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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 according to the World Health Organization (WHO) levels of neonatal care. 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. Checks all equipment and knows how to utilize it to offer safe care. | | | | Every neonatal nurse | I, II, III | o o o |
| G2. Understand Recognizes? the need for the continued availability of and how to access resources. | | | | Proficient, expert | III, III | o o o |
| G3. Evaluates vital signs per unit protocol. | | | | Every neonatal nurse | I, II, III | o o o |
| G4. Able to verbalize the need for and how to routine diagnostic tests within the scope of practice and hospital guidelines. | | | | Proficient, expert | II, III | o o o |
| G5. Clearly documents the assessment and care that is aligned with evidenced based practice. | | | | Every neonatal nurse | I, II, III | o o o |
| G6. Provides information, concise reports, and communication related to the plan of care. | | | | Every neonatal nurse | I, II, III | o o o |
| G7. Describes plan of care to family. | | | | Every neonatal nurse | I, II, III | o o o |
| G8. Works with multi-specialty team to develop plan of care and communicate on rounds. | | | | Proficient  Expert | III | o o o |
| G9. Questions practice decisions and treatment when appropriate using evidence and research. | | | | Proficient  Expert | II, III | o o o |
| G10. Knows local policies, procedures, guidelines, and standards and the procedure for revising them. | | | | Proficient  Expert | II, III | o o o |
| G11. Uses evidence to support minimum staffing ratios for patient safety and quality care. | | | | Proficient Expert | II, III | o o o |
| G12. Actively seeks and teachs evidence-based care to ensure quality care | | | | Proficient  Expert | II, III | o o o |
| G13. Recognizes the nurse’s accountability for one’s own practice and daily workload. | | | | Every neonatal nurse | I, II, III | o o o |
| G14. Demonstrates and maintains competencies to perform an independent role. | | | | Proficient  Expert | II, III | o o o |
| G15. Consults with senior neonatal nurses or physicians to review the neonatal care when needed. | | | | Every neonatal nurse | II, III | o o o |
| G16. Utilizes technology for measurement, monitoring, and evaluating treatment outcomes. | | | | Proficient Expert | II, III | o o o |
| G17. Accepts responsibility for staff practice reviews. | | | | Proficient  Expert | II, III | o o o |
| G18. Advocates for the neonate and family locally, regionally, nationally, and internationally. | | | | Proficient  Expert | II, III | o o o |
| G19. Ensures prescribed drugs are correct dose, time, and route, evaluates and documents effectiveness. | | | | Every neonatal nurse | I, II, III | o o o |
| G20. Prescribes above medications in mg/kg/d or mcg/kg/dose. | | | | Proficient and competent | I, II, III | o o o |
| Professional, Ethics and Legal Practice | | | |  |  | 1 2 3 |
| PEL.1. Practices within the scope of practice regarding medication preparation and administration. | | | | Every neonatal nurse | I, II, III | o o o |
| PEL2. Employs the regional and national safety/health regulations and understands risk management. | | | | Every neonatal nurse | II, III | o o o |
| PEL3. Exhibiting competence in relation to the equipment utilized on the neonatal unit | | | | Every neonatal nurse | II, III | o o o |
| PEL4. Articulates the role of the nurse in emergency situations and can support other team members | | | | Proficient  Expert | II, III | o o o |
| PEL5. Utilizes conflict resolution skills. | | | | Every neonatal nurse | I, II, III | o o o |
| PEL6. Provides care within the profession’s Code of Ethics. | | | | Every neonatal nurse | I, II, III | o o o |
| PEL7. Acts as a role model for others regarding regional and national safety/health regulations. | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL8. Manages the staff resources related to workload to ensure safety according to the national and international staffing standards. | | | | Proficient  Expert | II, III | o o o |
