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| **Directions for completing Skills Checklist:** |
| The following is a list of competencies, skills and equipment performed in rendering care to patients. Please indicate the level of experience/proficiency with each and, where applicable, the types of equipment and/or systems with which you are familiar. Use the following KEY as a guideline: |
| LEVEL 1: NO EXPERIENCE WITH SKILLS, REQUIRES CLOSE SUPPERVISION  2: NEED ASSISTANCE – HAS SOME EXPERIENCE WITH SKILL, REQUIRES MODERATE SUPERVISION  LEVEL 3: CONFIDENT: HAS EXPERIENCE WITH ABILITIY, REQUIRES LITTLE OR NO SUPERVISION |
| Expected Competency Level to perform the Task:  N = Novice Performs at Level 1 at 70% of the time  C = Competent Performs at Level 2 at 70% of the time  P = Proficient Performs at Level 3 at 70% of the time  E = Expert Performs at Level 3 at 80% of the time |

1. **General Competencies**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| General Clinical Competencies | | | | Skills | Level of Care | 1. 2 3 |
| G1. Ensure all equipment for evaluation and treatment available | | | | Every neonatal nurse | I, II, III | o o o |
| G2. Ensuring continued availability of resources | | | | Every neonatal nurse | I, II, III | o o o |
| G3. Evaluate vital signs per unit protocol | | | | Every neonatal nurse | I, II, III | o o o |
| G4. Applying neonatal cues/observations to individualize direct nursing activities | | | | Every neonatal nurse | I, II, III | o o o |
| G5. Developing an understanding of the need for routine diagnostic tests and how to perform tests within the scope of practice and hospital guidelines | | | | Every neonatal nurse | II, III | o o o |
| G6. Clearly document assessment and care | | | | Every neonatal nurse | I, II, III | o o o |
| G7. Provide information, concise reports, and communication related to the plan of care | | | | Every neonatal nurse | I, II, III | o o o |
| G8. Define area in knowledge deficiencies and seek improvement | | | | Every neonatal nurse | I, II, III | o o o |
| G9. Describe plan of care to parents | | | | Every neonatal nurse | I, II, III | o o o |
| G10. Articulate and understand anatomy and physiology and able to explain it to others | | | | Every neonatal nurse | II, III | o o o |
| G11. Communication evidence-based care in rounds | | | | Proficient  Expert | II, III | o o o |
| G12. Work with multi-specialty team to develop plan of care | | | | Proficient  Expert | III | o o o |
| G13. Challenging practice decisions and treatment when appropriate using evidence and research | | | | Proficient  Expert | II, III | o o o |
| G14. Know local policies, procedures, guidelines and standards | | | | Proficient  Expert | II, III | o o o |
| G15. Develop and evaluate procedures and strategies of care | | | | Proficient  Expert | II, III | o o o |
| G16. Analyzing and revising unit guidelines and polices as needed | | | | Proficient  Expert | II, III | o o o |
| G17. Ensure staff are providing quality care | | | | Every neonatal nurse | I, II, III | o o o |
| G18. Using evidence to support minimum staffing ratios for a safe environment | | | | Every neonatal nurse | II, III | o o o |
| G19. Actively seek and teach evidence-based care | | | | Every neonatal nurse | II, III | o o o |
| G20. Manage daily patient work load | | | | Every neonatal nurse | II, III | o o o |
| G21. Developing an understanding of accountability for one’s own practice | | | | Every neonatal nurse | I, II, III | o o o |
| G22. Developing and maintaining competencies to perform an independent role | | | | Every neonatal nurse | II, III | o o o |
| G23. Consulting with senior neonatal nurses or physician to review the neonatal care when needed | | | | Every neonatal nurse | II, III | o o o |
| G24. Responsible for managing neonatal staff workload | | | | Proficient  Expert | II, III | o o o |
| G25. Developing ongoing policies and strategies to improve neonatal nursing care | | | | Proficient  Expert | II, III | o o o |
| G26. Developing and maintaining competencies to perform an independent role | | | | Every neonatal nurse | I, II, III | o o o |
| G27. Utilizing technology for measurement, monitoring, and evaluating treatment outcomes | | | | Every neonatal nurse | II, III | o o o |
| G28. Critically analyzing plans of care to ensure use of evidence-based interventions and best practices | | | | Every neonatal nurse | I, II, III | o o o |
| G29. Monitor care for quality and safety issues | | | | Every neonatal nurse | I, II, III | o o o |
| G30. Accepting responsibility for staff practice reviews | | | | Proficient  Expert | II, III | o o o |
| G31. Developing ongoing policies and strategies to improve neonatal nursing care | | | | Proficient  Expert | II, III | o o o |
| G32. Advocating for the neonate and family locally, regionally, nationally, and internationally | | | | Proficient  Expert | II, III | o o o |
| G33. Ensure prescribed drugs are correct dose, time, and route | | | | Every neonatal nurse | I, II, III | o o o |
| G34. Evaluate and document effect of given drug | | | | Every neonatal nurse | I, II, III | o o o |
| G35. Prescribe above medications in mg/kg/d or mcg/kg/d | | | | Every neonatal nurse | I, II, III | o o o |
| Professional, Ethics and Legal Practice | | | |  |  | 1 2 3 |
| PEL.1. Practicing within the scope of practice regarding medication preparation and administration | | | | Every neonatal nurse | I, II, III | o o o |
| PEL2. Employing the regional and national safety/health regulations | | | | Every neonatal nurse | II, III | o o o |
| PEL3. Collaborating with others to follow hospital’s safety and security protocols guide by risk management | | | | Every neonatal nurse | II, III | o o o |
| PEL4. Exhibiting competence in relation to the equipment utilized on the neonatal unit | | | | Every neonatal nurse | II, III | o o o |
| PEL5. Articulating the role of the nurse in emergency situations and possesses the clinical ability to support other team members in such situations | | | | Proficient  Expert | II, III | o o o |
| PEL6. Utilizing active listening skills, empathy, and interpersonal relationship skills facilitating trust in family and staff | | | | Every neonatal nurse | I, II, III | o o o |
| PEL7. Articulating and utilizing conflict resolution skills | | | | Every neonatal nurse | I, II, III | o o o |
| PEL8. Adhering to performance reviews as stipulated by the employer and maintaining a record of Clinical Professional Development (CPD) hours | | | | Every neonatal nurse | I, II, III | o o o |
| PEL9. Articulating an understanding of the use of evidence-based hospital policies and guidelines and support of other members of the team to access and understand them | | | | Every neonatal nurse | I, II, III | o o o |
| PEL.10. Complying with the profession’s Code of Ethics | | | | Every neonatal nurse | I, II, III | o o o |
| PEL11. Mentoring others to follow regional and national safety/health regulations | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL12. Providing leadership in relationship to ensuring infection prevention techniques are followed and promoted | | | | Competent  Proficient  Expert | I, II, III | o o o |
| PEL.13. Engaging closely with the hospital risk management committees for safety and security | | | | Proficient  Expert | I, II, III | o o o |
| PEL14. Leading in an emergency situation | | | | Proficient  Expert | I, II, III | o o o |
| PEL15. Managing the staffing resources related to workload to ensure safety according to the national and international staffing standards | | | | Every neonatal nurse | II, III | o o o |
| PEL16. Actively participating in performance reviews for competent and novice nurses | | | | Proficient  Expert | I, II, III | o o o |
| PEL17. Seeking multiple ways to advance clinical skills | | | | Every neonatal nurse | I, II, III | o o o |
| PEL18. Acting as a change agent in practice to improve neonatal/family outcomes and align with evidence | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL19. Addressing unprofessional practice as it relates to confidentiality and privacy legislation | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL20. Addressing inconsistencies between legal principles and local policies and practice | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL.21. Leading others in a systematic approach to ethical decision-making | | | | Proficient  Expert | II, III | o o o |
| PEL22. Taking responsibility for the neonatal environment including compliance with unit, local, and government requirements | | | | Every neonatal nurse | II, III | o o o |
| PEL23. Ensuring guidelines and policies are regularly reviewed and updated according to new evidence, disseminating to the neonatal team to guide best practices | | | | Proficient  Expert | II, III | o o o |
| PEL24. Participating in scholarly activity through links with relevant professional journals and evidence of publications and presentations | | | | Competent  Proficient  Expert | II, III | o o o |
| PEL25. Maintaining membership and actively participates in professional nursing or other professional organizations | | | | Every neonatal nurse | II, III | o o o |
| PEL26. Leading risk management (quality and safety) activities and incident monitoring | | | | Every neonatal nurse | II, III | o o o |
| PEL27. Developing a culture of safety governance by complying with risk management (quality and safety) strategies | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL28. Upholding best practices in health, safety, and security | | | | Every neonatal nurse | I, II, III | o o o |
| PEL29. Managing and facilitating education/training and competency of less experienced team members | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL30. Supporting and developing policies related to inappropriate interventions and unprofessional practice | | | | Proficient  Expert | II, III | o o o |
