



Competency/Skills Self-Appraisal: NICU

RN LPN

Name _____

Date _____

3= Very Competent > 1yr Exp.

Please check the column that applies to your skill level:

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:					▪ Sterile technique				
▪ NRP Expires:					▪ Isolation Criteria/Procedures				
▪ PALS Expires:					▪ Diagnostics: Ordering, Preparing Patient				
▪ NCC Expires:					▪ Attending high risk deliveries				
▪ Arrhythmia Course Date:					▪ APGAR scoring				
▪ Critical Care Course Date:					▪ Gestational age				
▪ Other (specify) _____					▪ Ballard				
▪ Computerized Charting System (specify) _____					▪ Dubowitz				
▪ Medication Administration System (specify) _____					▪ Eye exam (r/o retinopathy)				
1. AGE SPECIFIC PRACTICE CRITERIA:					▪ Hearing screening				
▪ Newborn/Neonate (birth to 30 days)					▪ Thermoregulation				
▪ Infant (30 days to 1 year)					▪ Isolette with humidity				
2. EXPERIENCE WITH AGE GROUPS:					▪ Radiant warmer				
▪ Able to adapt care to incorporate normal growth and development					▪ Temperature (Axillary, rectal, skin)				
▪ Able to adapt method and terminology of patient instructions to their age, comprehension and maturity level					▪ Weaning to open crib/bassinet				
▪ Ensures safe environment reflecting specific needs of various age groups					▪ Weight – scale				
3. EXPERIENCE LEVEL:					▪ Bed scale				
▪ Level II Nursery					▪ Care of extremely low birth weight				
▪ Level III Nursery					▪ Care of infant under phototherapy				
▪ Delivery Room Care – High risk births					▪ Maternal history				
▪ Critical Transports – air transport/jet/helicopter					▪ Consents – immunization				
▪ Critical Transports - ambulance					▪ Consents – procedural				
▪ Other (specify): _____					▪ Consents – treatment				
4. LEADERSHIP:					▪ Cord care				
▪ Charge Nurse					▪ Neonatal skin care				
▪ Team Leader					▪ Positioning devices				
▪ Primary Nurse					▪ Security precautions				
▪ Other					▪ Auscultation/Interpretation Breath & Heart Sounds				
5. GENERAL SKILLS:					▪ Pulses/Circulation Checks				
▪ Admission/Transfer					▪ Abnormal heart sounds/murmurs				
▪ Preparation for transport/transfer					▪ Blood Pressure/noninvasive				
▪ Charting/Documentation/Consents					▪ Blood pressure invasive –arterial line				
▪ Confidentiality of Information					▪ Perfusion				
▪ Restraint Application/Procedures/Safety for infants					▪ Placing/Maintaining/ Patient on Telemetry				
▪ Universal Precautions/Infection Control Procedures					▪ Lead placement				
▪ JCAHO – National Patient Safety Goals					▪ Running & Mounting Rhythm Strips				
▪ Care Plans					▪ Arrhythmia Interpretation				
▪ Bereavement/Post mortem					▪ Basic 12 lead Interpretation				
▪ Care of infant in isolation					▪ Defibrillation/Cardioversion				