| PEL9. Seeks multiple ways to advance clinical skills. | | | | Every neonatal nurse | I, II, III | o o o |
| PEL10. Addresses inconsistencies between legal principles and local policies and practice. | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL11. Leads others in a systematic approach to ethical decision-making. | | | | Proficient  Expert | II, III | o o o |
| PEL12. Participating in scholarly activity such as evidence-based publications and presentations | | | | Competent  Proficient  Expert | II, III | o o o |
| PEL13. Actively participates in nursing or other professional organizations. | | | | Every neonatal nurse | II, III | o o o |
| PEL14. Develops a culture of safety governance by complying with risk management (quality and safety) strategies. | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL15. Leads education/training and competency of less experienced team members. | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL16. Acts as a consultant to the interdisciplinary team providing neonatal care. | | | | Proficient  Expert | II, III | o o o |
| PEL17. Organizes clinical handovers and documentation policies. | | | | Competent, Proficient, Expert | II, III | o o o |
| PEL18. 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. Collaborates with a mentor to provide a rapid response when a colleague requires assistance. | | | | Every neonatal nurse | I, II, III | o o o |
| LT2. Observes how others develop innovative approaches in challenging situations. | | | | Every neonatal nurse | I, II, III | o o o |
| LT3. Participates in the developmental and delivery of educational programs. | | | | Proficient  Expert | II, III | o o o |
| LT4. Fosters an environment of learning for self and others. | | | | Every neonatal nurse | I, II, III | o o o |
| LT5. Actively participates in the organization and delivery of care when neonatal transfers are required. | | | | Proficient  Expert | I, II | o o o |
| LT6. Leads and accepts responsibility for the orientation of new colleagues as part of the professional role. | | | | Every neonatal nurse | I, II, III | o o o |
| LT7. Encourages 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 |
| LT8. Promotes an environment that facilitates cultural sensitivity | | | | Every neonatal nurse | I, II, III | o o o |
| LT9. Encourages a positive work environment and recognizes when work levels exceed safe limits. | | | | Every neonatal nurse | I, II, III | o o o |
| LT10. Coordinates a multi-disciplinary team support in crisis and challenging clinical situations. | | | | Every neonatal nurse | I, II, III | o o o |
| LT11. Provides professional leadership, facilitates change, and participating in neonatal unit managemen.t | | | | Proficient  Expert | II, III | o o o |
| LT12. Develops action plans utilized to address quality improvement. | | | | Proficient  Expert | I, II, III | o o o |
| LT13. Serves on a hospital committee or board. | | | | Competent, Proficient, Expert | II, III | o o o |
| LT.14. Networks and develops relationships with professionals outside the neonatal unit. | | | | Proficient  Expert | II, III | o o o |
| LT15. Arranges debriefing sessions as appropriate. | | | | Every neonatal nurse | II, III | o o o |
| LT16. Ensures that neonatal care includes interdisciplinary staff and the family. | | | | Every neonatal nurse | II, III | o o o |
| LT17. Seeks advice when the needs of the neonate/family require expertise beyond one’s own ability and qualifications. | | | | Every neonatal nurse | I, II, III | o o o |
| LT18. Evaluates models of care delivery to accommodate nursing and neonatal acuity levels. | | | | Proficient  Expert | II, III | o o o |
| Infant- Family-Centered Developmental Care | | | |  |  | 1 2 3 |
| FCC1. Provides accurate and timely communication to the family guided by a mentor to reduce stress. | | | | Every neonatal nurse | II, III | o o o |