| PEL31. Contributing to the interdisciplinary team by acting as a consultant for other health care teams providing neonatal care | | | | Proficient  Expert | II, III | o o o |
| PEL32. Supporting or developing a conflict resolution policy | | | | Proficient  Expert | II, III | o o o |
| PEL33. Organizing the process of clinical handovers and documentation policies | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL34. Facilitating resolution of ethical dilemmas by mediation or conflict resolution | | | | Proficient  Expert | II, III | o o o |
| PEL35. Advocating for the development of or adherence to a code of ethics for neonatal nurses within the country context | | | | Proficient  Expert | III | o o o |
| Leadership and Teamwork | | | |  |  | 1. 2 3 |
| LT1. Collaborating with a mentor to provide a rapid response when a colleague requires assistance | | | | Every neonatal nurse | I, II, III | o o o |
| LT2. Observing how others develop flexible and creative approaches in challenging situations | | | | Every neonatal nurse | I, II, III | o o o |
| LT3. Developing an awareness of the financial resources needed in the unit | | | | Every neonatal nurse | I, II, III | o o o |
| LT4. Using resources appropriately | | | | Every neonatal nurse | I, II, III | o o o |
| LT5. Seeking advice from a proficient or expert nurse when the needs of the neonate/family require expertise beyond one’s own ability and qualifications | | | | Novice Competent | II, III | o o o |
| LT6. Participating in the developmental and delivery of educational programs according to the level of knowledge | | | | Proficient  Expert | II, III | o o o |
| LT7. Fostering an environment of learning for self and others | | | | Every neonatal nurse | I, II, III | o o o |
| LT8. Actively taking part in the organization and delivery of care when neonatal transfers are required | | | | Proficient  Expert | I, II | o o o |
| LT.9. Contributing to quality improvement and change management | | | | Proficient  Expert | I, II, III | o o o |
| LT10. Leading and accepting responsibility for the orientation of new colleagues as part of the professional role | | | | Every neonatal nurse | I, II, III | o o o |
| LT11. Encouraging a culture of learning and providing opportunities for others to expand skills in the clinical area | | | | Competent, Proficient, Expert | I, II, III | o o o |
| LT12. Supporting and promoting an environment that facilitates cultural sensitivity | | | | Every neonatal nurse | I, II, III | o o o |
| LT13. Encouraging a positive work environment and recognizing when work levels exceed safe limits | | | | Every neonatal nurse | I, II, III | o o o |
| LT14. Coordinating team support in crisis and challenging clinical situations | | | | Competent, Proficient, Expert | II, III | o o o |
| LT15. Providing professional leadership, facilitating change, and participating in neonatal unit management | | | | Proficient  Expert | II, III | o o o |
| LT16. Developing action plans utilized to address areas that require improvement | | | | Every neonatal nurse | I, II, III | o o o |
| LT17. Serving on a hospital committee or board | | | | Competent, Proficient, Expert | II, III | o o o |
| LT.18. Networking and maintaining relationships with other professionals outside the neonatal unit | | | | Every neonatal nurse | II, III | o o o |
| LT19. Proposing policy and service changes | | | | Proficient  Expert | I, II, III | o o o |
| LT20. Arranging or requesting debriefing sessions as appropriate | | | | Every neonatal nurse | II, III | o o o |
| LT.21. Facilitating and planning conflict resolution preparation and training for team members | | | | Proficient  Expert | II, III | o o o |
| LT22. Ensuring that neonatal care includes interdisciplinary staff and the family | | | | Every neonatal nurse | II, III | o o o |
| LT23. Utilizing knowledge of public policy to influence programs impacting neonatal nursing | | | | Proficient  Expert | III | o o o |
| LT24. Establishing new strategies and polices for neonatal care at local and national levels | | | | Proficient  Expert | III | o o o |
| LT25. Seeking advice when the needs of the neonate/family require expertise beyond one’s own ability and qualifications | | | | Every neonatal nurse | I, II | o o o |
| LT26. Accepting responsibility for policy and guideline review and update | | | | Every neonatal nurse | II, III | o o o |
| LT27. Evaluating models of care delivery to accommodate nursing and neonatal acuity levels | | | | Every neonatal nurse | II, III | o o o |
| Infant- Family-Centered Developmental Care | | | |  |  | 1 2 3 |
| FCC1. Practicing infant- family-centered developmental care • Observing mentor’s use of systems’ knowledge and resources to negotiate optimal continuum of care for the neonate and family • Articulating an awareness of stress placed on families and providing appropriate support | | | | Every neonatal nurse | I, II, III | o o o |
| FCC2. Giving accurate and timely communication to the family guided by a mentor | | | | Novice  Advance Beginner | II, III | o o o |
| FCC3. Observing strategies that encourage and maintain the participation of the family in the planning, delivering, and evaluating neonatal care | | | | Every neonatal nurse | I, II, III | o o o |
| FCC4. Recognizing opportunities for bonding and attachment for the family and neonate | | | | Every neonatal nurse | I, II, III | o o o |
| FCC5. Recognizing the need for continuity of care to build a professional relationship with family and where possible adhere to continuity of care | | | | Every neonatal nurse | I, II, III | o o o |
| FCC6. Documenting and recording the care input from the family | | | | Every neonatal nurse | I, II, III | o o o |
| FCC7. Developing a high level of sensitivity to identify individuality and the cultural needs of the family | | | | Every neonatal nurse | I, II, III | o o o |
| FCC8. Following educational programs developed to meet the educational needs of the family | | | | Every neonatal nurse | II, III | o o o |
| FCC9. Refraining from disclosure of information to any interested parties without prior family consent | | | | Every neonatal nurse | I, II, III | o o o |
| FCC10. Applying knowledge of how to support families receiving distressing information | | | | Proficient  Expert | I, II, III | o o o |
| FCC11. Understanding and applying supportive developmental care interventions | | | | Every neonatal nurse | II, III | o o o |
| FCC12. Providing strategies that encourage and maintain the participation of the family | | | | Every neonatal nurse | I, II, III | o o o |
| FCC13. Supporting all family integrated care strategies that support bonding and attachment for the neonate and family | | | | Every neonatal nurse | I, II, III | o o o |
| FCC14. Actively participating in and advocating for family education | | | | Proficient  Expert | II, III | o o o |
| FCC15. Communicating information to the family which may cause distress in a sensitive manner | | | | Proficient  Expert | II, III | o o o |
| FCC16. Accurately documenting and understanding the significance of neonatal data reporting to senior team members as required | | | | Competent Proficient  Expert | II, III | o o o |
| FCC17. Applying confidentiality at all times through clinical discussions and storage of neonatal/family information. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC18. Facilitating the education of team members about brain physiology and the underlying principles of developmental care | | | | Proficient  Expert | II, III | o o o |
| FCC19. Communicating proficiently with collaborating teams, families, and others about neonatal status changes | | | | Every neonatal nurse | II, III | o o o |
| FCC20. Advocating for neonate and family to influence decision-making and the plan of care | | | | Competent Proficient  Expert | II, III | o o o |
| FCC21. Writing developmental care protocols, standards, and educational programs | | | | Proficient  Expert | II, III | o o o |
| FCC22. Strategically influencing policies and making effective family change through conferences, presentations, publication, or health policies | | | | Proficient  Expert | II, III | o o o |
| FCC23. Identifying neonate/family care barriers, using communication and polices to overcome them | | | | Competent Proficient  Expert | II, III | o o o |
| FCC24. Acting as a resource for the health care team about systems’ knowledge and resources to negotiate for optimal continuum of care for the neonate and family | | | | Proficient  Expert | II, III | o o o |
| FCC25. Developing policies and guidelines that meet the needs of the neonate and family through planned and opportunistic activities related to all areas of practice | | | | Proficient  Expert | II, III | o o o |
| FCC26. Negotiating work distribution within hospital systems to ensure continuity of care for the neonate and family | | | | Proficient  Expert | II, III | o o o |
| FCC27. Encouraging an environment with a high level of sensitivity to individual and cultural needs of the family | | | | Competent, Proficient, Expert | II, III | o o o |
| Research | | | |  |  | 1 2 3 |
| R1. Adopting a spirit of inquiry toward clinical practice. | | | | Every neonatal nurse | I, II, III | o o o |
| R2. Utilizing evidence-based guidelines | | | | Every neonatal nurse | I, II, III | o o o |
| R3. Articulating an awareness of why research must be conducted in an ethical manner | | | | Proficient  Expert | II, III | o o o |
| R4. Developing the ability to challenge or question practices based on research | | | | Competent Proficient  Expert | II, III | o o o |
| R5. Developing the ability to participate in an interdisciplinary research team | | | | Competent Proficient  Expert | II, III | o o o |
| R6. Participating in research where appropriate | | | | Every neonatal nurse | II, III | o o o |
| R7. Reading peer review journals | | | | Every neonatal nurse | II, III | o o o |
| R8. Encouraging questioning and reviewing their clinical practice in themselves and others. | | | | Every neonatal nurse | II, III | o o o |
