

DACUM Competency Profile for Registered Nurse (Medical/Surgical Staff Nurse)

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DACUM Competency Profile for Registered Nurse (Medical/Surgical Staff Nurse)

In order to ensure an optimal level of patient wellness, the Medical/Surgical Staff Nurse coordinates and delivers patient care by assessment, planning, implementation and evaluation.

Duties		Tasks			
A	Assess & Address Physical and Psychosocial needs	A-1 Assess cardiovascular status	A-2 Assess respiratory status	A-3 Assess neurological status	A-4 Assess/Address gastro intestinal status
		A-5 Assess genito-urinary status	A-6 Assess musculo skeletal status	A-7 Assess endocrine status	A-8 Assess integumentary status
		A-9 Assess nutritional status	A-10 Assess social/home environment	A-11 Assess learning needs of patient/significant other	A-12 Assess coping mechanism of patient/significant other
		A-13 Collect patient medical history	A-14 Assess discharge needs	A-15 Assess cultural diversity (as it affects patient needs)	A-16 Assess social habits
		A-17 Assess advance directive status	A-18 Assess spiritual needs	A-19 Assess and/or report elder/spousal abuse	A-20 Assess learning readiness of patient/significant other
B	Coordinate Patient Care	B-1 Receive shift report	B-2 Conduct patient rounds	B-3 Formulate nursing diagnosis	B-4 Determine appropriate level of care
		B-5 Collect & refer utilization data	B-6 Transcribe physician orders	B-7 Update physician with change of status	B-8 Receive phone/verbal physician orders
		B-9 Schedule therapeutic/diagnostic tests & procedures	B-10 Collaborate with inter-disciplinary team	B-11 Give shift report	

C

Administer Bedside Patient Care

C-1 Insert/Maintain/Discontinue Urinary Catheters	C-2 Insert/Maintain/Discontinue NG Tubes	C-3 Insert/Maintain/Discontinue PICc Lines	C-4 Insert/Maintain/Discontinue Intravenous Lines
C-5 Prepare patient for surgery/procedure	C-6 Perform wound care	C-7 Administer medications	C-8 Perform central line & peripheral line blood draws
C-9 Maintain airway & trach care	C-10 Monitor/Maintain tubes & drains	C-11 Administer tube feedings	C-12 Apply/Monitor continuous passive movement
C-13 Apply/Monitor pain control analgesia	C-14 Initiate/Participate in code blue	C-15 Assist doctors with procedures	C-16 Transfuse blood and blood products
C-17 Perform/Assist with peritoneal dialysis	C-18 Perform gastric lavage	C-19 Administer & titrate oxygen	C-20 Monitor pulse oximeter
C-21 Initiate and maintain isolation	C-22 Perform ostomy care		

D

Supervise/ Provide Bedside Care

D-1 Respond to patient call lights	D-2 Give/Assist personal hygiene	D-3 Weight the patient	D-4 Shave Patient
D-5 Give enemas	D-6 Assist with elimination	D-7 Perform dressing change	D-8 Perform range of motion
D-9 Change linens	D-10 Collect specimens	D-11 Apply traction	D-12 Perform blood glucose monitoring
D-13 Reposition patient	D-14 Ambulate patient	D-15 Feed patient	D-16 Apply anti-embolytic hose
D-17 Oversee use of Incentive Spirometer	D-18 Apply Monitor cooling blanket/Cooling measures/Heating pad	D-19 Initiate & maintain seizure precautions	D-20 Provide postmortem care

E

Teach Patient and Significant Others

E-1 Provide learning materials and audiovisual aids for patient & significant other	E-2 Teach & evaluate physical (hands-on) procedures	E-3 Explain disease process and outcomes	E-4 Explain critical pathway
E-5 Teach physical coping skills (i.e. Pursed lip breathing, pain control)	E-6 Teach psychological coping skill (i.e. Stress reduction)	E-7 Identify behavior modification needs (i.e. Smoking cessation, weight reduction, diet modification)	E-8 Teach purpose, side effects, interaction of medications
E-9 Provide pre-op/post-op teaching (including procedures)	E-10 Evaluate & document level of comprehension	E-11 Summarize & reinforce discharge teaching plan	

F

Document Patient Care

F-1 Conduct & document admission assessment	F-2 Conduct & document initial shift assessment	F-3 Conduct & document ongoing assessment	F-4 Initiate and/or update plan of care
F-5 Document intake & output	F-6 Record vital signs	F-7 Document medication administration	F-8 Document nursing interventions
F-9 Document patient response to nursing interventions	F-10 Document patient's response to procedures	F-11 Document patient transfer & discharge	F-12 Document restraints as per protocol
F-13 Initiate/Document conscious sedation protocol	F-14 Verify & sign LVN and unlicensed personnel's documentation		