| FCC2. Supports strategies that encourages the family participation in the planning, delivering, and evaluating neonatal care. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC3. Recognizes opportunities for bonding and attachment for the family and neonate while acknowledging cultural needs. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC4. Documents the family into care. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC5. Develops educational programs to educate the multi-disciplinary team around the needs of family. | | | | Proficient  Expert | II, III | o o o |
| FCC6. Refrains from disclosure of information to any interested parties without prior family consent. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC7 Supports families receiving distressing information. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC8. Educates the family about their newborn. | | | | Every Neonatal nurse | II, III | o o o |
| FCC9. Understands the significance of neonatal data and accurately documents/ reports to senior team members as required. | | | | Competent Proficient  Expert | II, III | o o o |
| FCC10. Maintains confidentiality yin clinical discussions and storage of neonatal/family information. | | | | Every neonatal nurse | I, II, III | o o o |
| FCC11. Proficiently communicates with collaborating multi-disciplinary teams, families, and others about neonatal status changes. | | | | Every neonatal nurse | II, III | o o o |
| FCC12. Advocates for neonate and family to participate in decision-making and the plan of care. | | | | Every neonatal nurse | II, III | o o o |
| FCC13. Writes developmental care protocols, standards, and educational programs. | | | | Proficient  Expert | II, III | o o o |
| FCC14. Strategically influences policies and makes effective family change through conferences, presentations, publication, or health policies. | | | | Proficient  Expert | II, III | o o o |
| FCC15. Identifies neonate/family care barriers, using communication and polices to overcome them. | | | | Every neonatal nurse | II, III | o o o |
| Research | | | |  |  | 1 2 3 |
| R1. Adopts a spirit of inquiry toward clinical practice. | | | | Every neonatal nurse | I, II, III | o o o |
| R2. Articulates the need for ethical research. | | | | Every neonatal nurse | II, III | o o o |
| R4. Actively participates in quality improvement activities in practice. | | | | Every neonatal nurse | II, III | o o o |
| R5. Employs auditing skills. | | | | Proficient  Expert | II, III | o o o |
| R6. Demonstrates critical evaluation of research. | | | | Proficient  Expert | II, III | o o o |
| R7. Contributes to the development and use of evidence-based guidelines | | | | Proficient  Expert | II, III | o o o |
| R8. Leads an interdisciplinary research team to validate practice. | | | | Proficient  Expert | II, III | o o o |
| R9. Encourages health care multi-disciplinary teams research participation. | | | | Proficient  Expert | II, III | o o o |
| R10. Publishes/presents original work, reviews, commentaries. | | | | Proficient  Expert | II, III | o o o |
| R11. Identifies gaps between practice and research; producing action plans to address gaps. | | | | Every neonatal nurse | II, III | o o o |
| R12. Develops an evidenced based solution for complex professional, clinical, or managerial problems. | | | | Proficient  Expert | II, III | o o o |
| R13. Disseminates evidence-based guidelines. | | | | 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 |
| CAR12. Performs neonatal resuscitation. | | | | Every neonatal nurse | I, II, III | o o o |
| Cardiac Medications | | | |  |  | 1 2 3 |
| CAR11. Lasix | | | | Every neonatal nurse | II, III | o o o |
| CAR12. Digoxin | | | | Every neonatal nurse | III | o o o |
| CAR13. Captopril | | | | Every neonatal nurse | III | o o o |
| CAR14. Ibuprofen for closure of the ductus arteriosus | | | | Every neonatal nurse | III | o o o |