| R9. Actively participating in quality improvement activities in practice | | | | Competent Proficient  Expert | II, III | o o o |
| R10. Employing auditing skills | | | | Proficient  Expert | II, III | o o o |
| R11. Providing evidence of competency in searching and critically appraising literature | | | | Proficient  Expert | II, III | o o o |
| R12. Exhibiting the ability to critically evaluate research | | | | Proficient  Expert | II, III | o o o |
| R13. Seeking opportunities to participate in research | | | | Competent Proficient  Expert | II, III | o o o |
| R14. Demonstrating the ability to examine and evaluate evidence-based practice and research findings to support practice and implement change | | | | Proficient  Expert | II, III | o o o |
| R15. Identifying clinical questions and developing research strategies to address these questions | | | | Proficient  Expert | II, III | o o o |
| R16. Making recommendations that have an impact on neonatal care | | | | Proficient  Expert | II, III | o o o |
| R17. Leading evidence-based practice change | | | | Proficient  Expert | II, III | o o o |
| R18. Contributing to the development and use of evidence-based guidelines | | | | Proficient  Expert | II, III | o o o |
| R19. Teaching how to challenge or question practice as a basis for research | | | | Competent Proficient  Expert | II, III | o o o |
| R20. Leading an interdisciplinary research team | | | | Proficient  Expert | II, III | o o o |
| R21. Teaching how to validate current practice through research | | | | Proficient  Expert | II, III | o o o |
| R22. Encouraging health care teams to participate in research | | | | Proficient  Expert | II, III | o o o |
| R23. Publishing or presenting original work, reviews, commentaries. | | | | Proficient  Expert | II, III | o o o |
| R24. Identifying gaps between practice and research; producing action plans to address gaps | | | | Proficient  Expert | II, III | o o o |
| R25. Developing a research solution for complex professional, clinical, or managerial problems | | | | Proficient  Expert | II, III | o o o |
| R26. Leading research projects | | | | Proficient  Expert | II, III | o o o |
| R27. Revising protocols, procedures, and guidelines utilizing evidence-based practice. | | | | Proficient  Expert | II, III | o o o |
| R28. Acting as a role model for developing evidence-based guidelines | | | | Proficient  Expert | II, III | o o o |
| R29. Utilizing research findings-evidence to guide and inform practice changes and the development or review of practice frameworks | | | | Proficient  Expert | II, III | o o o |
| R30. Disseminating evidence-based guidelines | | | | Proficient  Expert | II, III | o o o |
| R32. Disseminating research findings to colleagues-internal and external | | | | Proficient  Expert | II, III | o o o |
| R33. Teaching how to validate current practice with research | | | | Proficient  Expert | II, III | o o o |
| SYSTEM RELATED COMPETENCIES | | | |  |  |  |
| 1. Cardiac | | | |  |  |  |
| Assessment: | | | |  |  | 1 2 3 |
| CAR1. Auscultation | | | | Every neonatal nurse | I, II, III | o o o |
| CAR2. Heart sounds/murmurs | | | | Every neonatal nurse | II, III | o o o |
| CAR3. Pulses | | | | Every neonatal nurse | II, III | o o o |
| CAR4. Blood pressure | | | | Every neonatal nurse | II, III | o o o |
| CAR5. Heart rate | | | | Every neonatal nurse | I, II, III | o o o |
| CAR6. Pulse oximetry | | | | Every neonatal nurse | II, III | o o o |
| CAR7. All four-extremity pulse oximetry/blood pressure | | | | Every neonatal nurse | II, III | o o o |
| Equipment/Procedure: | | | |  |  | 1 2 3 |
| CAR8. Cardiac monitor | | | | Every neonatal nurse | II, III | o o o |
| CAR9. Placing cardiac leads | | | | Every neonatal nurse | II, III | o o o |
| CAR10. Pulse oximetry machine | | | | Every neonatal nurse | II, III | o o o |
| CAR11. Placing pulse oximetry probe | | | | Every neonatal nurse | II, III | o o o |
| CAR12. Perform neonatal resuscitation | | | | Every neonatal nurse | I, II, III | o o o |
| CAR13. Interpret laboratory findings associated with cardiac | | | | Proficient  Expert | III | o o o |
| CAR14. Perform cardiac ultrasound | | | | Proficient  Expert | III | o o o |
| CAR15. Interpret cardiac ultrasound | | | | Proficient  Expert | III | o o o |
| Care of the patient with: | | | |  |  | 1 2 3 |
| CAR16. Heart murmur undiagnosed | | | | Every neonatal nurse | III | o o o |
| CAR17. Heart failure | | | | Every neonatal nurse | III | o o o |
| CAR18. Undiagnosed cardiac defect | | | | Every neonatal nurse | III | o o o |
| CAR19. Diagnosed cardiac defect | | | | Every neonatal nurse | III | o o o |
| CAR20. Post-resuscitation | | | | Every neonatal nurse | II, III | o o o |
| Cardiac Medications | | | |  |  | 1 2 3 |
| CAR21. Lasix | | | | Every neonatal nurse | II, III | o o o |
| CAR22. Digoxin | | | | Every neonatal nurse | III | o o o |
| CAR23. Captopril | | | | Every neonatal nurse | III | o o o |
| CAR24. Ibuprofen | | | | Every neonatal nurse | III | o o o |
| CAR25. Paracetemol | | | | Every neonatal nurse | III | o o o |
| CAR26. Dopamine | | | | Competent  Proficient  Expert | III | o o o |
| CAR27. Dobutamine | | | | Competent  Proficient  Expert | III | o o o |
| CAR28. Adrenaline | | | | Competent  Proficient  Expert | III | o o o |
| CAR29. Sifandil | | | | Competent  Proficient  Expert | III | o o o |
| 1. Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | | | Competent  Proficient  Expert | III | o o o |
|  | **Respiratory** |  |
| Assessment | | | |  |  | 1 2 3 |
| RES1. Inspect lungs: auscultate, palpate, percuss, inspect | | | | Every neonatal nurse | I, II, III | o o o |
| RES2. Breathing pattern/rate/WOB | | | | Every neonatal nurse | I, II, III | o o o |
| RES3. Skin color | | | | Every neonatal nurse | I, II, III | o o o |
| RES4. Document pulse oximetry reading/respiratory rate/ WOB | | | | Every neonatal nurse | I, II, III | o o o |
| RES5. Ensure all equipment for evaluation and treatment available | | | | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure: | | | |  |  | 1 2 3 |
| RES6. Bulb suction | | | | Every neonatal nurse | I, II, III | o o o |
| RES7. Machine suction | | | | Every neonatal nurse | II, III | o o o |
| RES8. Document pulse oximeter reading and intervention | | | | Every neonatal nurse | II, III | o o o |
| RES9. Set-up nasal cannula | | | | Every neonatal nurse | II, III | o o o |
| RES10. Set-up nasal continuous positive pressure (NCPAP) | | | | Competent  Proficient  Expert | II, III | o o o |
| RES11. Order NCPAP | | | | Proficient  Expert | II, III | o o o |
| RES12. Set-up nasal bubble CPAP | | | | Competent  Proficient  Expert | II, III | o o o |
| RES13. Order bubble CPAP | | | | Proficient, Expert | II, III | o o o |
| RES14. Set-up face mask oxygen | | | | Competent  Proficient  Expert | II, III | o o o |
| RES15. Set-up oxygen tank/or concentrator | | | | Competent  Proficient  Expert | II, III | o o o |
| RES16. Assist with intubation | | | | Competent  Proficient  Expert | III | o o o |
| RES17. Intubate | | | | Proficient  Expert | III | o o o |
| RES18. Place neonate on ventilator (setting) | | | | Proficient  Expert | III | o o o |
| RES19. Care for the infant on the ventilator | | | | Competent Proficient  Expert | III | o o o |
| RES20. Manage the care of an infant on ventilator | | | | Proficient  Expert | III | o o o |
| RES21. Identify a pneumothorax by exam | | | | Competent  Proficient  Expert | I, II, III | o o o |
| RES22. Identify a pneumothorax by chest xray | | | | Competent Proficient  Expert | II, III | o o o |
| RES23. Assist with needle aspiration for pneumothorax | | | | Competent  Proficient  Expert | II, III | o o o |
| RES24. Needle aspirate a pneumothorax | | | | Proficient  Expert | II, III | o o o |
| RES25. Assist with chest tube placement | | | | Competent  Proficient  Expert | II, III | o o o |
| RES26. Place a chest tube | | | | Proficient  Expert | III | o o o |
| RES27. Take care of an infant with a chest tube | | | | Competent  Proficient  Expert | III | o o o |
| RES28. Set up bag mask | | | | Every neonatal nurse | I, II, III | o o o |
| RES29. Use bag mask on a baby | | | | Every neonatal nurse | I, II, III | o o o |
| RES30. Help administer Surfactant | | | | Competent Proficient  Expert | III | o o o |
| RES31. Order Surfactant | | | | Proficient  Expert | III | o o o |
| RES32. Perform Allen Test prior to artery blood draw | | | | Proficient  Expert | III | o o o |
| RES33. Perform radial artery blood draw | | | | Proficient  Expert | III | o o o |
| RES34. Interpret and manage blood gas | | | | Competent Proficient  Expert | III | o o o |
| RES35. Adjust the ventilator according to blood gas | | | | Proficient  Expert | III | o o o |
| RES36. Extubate a neonate to appropriate oxygen therapy | | | | Proficient  Expert | III | o o o |
| Care of the patient with: | | | |  |  | 1 2 3 |
| RES37. Respiratory distress syndrome/Hyaline Membrane Disease | | | | Every neonatal nurse | II, III | o o o |
| RES38. Transient tachypnea of newborn | | | | Every neonatal nurse | II, III | o o o |
| RES39. Meconium aspiration syndrome | | | | Every neonatal nurse | II, III | o o o |
| RES40. Pneumothoraxes | | | | Competent  Proficient  Expert | II, III | o o o |
| RES41. Pneumonia | | | | Every neonatal nurse | I, II, III | o o o |
| RES42. Apnea and Bradycardia | | | | Competent  Proficient  Expert | II, III | o o o |
| RES43. Bronchopulmonary Dysplasia | | | | Competent  Proficient  Expert | III | o o o |
| Interpretation of Laboratory | | | |  |  | 1 2 3 |
| RES44. Blood gases | | | | Competent  Proficient  Expert | III | o o o |
| Pulmonary Drugs | | | |  |  | 1 2 3 |
| RES45. Surfactant/Curosurf | | | | Competent  Proficient  Expert | III | o o o |
| RES46. Aminophylline/Caffeine | | | | Competent  Proficient  Expert | II, III | o o o |
| RES47. Salbutemol inhaler | | | | Competent  Proficient  Expert | II, III | o o o |
| RES48. Dexamethasone | | | | Competent  Proficient  Expert | III | o o o |

