/Documentation/Consents/Care Plans					▪ Groshong				
▪ Confidentiality of Information/HIPAA					▪ Hickman				
▪ Restraint Application/Procedures/Safety					▪ Portacath				
▪ Universal Precautions/Infection Control Procedures					▪ Quinton				
▪ Advance Directives					▪ CVP readings				
▪ JCAHO – National Patient Safety Guidelines					▪ Drains (Hemovac, Jackson-Pratt, Penrose, etc.)				
▪ Ordering Medications and Supplies					▪ Dressing Changes				
▪ Drug Administration/Unit Dose System					▪ Flush lumens/change caps				
▪ Lab work – ordering and values					▪ IV Push				
▪ Specimen Collection					▪ IV Pumps				
▪ Ordering/Preparing patient for Diagnostics					Care of Airway Management Devices/Suctioning				
▪ Bathing and Skin Care/Oral Care/Peri Care					▪ Endotracheal tube/suctioning				
▪ Routine Pre-Op & Post-Op Care					▪ Nasal airway/suctioning				

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3. GENERAL SKILLS CONTINUED:					▪ Placement of nasogastric tube				
▪ Oropharyngeal/suctioning					▪ NG Medication Administration				
▪ Sputum specimen collection					▪ Colostomy care/Pouch systems				
▪ Tracheostomy/suctioning					▪ Renal/Genitourinary assessment				
▪ Assist with intubation					▪ AV fistula/shunt				
▪ Care of vent patient					▪ Fluid and electrolyte balance				
Care of Chest Tube					▪ Interpretation of BUN and creatinine				
▪ Assist with setup and insertion					▪ Insertion and care of straight and Foley catheter – male and female				
▪ Measuring and emptying					▪ Catheter care – 3 way Foley				
▪ Tube removal					▪ Catheter care – supra-pubic				
▪ Use of Pleurevac or Thoraclex					▪ Nephrostomy tube care				
▪ Use of water seal or drainage system					▪ Metabolic assessment				
▪ O2 Therapy and Medication Delivery Systems - Ambu bag and mask					▪ S/S diabetic coma				
▪ ET tube					▪ S/S insulin reaction				
▪ External CPAP					▪ Interpretation of blood glucose results				
▪ Face masks					▪ Use of electronic blood glucose monitoring device				
▪ Inhalers					▪ Use of visual blood glucose strips				
▪ Nasal cannula					▪ Performing finger stick				
▪ Portable O2 Tank					▪ Indwelling insulin pump				
▪ Trach collar					▪ Recognizing diabetic complications/emergencies				
▪ Oximetry					▪ Interpretation of lab results – blood chemistry and blood counts				
▪ Chest physiotherapy					▪ Reverse Isolation procedures				
▪ Incentive spirometry					▪ Fluid and electrolyte imbalance/dehydration				
▪ Neurological assessment – cerebellar function/cranial nerves/level of consciousness/pathologic reflexes					▪ Fever management				
▪ Glasgow coma scale					▪ Temporary repair of torn or punctured catheters				
▪ Range of motion					▪ Declot occluded ports or catheters				
▪ Skin					▪ Supervise unlicensed personnel				
▪ Support devices – cane					4. LEADERSHIP				
▪ Cervical Collar					▪ Charge Nurse				
▪ Gait belt					▪ Team Leader				
▪ Prosthetic					▪ Primary Nurse				
▪ Transfer boards					▪ Other (please specify): _____				
▪ Crutches					5. EXPERIENCE IN HOSPICE SETTINGS:				
▪ Walker					▪ Adult				
▪ Wheelchair					▪ Pediatrics				
▪ Assessment of GI patient - abdominal/bowel sounds					▪ Cancer Center				
▪ Fluid balance					▪ Radiation oncology				
▪ Nutritional requirements					▪ Surgical oncology				
▪ Interpretation of blood chemistry					▪ Bone marrow unit				
▪ Administration of tube feeding					▪ Sub acute/Skilled nursing				
▪ Feeding pump					▪ Home health care				
▪ Gravity feeding					▪ Hospice				
▪ Flexible feeding tube – (Corpak,Dobhoff)					▪ Palliative care				
▪ Management of Gastrostomy tube					6. FAMILY/PSYCHOSOCIAL NEEDS:				
▪ Jejunostomy tube					▪ Advance directives				
▪ T-tube					▪ DNR				