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5. GENERAL SKILLS CONTINUED:					▪ Pulse oximeter				
▪ Cardiac arrest/CPR					▪ Transcutaneous monitoring				
▪ Emergency drug preparation and administration (NRP)					▪ Use of artificial surfactant				
▪ Central venous pressure					Ventilator Management				
▪ Invasive hemodynamic monitoring					▪ CPAP/PEEP				
▪ Interpretation of Hemodynamic monitoring					▪ High frequency jet ventilation				
▪ Cardiac index					▪ IMV				
▪ Cardiac output					▪ Home ventilator				
▪ CVP monitoring					▪ Oscillator				
▪ Pulmonary assessment					▪ Nitric oxide therapy				
▪ Rate and work of breathing					▪ ECMO				
▪ Interpretation of arterial blood gases					▪ Pressure ventilator				
▪ Interpretation of X-ray reports					▪ Volume ventilator				
Care of Airway Management Devices/Suctioning					▪ Weaning				
▪ Assist with Extubation					▪ Maintenance and Management of pleural chest tubes				
▪ Assist with intubation					▪ Neurological assessment – cerebellar function/cranial nerves/level of consciousness/pathologic reflexes/visual or communication deficits				
▪ Intubate					▪ Drug withdrawal and abstinence scoring				
▪ Stabilization of ETT					▪ Assist with lumbar puncture				
▪ Bulb syringe					▪ Seizure precautions				
▪ Endotracheal tube/suctioning					▪ Intracranial/Cerebral Perfusion Pressure Monitoring				
▪ In line suction					▪ Regulation of ICP				
▪ Open ET catheter suction					▪ Temperature control				
▪ Nasal airway/suctioning					▪ Ventilation				
▪ Oral airway/suctioning					▪ GI assessment abdominal/bowel sounds/fluid balance/nutritional				
▪ Tracheostomy/suctioning					▪ Abdominal girth				
▪ CPAP – nasal prongs					▪ Palate				
▪ Sputum specimen collection					▪ Suck/swallow				
▪ Assist with emergency Tracheostomy					▪ Feeding tolerance				
▪ Apnea monitor					▪ Care of Gastrostomy tube				
▪ Assist with setup and insertion of chest tube					Feedings				
▪ Assist with removal of chest tube					▪ Assist with breast feeding				
▪ ECMO – extracorporeal membrane oxygenation					▪ Bottle				
▪ Obtain blood gases – arterial					▪ Breast milk handling/storage				
▪ Obtain blood gases – heel stick					▪ Gavage				
▪ Obtain blood gases – peripheral					▪ Reflux precautions				
▪ Obtain blood gases – umbilical line					▪ Placement of OGT/NCT/NJT				
▪ Assist with thoracentesis					▪ Hospital grade electric breast pump				
▪ Oximeter					Placement of intestinal tubes				
O2 Therapy / Medication Delivery Systems -					▪ Jejunal				
▪ Anesthesia bag and mask					▪ Nasogastric/orogastric				
▪ Self inflating bag and mask					▪ Test for occult blood				
▪ Nasal cannula					▪ Colostomy/ileostomy care				
▪ Nebulizer					▪ Renal/Genitourinary assessment				
▪ Oxyhood					▪ Fluid and electrolyte balance				
▪ Tent					▪ Finnegan				
▪ Trach collar					▪ Interpretation of bilirubin				

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▪ Interpretation of BUN and creatinine					▪ Angiocath				
▪ Interpretation of serum electrolytes					▪ Butterfly				
▪ Insertion of straight and Foley catheter					▪ Heparin Lock				
▪ Assist with circumcision					▪ Cut down				
▪ Post circumcision care					Management of IV therapy				
Test urine and interpret					▪ Discontinuing				
▪ Glucose					▪ Dressing and tubing change				
▪ Labstix					▪ Site and patency assessment				
▪ Occult blood					▪ Rate calculation				
▪ pH					▪ Use of IV pumps				
▪ Specific gravity					▪ Intralipid				
Collection of urine specimens					▪ TPN				
▪ Assist with supra pubic tap					Assist with insertion and care of:				
▪ Catheter					▪ PAL – Percutaneous arterial line				
▪ Diaper/bag					▪ PICC				
▪ Phototherapy for jaundice					▪ UAC				
▪ Peritoneal dialysis					▪ UVC				
▪ Orthopedic assessment – circulation check, range of motion					▪ PIV				
▪ Devised traction (splints/casts/braces)					▪ Wound management - Assessment of skin for impending breakdown				
▪ Pinned traction					▪ Surgical wounds				
▪ Metabolic assessment					▪ Wound care				
▪ Blood glucose monitoring					▪ Irrigation of wounds				
▪ Interpretation of blood glucose results					▪ Thermoregulation				
▪ Interpretation of thyroid studies/ levels					▪ Sterile dressing changes				
▪ Use of visual blood glucose strips					▪ Color changes				
▪ Care of IDM					▪ Prevention of impaired skin integrity				
▪ Administration of blood/blood products – Whole blood					▪ Interpretation of CBC/differential				
▪ Albumin/plasma					▪ Culture reports				
▪ Packed Red Blood Cells					▪ Collect culture specimens				
▪ Cryoprecipitate					▪ Isolation techniques				
Delivery methods					▪ Assist with lumbar puncture				
▪ IV pump					▪ Fever management				
▪ Syringe pump					▪ Knowledge of normal growth and development				
Hyperalimentation/TPN					▪ Bonding assessment				
▪ Central					▪ Adoption procedures				
▪ peripheral					▪ PKU specimen collection				
▪ Intralipid					6. PAIN MANAGEMENT:				
▪ Peripheral Line dressings					▪ Assessment of pain level/tolerance				
▪ Central line/catheter dressing					▪ Assessment of pain level pre and post procedure				
▪ Broviac					▪ Care of neonate with sedation				
▪ Groshong					7. CARDIOVASCULAR SYSTEM:				
▪ Hickman					▪ Cardiac arrest				
▪ Portacath					▪ Heart transplant				
▪ Quinton					▪ Pre/Post Cardiac Catheterization				
▪ Drawing blood from central line					▪ Cardiomyopathy				
▪ Drawing venous blood					▪ Congenital heart disease/abnormalities				