1. **NEUROLOGY**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| NEU1. Fontanel assessment | Every neonatal nurse | I, II, III | o o o |
| NEU2. Mental status | Every neonatal nurse | I, II, III | o o o |
| NEU3. Motor movement/strength coordination | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| NEU4. Assist with lumbar puncture | Every neonatal nurse | II, III | o o o |
| NEU5. Perform lumbar puncture | Proficient  Expert | II, III | o o o |
| NEU6. Administer IV medication for seizures | Every neonatal nurse | II, III | o o o |
| NEU7. Administer Intra-rectal medication for seizures | Every neonatal nurse | II, III | o o o |
| NEU8. Calculate anti-seizure medication | Every neonatal nurse | II, III | o o o |
| Care of the patient with: |  |  | 1 2 3 |
| NEU9. Seizures | Every neonatal nurse | II, III | o o o |
| NEU10. Meningitis | Every neonatal nurse | II, III | o o o |
| NEU11. HIE score | Every neonatal nurse | III | o o o |
| NEU12. Coma | Every neonatal nurse | III | o o o |
| NEU13. Flaccidity from genetic disease | Every neonatal nurse | III | o o o |
| Drugs |  |  | 1 2 3 |
| NEU14. Phenobarbital | Every neonatal nurse | II, III | o o o |
| NEU15. Phenytoin | Every neonatal nurse | II, III | o o o |
| NEU16. Diazepam | Every neonatal nurse | II, III | o o o |
| NEU17. Tegretol | Every neonatal nurse | II, III | o o o |
| NEU18. Valproic Acid | Every neonatal nurse | II, III | o o o |

