**Temporary Nurse Aide Skills Competency Checklist**

To be used for new employees who complete AHCA/NCAL’s Temporary Nurse Aide Training Program ([www.TempNurseAide.com](http://www.TempNurseAide.com))

**ADAPT AS NEEDED FOR FACILITY PROCESSES**

CMS DEFINITION §483.35 “Competency” is a measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully.

Many factors must be considered when determining whether or not facility staff have the specific competencies and skill sets necessary to care for residents’ needs, as identified through the facility assessment, resident-specific assessments, and described in their plan of care.

All nursing staff must also meet the specific competency requirements as part of their license and certification requirements defined under State law or regulations.

Demonstration of Competency - Competency may not be demonstrated simply by documenting that staff attended a training, listened to a lecture, or watched a video. A staff’s ability to use and integrate the knowledge and skills that were the subject of the training, lecture or video must be assessed and evaluated by staff already determined to be competent in these skill areas.

Examples for evaluating competencies may include but are not limited to:

* Lecture with return demonstration for physical activities;
* A pre- and post-test for documentation issues;
* Demonstrated ability to use tools, devices, or equipment that were the subject of training and used to care for residents;
* Reviewing adverse events that occurred as an indication of gaps in competency; or
* Demonstrated ability to perform activities that is in the scope of practice an individual is licensed or certified to perform.

**Preventing Infection While Providing Personal Care**

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| **Skill**  | **Competency Date** | **Observed By** |
| Standard Precautions  |   |   |
| Handwashing  |   |   |
| Using Barriers (Gloves, Gowns, Mask, etc.)  |   |   |
| Isolation/Transmission Based Precautions  |   |   |
| Cleaning, Disinfection, Sterilization  |   |   |
| Personal Care Routines (bathing)  |   |   |
| Shampooing  |   |   |
| Oral Hygiene  |   |   |
| Denture Care  |   |   |
| Grooming  |   |   |
| Shaving  |   |   |
| Nail Care  |   |   |

**Personal Safety and Emergency Care**

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| **Skill**  | **Competency Date** | **Observed By** |
| Dressing/Undressing  |   |   |
| Bloodborne Pathogens  |   |   |
| Body Mechanics  |   |   |
| Choking  |   |   |
| Injury Prevention  |   |   |

**Documentation and Core Nursing Skills**

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| **Skill**  | **Competency Date** | **Observed By** |
| Documentation  |   |   |
| Bedmaking  |   |   |
| Making an Occupied Bed  |   |   |
| Transferring a Resident  |   |   |

**Positioning, Moving, and Restorative Care**

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| **Skill**  | **Competency Date** | **Observed By** |
| Positioning  |   |   |
| Moving Up in Bed When Resident Unable  |   |   |
| Moving a Resident  |   |   |
| Stand, Pivot, Transfer  |   |   |
| Assisting with Walking (ambulation)  |   |   |

**Nutrition and Elimination**

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| **Skill**  | **Competency Date** | **Observed By** |
| Assisting with Meals  |   |   |
| Assisting with Elimination (toileting)  |   |   |
| Assisting with Ostomy  |   |   |

**Advanced and Specialty Care Environments**

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| **Skill**  | **Competency Date** | **Observed By** |
| Oxygen Therapy  |   |   |
| Motivate Resident/Stop when Resists  |   |   |
| Specific Behavioral Symptoms  |   |   |
| Specific Techniques for ADLs  |   |   |

**Comfort Care and End of Life**

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| **Skill**  | **Competency Date** | **Observed By** |
| Pain Management  |   |   |
| Promoting Comfort and Sleep  |   |   |
| End of Life Care  |   |   |

**Ethics and the Law in LTC**

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| **Skill**  | **Competency Date** | **Observed By** |
| Physical Care of Body After Death  |   |   |