| CAR15. Paracetamol for closure of the ductus arteriosus | | | | Every neonatal nurse | III | o o o |
| CAR16. Dopamine | | | | All neonatal nurses | III | o o o |
| CAR17. Dobutamine | | | | All neonatal nurses | III | o o o |
| CAR18. Adrenaline/Epinephrine | | | | Competent  Proficient  Expert | III | o o o |
| CAR19. Sifandil | | | | Competent  Proficient  Expert | III | o o o |
|  | **Respiratory** |  |
| Assessment | | | |  |  | 1 2 3 |
| RES1. Inspects lungs auscultates, palpates, percusses, inspects. | | | | Every neonatal nurse | I, II, III | o o o |
| RES2. Breathing pattern/rate/Work of Breathing (WOB) | | | | Every neonatal nurse | I, II, III | o o o |
| RES3. Skin color | | | | Every neonatal nurse | I, II, III | o o o |
| RES4. Documents pulse oximetry reading/respiratory rate/ WOB. | | | | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure: | | | |  |  | 1 2 3 |
| RES7. Suctions. | | | | Every neonatal nurse | II, III | o o o |
| RES8. Documents pulse oximeter reading and intervention. | | | | Every neonatal nurse | II, III | o o o |
| RES9. Sets up nasal cannula. | | | | Every neonatal nurse | II, III | o o o |
| RES10. Set-up nasal continuous positive pressure (NCPAP.) | | | | Every neonatal nurse | II, III | o o o |
| RES11. Orders NCPAP. | | | | Proficient  Expert | II, III | o o o |
| RES12. Sets up traditional CPAP. | | | | Every neonatal nurse | II, III | o o o |
| RES13. Orders traditional CPAP. | | | | Proficient, Expert | II, III | o o o |
| RES14. Sets up face mask oxygen. | | | | Every neonatal nurse | II, III | o o o |
| RES15. Sets up oxygen tank/or concentrator. | | | | Every neonatal nurse | II, III | o o o |
| RES16. Assists with intubation. | | | | Every neonatal nurse | III | o o o |
| RES17. Intubates. | | | | Proficient  Expert | III | o o o |
| RES18. Places neonate on ventilator (setting). | | | | Proficient  Expert | III | o o o |
| RES19. Cares for the infant on the ventilator. | | | | Every neonatal nurse | III | o o o |
| RES20. Manages the care of an infant on ventilator. | | | | Proficient  Expert | III | o o o |
| RES21. Identifies a pneumothorax by exam. | | | | Competent  Proficient  Expert | I, II, III | o o o |
| RES22. Identifies a pneumothorax by chest X-ray. | | | | Competent Proficient  Expert | II, III | o o o |
| RES23. Assists with needle aspiration for pneumothorax. | | | | Every neonatal nurse | II, III | o o o |
| RES24. Needle aspirates a pneumothorax. | | | | Proficient  Expert | II, III | o o o |
| RES25. Assists with chest tube placement. | | | | Every neonatal nurse | II, III | o o o |
| RES26. Places a chest tube. | | | | Proficient  Expert | III | o o o |
| RES27. Takes care of an infant with a chest tube. | | | | Every neonatal nurse | III | o o o |
| RES28. Sets up bag mask. | | | | Every neonatal nurse | I, II, III | o o o |
| RES29. Uses bag mask on a baby. | | | | Every neonatal nurse | I, II, III | o o o |
| RES30. Helps administer Surfactant. | | | | Every neonatal nurse | III | o o o |
| RES31. Orders Surfactant. | | | | Proficient  Expert | III | o o o |
| RES32. Performs Allen Test prior to artery blood draw. | | | | Proficient  Expert | III | o o o |
| RES33. Performs radial artery blood draw | | | | Proficient  Expert | III | o o o |
| RES34. Interprets and manages blood gas | | | | Competent Proficient  Expert | III | o o o |
| RES35. Adjusts the ventilator according to blood gas. | | | | Proficient  Expert | III | o o o |
| RES36. Extubates a neonate and provides appropriate oxygen therapy. | | | | Proficient  Expert | III | o o o |
| Interpretation of Laboratory | | | |  |  | 1 2 3 |
| RES36. Blood gases | | | | Competent  Proficient  Expert | III | o o o |
| Pulmonary Drugs | | | |  |  | 1 2 3 |
| RES37. Surfactant/Curosurf | | | | Every neonatal nurse | III | o o o |
| RES38. Aminophylline/Caffeine | | | | Every neonatal nurse | II, III | o o o |
| RES39. Broncho- dilator inhaler | | | | Every neonatal nurse | II, III | o o o |