1. **GASTROINTESTIONAL**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| GI1. Abdominal bowel sounds/inspection | Every neonatal nurse | I, II, III | o o o |
| GI2. Nasal gastric tube placement | Every neonatal nurse | II, III | o o o |
| GI3. Nutritional status: weight/height | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure: |  |  | 1. 2 3 |
| GI4. Placing a nasal gastric tube | Every neonatal nurse | II, III | o o o |
| GI5. Confirming placement of nasal gastric tube | Every neonatal nurse | II, III | o o o |
| GI6. Assisting with cup feeding | Every neonatal nurse | II, III | o o o |
| GI7. Assisting with breastfeeding | Every neonatal nurse | I, II, III | o o o |
| GI8. Order appropriate formula | Proficient Expert | II, III | o o o |
| GI9. Write for appropriate fortifier to increase to 0.74 kcal/cc, 0.8 kcal/cc, 1 kcal/cc | Proficient Expert | II, III | o o o |
| GI10. Order special order formula | Proficient Expert | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| GI11. Possible Necrotizing Enterocolitis | Every neonatal nurse | III | o o o |
| GI12. Gastro-esophageal reflux | Every neonatal nurse | II, III | o o o |

1. **RENAL/GENITOURINARY**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| REN1. Vital signs: Temp, HR, RR if possible BP | Every neonatal nurse | I, II, III | o o o |
| REN2. Intake/Output | Every neonatal nurse | I, II, III | o o o |
| REN3. Weight | Every neonatal nurse | I, II, III | o o o |
| REN4. Skin assessment for edema/lesions/distention | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| REN5. Urine collection | Every neonatal nurse | II, III | o o o |
| REN6. Diaper counts | Every neonatal nurse | I, II, III | o o o |
| REN7. Urinalysis | Every neonatal nurse | II, III | o o o |
| REN8. Dipstick | Every neonatal nurse | II, III | o o o |
| REN9. Specific Gravity | Every neonatal nurse | II, III | o o o |
| REN10. Urine culture | Every neonatal nurse | II, III | o o o |
| REN11. Foley catheter | Every neonatal nurse | II, III | o o o |
| REN12. Catheterize for urine | Competent  Proficient Expert | II, III | o o o |
| REN13. Suprapubic tap | Proficient  Expert | III | o o o |
| REN14. Interpret urine result to infection | Proficient Expert | II, III | o o o |
| REN15. Able to assess labs to diagnosis renal failure | Proficient Expert | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| REN16. Urinary tract infection | Every neonatal nurse | II, III | o o o |
| REN17. Exotrophy of the bladder | Every neonatal nurse | III | o o o |
| REN18. Agenesis of Kidneys | Every neonatal nurse | III | o o o |
| REN19. Hydronephrosis | Every neonatal nurse | III | o o o |
| REN20. Renal Failure | Every neonatal nurse | III | o o o |
| Medications |  |  | 1 2 3 |
| REN21. Lasix | Every neonatal nurse | II, III | o o o |
| REN22. Spirolactone | Every neonatal nurse | III | o o o |
| REN23. Prophylactic antibiotics | Every neonatal nurse | III | o o o |