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6. FAMILY/PSYCHOSOCIAL NEEDS CONTINUED:					▪ Surgical wounds with drains				
▪ Acute phase					▪ Traumatic wounds				
▪ Chronic phase					▪ Wet to dry dressings				
▪ Terminal phase					▪ Debridement				
▪ Bereavement phase					10. NUTRITION:				
▪ Survivorship					▪ Assess nutritional status				
▪ Kubler-Ross stages of grieving					▪ Assess/manage nutritional impairment				
▪ Identify support groups for patients/family					▪ Interpretation of lab values				
▪ Self care and coping skills					▪ Oral feedings				
▪ Goal setting					▪ Enteral tube feeding				
▪ Quality of life issues					▪ PPN				
▪ Death and dying counseling					▪ Central TPN				
▪ Hospice care					▪ 24 hour dietary recall				
▪ Cancer screening and detection					▪ Dietary history				
7. PAIN MANAGEMENT:					▪ Measurement of skin fold thickness				
▪ Assessment of pain level/tolerance					11. EMERGENCIES:				
▪ Care of patient with anesthesia/analgesia					▪ DIC				
▪ IV Conscious sedation					▪ Tumor Lysis Syndrome				
▪ Narcotic analgesia					▪ Septicemia				
▪ PCA Pump – patient controlled analgesia					▪ Tamponade				
▪ Continuous narcotic infusion					▪ Hypercalcemia				
▪ Continuous epidural infusion					▪ Organ obstruction				
▪ IV Push narcotics					▪ Spinal cord compression				
▪ Use of Duragesic patches					▪ Superior vena cava syndrome				
▪ Adjuvant medications					▪ Increased ICP				
▪ Alternative therapies					▪ SIDAH				
▪ Nonpharmacologic strategies					▪ Hemorrhage				
▪ Oral time released agents					▪ Capillary leak syndrome				
8. PROTECTIVE MECHANISMS:					▪ Hyper/hypokalemia				
▪ Reverse isolation					▪ Anaphylaxis				
▪ Care of neutropenic patient					▪ Cardiac arrest				
▪ Altered skin integrity					▪ Fever				
▪ Neuropathy					▪ Seizures				
▪ Altered mental status					12. CARE OF HOSPICE PATIENT:				
▪ Provide mucositis and stomatitis care					▪ Head				
▪ Care of patient in LAF room					▪ neck				
▪ Care of AIDS patient					▪ Chest				
▪ Thrombocytopenia					▪ Hematologic system				
9. WOUND MANAGEMENT:					▪ Gastrointestinal tract				
▪ Assessment of skin for impending breakdown					▪ Reproductive system				
▪ Stasis ulcers					▪ Skin (melanomas/non-melanomas)				
▪ Surgical wound healing					▪ Urinary tract				
▪ Use of air fluidized, low airloss beds					▪ Alopecia				
▪ Sterile dressing changes					▪ Anemia				
▪ Wound care/irrigation					▪ Constipation				
▪ Pressures sores					▪ Diarrhea				
▪ Staged decubitus ulcers					▪ Fatigue				

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12. CARE OF HOSPICE PATIENT CONTINUED:									
▪ Nausea and vomiting									
▪ Lymphadema									
▪ Infection									
▪ Pneumonitis									
▪ Venocclusive disease									
▪ Management of sudden wound dehiscence									
▪ Graves Disease									
13. MEDICATION ADMINISTRATION:									
▪ Anticonvulsants									
▪ Atropine									
▪ Alipent (Metaproterenol sulfate)									
▪ Carbamazepine (tegretol)									
▪ Carbidopa-Levodopa (Sinemet)									
▪ Clonazepam (Klonopin)									
▪ Corticosteroids									
▪ Coumadin									
▪ Decadron (Dexamethasone)									
▪ Demerol									
▪ Dilantin (Phenytoin)									
▪ Epinephrine									
▪ Heparin drip									
▪ Hydrocortisone									
▪ Insulin									
▪ Lasix									
▪ Lidocaine									
▪ Lorazepam (Ativan)									
▪ Methylprednisolone (Solu Medrol)									
▪ Morphine									
▪ Oral hypoglycemics									
▪ Phenobarbital									
▪ Prednisone									
▪ Solu-Cortef									
▪ Steroids									
▪ Thyroid medications									
▪ Valium (Diazepam)									
▪ Ventolin (Albuterol)									
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