| RES40. Dexamethasone | | | | Every neonatal nurse | 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. Assists with lumbar puncture. | Every neonatal nurse | II, III | o o o |
| NEU5. Performs lumbar puncture. | Proficient  Expert | II, III | o o o |
| NEU6. Administers IV medication for seizures. | Every neonatal nurse | II, III | o o o |
| NEU7. Administers Intra-rectal medication for seizures. | Every neonatal nurse | II, III | o o o |
| NEU8. Calculates anti-seizure medication. | Every neonatal nurse | II, III | o o o |
| Drugs |  |  | 1 2 3 |
| NEU9. Phenobarbital | Every neonatal nurse | II, III | o o o |
| NEU10. Phenytoin | Every neonatal nurse | II, III | o o o |
| NEU11. Diazepam | Every neonatal nurse | II, III | o o o |
| NEU12. Tegretol | Every neonatal nurse | II, III | o o o |
| NEU13. 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/head circumference | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure: |  |  | 1. 2 3 |
| GI4. Places a nasal gastric tube. | Every neonatal nurse | II, III | o o o |
| GI5. Confirms placement of nasal gastric tube. | Every neonatal nurse | II, III | o o o |
| GI6. Assists with cup feeding. | Every neonatal nurse | II, III | o o o |
| GI7. Assists with breastfeeding. | Every neonatal nurse | I, II, III | o o o |
| GI8. Orders appropriate formula. | Proficient Expert | II, III | o o o |
| GI9. Writes 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. Orders special order formula. | Proficient Expert | 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. Neonatal Urine collection | Every neonatal nurse | II, III | o o o |
| REN6. Diaper counts | Every neonatal nurse | I, II, III | o o o |
| REN7. Neonatal 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. Places a Neonatal Foley catheter. | Every neonatal nurse | II, III | o o o |
| REN12. Catheterizes a neonate for urine. | Competent  Proficient Expert | II, III | o o o |
| REN13. Performs a suprapubic tap. | Proficient  Expert | III | o o o |
| REN14. Interprets urine result to infection. | Proficient Expert | II, III | o o o |
| REN15. Demonstrates ability to assess labs to diagnosis renal failure. | Proficient Expert | II, III | o o o |
| Medications |  |  | 1 2 3 |
| REN16. Lasix | Every neonatal nurse | II, III | o o o |
| REN17. Spirolactone | Every neonatal nurse | III | o o o |
| REN18. 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 (Indirect) 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. Orders glucose for hypoglycemia. | Proficient Expert | II, III | o o o |
| END16. Orders appropriate glucose to monitor for hypoglycemia. | Proficient Expert | II, III | o o o |
| END17. Calculates mg/kg/min of glucose. | Competent Proficient Expert | III | o o o |
| END18. Changes IV fluids in the presence of hyperglycemia. | Every neonatal nurse | II, III | o o o |
| END19. Changes IV fluids in the presence of hypoglycemia. | Every neonatal nurse | II, III | o o o |
| END20. Calculates mEq/kg/day electrolytes. | Competent Proficient Expert | III | o o o |
| END21. Changes 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. Applies eye protection for phototherapy. | Every neonatal nurse | II, III | o o o |
| END28. Adjusts phototherapy to correct height. | Every neonatal nurse | II, III | o o o |
| END29. Assists with exchange transfusion. | Every Neonatal Nurse | III | o o o |
| END31. Performs an exchange transfusion. | Proficient Expert | III | o o o |
| END30. Orders labs to assess ongoing hyperbilirubinemia. | Proficient Expert | II, III | o o o |
| Medications |  |  | 1 2 3 |
| END31. 10% Dextrose | Every neonatal nurse | II, III | o o o |
| END32. 5% Dextrose | Every neonatal nurse | II, III | o o o |
| END33. 12.5% Dextrose | Every neonatal nurse | III | o o o |
| END34. Neonatal TPN/lipids | Every neonatal nurse | III | o o o |
| END35. Amino Acids | Every neonatal nurse | III | o o o |
| END36. IV fluids with electrolytes | Every neonatal nurse | II, III | o o o |
