

# CHAPTER 4

## Competency Testing

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### I. POLICY

Based upon current standards of nursing practice and consistent with the nursing process and medical treatment prescribed by a physician, the Registered Nurse (RN) shall demonstrate the knowledge, ability and skills required to achieve a level of competency and performance that meets expected standards.

### II. PROCEDURE

A competency assessment program shall be included in the nursing services programs to test the skill of nursing staff, at least quarterly or as evidenced by need, to facilitate competency in the performance of the nursing protocols. Nursing protocols may be utilized by RNs after completion of required training and competency testing.

- ❑ Competent employee performance shall be assessed by one or more of the following:
  - SRN
  - Nurse Educator
  - Nurse Consultant
  - Physician
  
- ❑ Competent employee performance shall be assessed and evaluated:
  - Prior to utilizing a nursing protocol
  - As part of the performance review, if applicable
  - When new procedures are developed
  - When there are problems related to performance
  - When any employee is not successful with a component of a procedure
  
- ❑ Competent employee performance shall be assessed or evaluated by one or more of the following:
  - Simulation exercises
  - Skills demonstration
  - Patient care or service setting
  - Self learning tools
  - Staff presentations
  - Continuing education programs
  - Review of policies and procedures
  - In-service education

- Competent employee performance is assessed or evaluated by one or more of the following:
  - Observation of performance
  - Verbal demonstration of knowledge
  - Written test
  
- Competent employee performance shall be documented in the:
  - Employee file
  - Staff development training file