1. **ENDOCRINE/METABOLIC**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| END1. Hypoglycemia | Every neonatal nurse | II, III | o o o |
| END2. Hyperglycemia | Every neonatal nurse | II, III | o o o |
| END3. Elevated AST/ALT | Every neonatal nurse | III | o o o |
| END4. Elevated Total Bilirubin | Every neonatal nurse | I, II, III | o o o |
| END5. Elevated Direct Bilirubin | Every neonatal nurse | III | o o o |
| END6. Hypothyroid | Every neonatal nurse | III | o o o |
| END7. Hyponatremia | Every neonatal nurse | II, III | o o o |
| END8. Hypernatremia | Every neonatal nurse | II, III | o o o |
| END9. Hypokalemia | Every neonatal nurse | II, III | o o o |
| END10. Hyperkalemia | Every neonatal nurse | II, III | o o o |
| END11. Hypocalcemia | Every neonatal nurse | II, III | o o o |
| END12. Hypercalcemia | Every neonatal nurse | II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| END13. Glucometer | Every neonatal nurse | II, III | o o o |
| END14. Glucometer | Every neonatal nurse | II, III | o o o |
| END15. Order glucose for hypoglycemia | Proficient Expert | II, III | o o o |
| END16. Order appropriate glucose to monitor for hypoglycemia | Proficient Expert | II, III | o o o |
| END17. Calculate mg/kg/min of glucose | Competent Proficient Expert | III | o o o |
| END18. Change IV fluids in the presence of hyperglycemia | Every neonatal nurse | II, III | o o o |
| END19. Change IV fluids in the presence of hypoglycemia | Every neonatal nurse | II, III | o o o |
| END20. Calculate mEq/kg/day electrolytes | Competent Proficient Expert | III | o o o |
| END21. Change IV fluids based on electrolytes | Every neonatal nurse | III | o o o |
| END22. Heel stick | Every neonatal nurse | I , II, III | o o o |
| END23. Venous puncture for labs | Every neonatal nurse | I, II, III | o o o |
| END24. Phototherapy | Every neonatal nurse | II, III | o o o |
| END25. Fiber optic Phototherapy | Every neonatal nurse | II, III | o o o |
| END26. Bili-blanket | Every neonatal nurse | II, III | o o o |
| END27. Apply eye protection for phototherapy | Every neonatal nurse | II, III | o o o |
| END28. Augment phototherapy with foil and sheets | Every neonatal nurse | II, III | o o o |
| END29. Adjust phototherapy to correct height | Every neonatal nurse | II, III | o o o |
| END30. Assist with exchange transfusion | Competent Proficient Expert | III | o o o |
| END31. Perform an exchange transfusion | Proficient Expert | III | o o o |
| END32. Order labs to assess ongoing hyperbilirubinemia | Proficient Expert | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| END33. Physiologic jaundice | Every neonatal nurse | II, III | o o o |
| END34. Pathologic jaundice | Every neonatal nurse | II, III | o o o |
| END35. Breastmilk jaundice | Every neonatal nurse | II, III | o o o |
| END36. Inborn errors of metabolism | Every neonatal nurse | III | o o o |
| END37. Biliary Atresia | Every neonatal nurse | III | o o o |
| END38. Sepsis with multi-organ failure | Every neonatal nurse | III | o o o |
| END39. Persistent hypoglycemia | Every neonatal nurse | III | o o o |
| END40. Persistent hyperglycemia | Every neonatal nurse | III | o o o |
| END41. Electrolyte abnormality | Every neonatal nurse | III | o o o |
| END42. Hypothyroidism | Every neonatal nurse | III | o o o |
| END43. Ambiguous Genitalia | Every neonatal nurse | III | o o o |
| Medications |  |  | 1 2 3 |
| END44. 10% Dextrose | Every neonatal nurse | II, III | o o o |
| END45. 5% Dextrose | Every neonatal nurse | II, III | o o o |
| END46. 12.5% Dextrose | Every neonatal nurse | III | o o o |
| END47. Neonatal TPN/lipids | Every neonatal nurse | III | o o o |
| END48. IV fluids with electrolytes | Every neonatal nurse | II, III | o o o |
| END49. Steroids – Adrenocorticosteroids | Every neonatal nurse | III | o o o |
| END50. Regular Insulin | Every neonatal nurse | III | o o o |