| END37. Steroids – Adrenocorticosteroids | Every neonatal nurse | III | o o o |
| END38. 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 |
| Medication |  |  | 1 2 3 |
| OD10. Skin lotions (perfume free) | Every neonatal nurse | II, III | o o o |
| 0D11. PCTML for pain management | Every neonatal nurse | II, III | o o o |

1. **HEMATOLOGY/INFECTIOUS**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| HEMI1. Physical manifestation of infection | 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 and CRP | 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 |
| Drugs |  |  | 1 2 3 |
| HEMI10. Ampicillin | Every neonatal nurse | I, II, III | o o o |
| HEMI11. Gentamicin | Every neonatal nurse | I, II, III | o o o |
| HEMI12. Penicillin | Every neonatal nurse | I, II, III | o o o |
| HEMI13. Cefotaxime | Every neonatal nurse | II, III | o o o |
| HEMI14. Ceftriaxone | Every neonatal nurse | II, III | o o o |
| HEMI15. Acyclovir | Every neonatal nurse | III | o o o |
| HEMI16. Metronidazole | Every neonatal nurse | II, III | o o o |
| HEMI17. Imipenem | Every neonatal nurse | III | o o o |
| HEMI18. Vancomycin | Every neonatal nurse | III | o o o |
| HEMI19. Nevirapine | Every neonatal nurse | I, II, III | o o o |
| HEMI20 Meropenem | Every neonatal nurse | I,II,III | o o o |
| HEMI21 Amikacin | Every neonatal nurse | I,II,III | o o o |
| HEMI22 Cipro | Every neonatal nurse | I,II,III | o o o |
| HEMI23 Piperacillin/Tax | Every neonatal nurse | I,II,III | o o o |
| HEMI24. AZT | Every neonatal nurse | I, II, III | o o o |
| HEMI25. Ferrous syrup | Every neonatal nurse | II, III | o o o |
| HEMI26. Hepatitis B vaccine | Every neonatal nurse | I, II, III | o o o |

1. **IV THERAPY/PLEBOTOMY**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment |  |  | 1 2 3 |
| IV1. Administration of blood products | 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. Placing an Umbilical venous catheter. | Proficient Expert | III | o o o |
| IV9. Correctly documents umbilical venous catheter placement. | Proficient Expert | III | o o o |
| IV10. Orders appropriate IV fluids. | Proficient Expert | II, III | o o o |
| IV11. Order labs to 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. Exam laboratory result to diagnose and treat hypokalemia | Proficient  Expert | II, III | o o o |
| IV15. Exam laboratory results to diagnose and treat hypo/hypernatremia | Proficient Expert | II, III | o o o |
| IV16. Exam laboratory results to diagnose and treat hypocalcemia | Proficient Expert | II, III | o o o |

1. **GENETIC**

|  |  |  |  |
| --- | --- | --- | --- |
| Assessment As Related to a possible Genetic Diagnosis |  |  | 1 2 3 |
| GEN1. Assesses Temp, HR, RR. | Every neonatal nurse | I, II, III | o o o |
| GEN2. Assesses fontanels. | Every neonatal nurse | I, II, III | o o o |
| GEN3. Assesses nares, ears, mouth, tongue, and eyes. | Every neonatal nurse | I, II, III | o o o |
| GEN4. Assesses thorax and lungs. | Every neonatal nurse | I, II, III | o o o |
| GEN5. Assesses heart sounds. | Every neonatal nurse | I, II, III | o o o |
| GEN6. Assesses abdomen. | Every neonatal nurse | I, II, III | o o o |
| GEN7. Assesses genital and rectum for patency. | Every neonatal nurse | I, II, III | o o o |
| GEN8. Assesses tone and motor movement. | Every neonatal nurse | I, II, III | o o o |
| GEN9. Assesses extremities. | Every neonatal nurse | I, II, III | o o o |
| Equipment/Procedure |  |  | 1 2 3 |
| GEN5. Draws chromosomes. | Competent Proficient Expert | II, III | o o o |
| GEN6. Collaborates with interdisciplinary team in the management of genetic diagnosis. | Every neonatal nurse | III | o o o |
| GEN7. Orders palliative care after multi-disciplinary committee. | Proficient Expert | II, III | o o o |
| **OTHER** |  |  |  |
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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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Name of Evaluator

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