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8. CARDIOVASCULAR SYSTEM CONTINUED:					12. RENAL SYSTEM				
▪ Post cardiac surgery					▪ Acute renal failure				
▪ Hypovolemic Shock					▪ Malformations of GU tract				
▪ Hemodynamic instability					▪ DIC (disseminated intravascular coagulation)				
▪ Congestive heart failure					▪ Drug addiction/withdrawal				
▪ Hypoplastic left heart					▪ Hypo/hyperkalemia				
9. PULMONARY SYSTEM:					▪ Hypo/hyponatremia				
▪ Bronchopulmonary dysplasia (BPD)					▪ IDM – infant of diabetic mother				
▪ Cardiogenic/Hypovolemic shock					▪ Peritoneal Dialysis				
▪ Diaphragmatic hernia					▪ Hyperglycemia				
▪ Fresh Tracheostomy					▪ Hypoglycemia				
▪ Meconium aspiration					▪ Urinary tract infection				
▪ Pneumonia					▪ Cystic kidneys				
▪ Pneumothorax					13. METABOLIC/ENDOCRINE				
▪ Persistent pulmonary hypertension (PPHN)					▪ Inborn errors of metabolism (PKU)				
▪ RDS					▪ Hyper/hypocalcemia				
▪ Respiratory Failure					▪ Hyperbilirubinemia				
▪ Apnea					▪ Drug overdose				
▪ T-E Fistula					▪ Thyroid dysfunction				
10. NEUROLOGICAL SYSTEM:					▪ Insulin shock				
▪ Externalized VP Shunts					14. ORTHOPEDICS:				
▪ Meningitis					▪ Fractures				
▪ Neuromuscular disease					▪ Osteomyelitis				
▪ Seizures					▪ Post Harrington rod insertion				
▪ Spinal cord injury					▪ Stryker frame				
▪ Coma					15. INFECTIOUS DISEASE:				
▪ Increased ICP					▪ HIV positive mother				
▪ Brain death – organ procurement					▪ Hepatitis surface antigen and mother				
▪ Post craniotomy					▪ Neonatal sepsis				
▪ Subarachnoid Hemorrhage					▪ Septic shock				
▪ Spinal cord disorders/defects					▪ Cytomegalo virus (CMV)				
▪ Hydrocephalus					16. OTHER:				
11. GASTROINTESTINAL SYSTEM:					▪ Hyperbilirubinemia				
▪ Cleft lip/palate					▪ Hemophilia				
▪ GI Bleeding					▪ Sickle cell anemia				
▪ Colostomy/ileostomy					▪ RH/ABO incompatibility				
▪ Gastroschisis/Omphalocele					17. MEDICATION ADMINISTRATION:				
▪ Inguinal hernia					▪ Emergency drug action and reaction				
▪ Necrotizing enterocolitis (NEC)					▪ Dosage calculations				
▪ GI surgery					▪ Knowledge of delivery methods				
▪ Gastric decompression					▪ Eye prophylaxis – vitamin K				
▪ Reflux precautions					▪ Neonatal drug action and reactions				
▪ Gastroenteritis/severe dehydration					▪ Vasoactive drips				
▪ Tracheoesophageal fistula (TEF)					▪ NAHCO3				
▪ Hepatic failure					▪ Epinephrine				
▪					▪ Prostaglandin				