1. **ORTHOPEDICS/DERMATOLOGY**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| OD1. Joints – Inspection/Palpation | Every neonatal nurse | I, II, III | o o o |
| OD2. Joint – movement | Every neonatal nurse | I, II, III | o o o |
| OD3. Skin – Inspection/Palpation | Every neonatal nurse | I, II, III | o o o |
| OD4. Circulation Check | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| OD5. Splints/cast | Every neonatal nurse | II, III | o o o |
| OD6. Apply skin barrier crème/lotion | Every neonatal nurse | II, III | o o o |
| OD7. Developmental Positioning | Every neonatal nurse | II, III | o o o |
| OD8. Traction for Hip Dysplasia | Every neonatal nurse | III | o o o |
| OD9. Harness for CHD | Every neonatal nurse | III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| 0D10. Hip dysplasia | Every neonatal nurse | III | o o o |
| OD11. Clubfeet | Every neonatal nurse | III | o o o |
| OD12. Brachial Plexus Injury | Every neonatal nurse | III | o o o |
| OD13. Fractured clavicle | Every neonatal nurse | III | o o o |
| OD14. Fractured bone | Every neonatal nurse | III | o o o |
| OD15. Skin breakdown | Every neonatal nurse | II, III | o o o |
| OD16. Premature skin management | Every neonatal nurse | II, III | o o o |
| Medication |  |  | 1 2 3 |
| OD17. Skin lotions | Every neonatal nurse | II, III | o o o |
| 0D18. PCTML | Every neonatal nurse | II, III | o o o |

1. **HEMATOLOGY/INFECTIOUS**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| HEMI1. Manifestation of infection on systems | Every neonatal nurse | II, III | o o o |
| HEMI2. Manifestation of anemia on systems | Every neonatal nurse | II, III | o o o |
| HEMI3. Manifestation of polycythemia on systems | Every neonatal nurse | II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| HEMI4. Good handwashing | Every neonatal nurse | I, II, III | o o o |
| HEMI5. Universal precautions/Isolation | Every neonatal nurse | I, II, III | o o o |
| HEMI6. Blood count with differential | Every neonatal nurse | II, III | o o o |
| HEMI7. Blood culture | Every neonatal nurse | II, III | o o o |
| HEMI8. Lumbar puncture | Every neonatal nurse | II, III | o o o |
| HEMI9. Wound culture | Every neonatal nurse | II, III | o o o |
| HEMI10. Assessment of CBC, CRP | Every neonatal nurse | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| HEMI11. Abscesses | Every neonatal nurse | II, III | o o o |
| HEMI12. Bacteremia/septic shock | Every neonatal nurse | III | o o o |
| HEMI13. Herpetic infection | Every neonatal nurse | III | o o o |
| HEMI14. Viral infection | Every neonatal nurse | III | o o o |
| HEMI15. Potential HIV infection | Every neonatal nurse | I, II, III | o o o |
| HEMI16. Syphilis | Every neonatal nurse | II, III | o o o |
| HEMI17. Hepatitis B | Every neonatal nurse | II, III | o o o |
| HEMI18. Gonorrhea | Every neonatal nurse | II, III | o o o |
| HEMI19. Osteomyelitis | Every neonatal nurse | III | o o o |
| Drugs |  |  | 1 2 3 |
| HEMI20. Ampicillin | Every neonatal nurse | I, II, III | o o o |
| HEMI21. Gentamicin | Every neonatal nurse | I, II, III | o o o |
| HEMI22. Penicillin | Every neonatal nurse | I, II, III | o o o |
| HEMI23. Cefotaxime | Every neonatal nurse | II, III | o o o |
| HEMI24. Ceftriaxone | Every neonatal nurse | II, III | o o o |
| HEMI25. Acyclovir | Every neonatal nurse | III | o o o |
| HEMI26. Metronidazole | Every neonatal nurse | II, III | o o o |
| HEMI27. Imipenem | Every neonatal nurse | III | o o o |
| HEMI28. Vancomycin | Every neonatal nurse | III | o o o |
| HEMI29. Nevirapine | Every neonatal nurse | I, II, III | o o o |
| HEMI30. AZT | Every neonatal nurse | I, II, III | o o o |
| HEMI31. Ferrous syrup | Every neonatal nurse | II, III | o o o |
| HEMI32. Hepatitis B vaccine | Every neonatal nurse | I, II, III | o o o |
| HEMI33. Calculate mg/kg/day for drugs | Every neonatal nurse | II, III | o o o |

1. **IV THERAPY/PLEBOTOMY**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| IV1. Administration of PRBC | Every neonatal nurse | II, III | o o o |
| IV2. Administration of Whole Blood | Every neonatal nurse | II, III | o o o |
| IV3. Administration of Platelets | Every neonatal nurse | II, III | o o o |
| IV4. Drawing venous blood | Every neonatal nurse | II, III | o o o |
| IV5. Drawing blood from an umbilical line | Every neonatal nurse | III | o o o |
| IV6. Placing an IV catheter | Every neonatal nurse | II, III | o o o |
| IV7. Placing a butterfly catheter | Every neonatal nurse | II, III | o o o |
| IV8. Place an Umbilical venous catheter | Proficient Expert | III | o o o |
| IV9. Correctly document umbilical venous catheter placement | Proficient Expert | III | o o o |
| IV10. Order appropriate IV fluids | Proficient Expert | II, III | o o o |
| IV11. Assess electrolytes | Proficient Expert | II, III | o o o |
| IV12. Order electrolytes appropriate based on assessment of electrolytes | Proficient Expert | II, III | o o o |
| IV13. Correctly order fluids and feedings daily | Proficient Expert | II, III | o o o |
| IV14. Diagnose and treat hypokalemia | Proficient  Expert | II, III | o o o |
| IV15. Diagnose and treat hypo/hypernatremia | Proficient Expert | II, III | o o o |
| IV16. Diagnose and treat hypocalcemia | Proficient Expert | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| IV17. An umbilical line | Competent Proficient Expert | III | o o o |
| IV18. A peripheral line with dressing | Competent Proficient Expert | II, III | o o o |

1. **GENETIC**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| GEN1. Assess Temp, HR, RR | Every neonatal nurse | I, II, III | o o o |
| GEN2. Assess fontanels | Every neonatal nurse | I, II, III | o o o |
| GEN3. Assess nares, ears, mouth, tongue and eyes | Every neonatal nurse | I, II, III | o o o |
| GEN4. Assess thorax and lungs | Every neonatal nurse | I, II, III | o o o |
| GEN5. Assess heart sounds | Every neonatal nurse | I, II, III | o o o |
| GEN6. Assess abdomen | Every neonatal nurse | I, II, III | o o o |
| GEN7. Assess genital and rectum for patency | Every neonatal nurse | I, II, III | o o o |
| GEN8. Assess tone and motor movement | Every neonatal nurse | I, II, III | o o o |
| GEN9. Assess extremities | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| GEN10. Draw chromosomes | Competent Proficient Expert | II, III | o o o |
| GEN11. Collaborate with collaborating team | Every neonatal nurse | III | o o o |
| GEN12. Order palliative care after multi-disciplinary committee | Proficient Expert | II, III | o o o |
| Care of the Patient with: |  |  | 1 2 3 |
| GEN13. Trisomy 21 | Every neonatal nurse | II, III | o o o |
| GEN14. Trisomy 13 | Every neonatal nurse | II, III | o o o |
| GEN15. Trisomy 18 | Every neonatal nurse | II, III | o o o |
| GEN16. Undiagnosed genetic defect | Every neonatal nurse | II, III | o o o |
| GEN17. Patient being placed in Palliative Care | Every neonatal nurse | II, III | o o o |
| **OTHER** |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
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|  |  |  |  |
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The information I have given is true and accurate to the best of my knowledge. I hereby authorize the Senior Fellow to release this Neonatal Skills Checklist to other hospitals for possible employment.

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Name of Evaluator Date

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Name of Evaluator Date

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Supplemental Legend:

Benner: Stage of Clinical Competencies. https://www.nyp.org/pdf/hr/Benner.pdf

European foundation for the care of newborn infants: European Standards of Care for Newborn Health. https://www.efcni.org/activities/projects-2/escnh/

University of Notre Dame (2015): Developmental Care Standards for Infants in Intensive Care. <https://nicudesign.nd.edu/nicu-care-standards>

World Health Organization: Survive and Thrive: Transforming care for every small and sick newborn. https://apps.who.int/iris/bitstream/handle/10665/276655/WHO-FWC-MCA-18.11-eng.pdf?ua=1