G

Manage Human/ Material Resources

G-1 Assess/Update acuity levels	G-2 Coordinate staffing assignments	G-3 Delegate task to assistive personnel	G-4 Supervise performance of assistive personnel
G-5 Develop long term or monthly work schedules	G-6 Monitor unit supply usage	G-7 Report defective equipment/products	G-8 Evaluate new medical products

H

Maintain Work Environment

H-1 Check crash cart	H-2 Verify narcotic count	H-3 Assemble patient charts	H-4 Order/stock unit supplies (e.g. Secretarial, patient care & medications)
H-5 Update census reports	H-6 Conduct unit safety checks	H-7 Verify operational status of equipment	H-8 Participate in fire drill
H-9 Participate in internal/external disaster drills	H-10 Initiate security code for potential dangerous patients/visitors	H-11 Create/Modify forms	

I

Maintain Professional Accountability

I-1 Maintain nursing licensure/certifications	I-2 Demonstrate unit specific competencies/skills	I-3 Participate in continuous quality improvement	I-4 Participate/Initiate patient care conferences
I-5 Participate in hospital committees (i.e. Research, ethics, etc.)	I-6 Participate in inservice education	I-7 Preceptor staff/students	I-8 Maintain disaster preparedness
I-9 Participate/Facilitate staff meetings	I-10 Collaborate with other health care providers	I-11 Pursue advanced educational opportunities	I-12 Develop/Revise nursing policies & procedures
I-13 Participate in peer/assistive personnel review	I-14 Participate in self evaluation	I-15 Participate in nursing research projects	

Future Concerns & Issues

- Advances in technology
- Change in hospital orientation to business orientation
- Collegeability
- Computer impact
- Dealing with new levels of personnel
- Dealing with public response to new levels of personnel
- Decreased job satisfaction
- Delivery of service
- Entry into practice
- Environmental controls
- Fiscal Constraints on Health Care
- Focus on wellness
- Increased accountability for maintaining standards of care
- Increased liability
- Increased nurse patient ratios
- Increased nursing voice in administration

- Increasing responsibilities
- Job security
- Limited resources
- Outcome orientation
- Role change
- Role of advanced practice nurse
- Shift toward ambulatory care/home care

- Uncertainty over future of health care

General Knowledge & Skills

- Analytic
- Anatomy/Physiology
- Aseptic technique
- Assessment
- Body mechanics
- Cardio-Pulmonary Resuscitation
- Change theory
- Chemistry
- Communication
- computer
- Critical thinking
- Delegation
- Emergency protocols
- English
- Hazardous materials
- Human behavior
- Institutional policies & procedures
- Interpersonal
- Isolation techniques
- JCAHO regulations
- Keyboarding
- Kinetics
- Leadership
- Listening
- Management
- Math
- Microbiology
- NANDA
- Nurse practice act

- Nursing process (problem solving)
- Nutrition
- Organizational
- OSHA regulations
- Pathophysiology
- Pharmacology
- Phlebotomy supplies
- Principles of adult learning
- Prioritization
- Problem solving
- Psychology
- Research process
- Safety
- Sociology
- Statistics
- Stress management
- Supervision
- Teaching
- Time management
- Title 22

Tools, Equipment, Supplies and Materials

- Addressograph
- Admission kit
- Allergy band
- Ammonia bomb/ampule
- Angio-cath
- Antiseptic swab
- Apnea monitor
- Armbands
- Aseptic solution
- Bed/bath linen
- Bedpan
- Bedscale
- Bedside commode
- Blood glucose monitor
- Blood warmer
- Bulb syringe
- Calculator
- Call bell
- Cardiac chair
- Cardiac monitor
- Catheter tray
- Chart form
- Collection container
- Computer
- Cont. passive motion equip.
- Cooling blanket
- Crash cart (code blue)
- Crutches
- Diluent solutions
- Distilled water
- Doppler
- Drainage bags
- Drainage tubes
- Dressing supplies
- Duplicating machine
- Emesis basin
- Enema solution
- FAX machine

- Feeding tubes
- Flashlight
- Foley/french catheters
- Foot cradle
- General office supplies
- Geriatric chair
- Gloves
- Goggles
- Gowns
- Graduated measure
- Gurney
- Hand held nebulizer
- Heating pad
- Hemostats
- Hoyer lift for transfer
- Hygiene supplies
- Icebag
- Incentive spirometer
- Infusion control device
- Irrigation tray
- IV pole
- IV tubing/solutions
- Kardex
- Labels
- Lancets
- Lubricating ointment
- Manual resuscitation bag
- Masks
- Mattresses/beds (special)
- Meciation cup
- Name tag
- Nebulizers
- Normal saline
- O2 concentrator/tank
- O2 flow meter
- O2 masks/canula
- Occlusion clamps
- Ostomy equipment
- Otoscope
- Phlebotomy supplies
- Pill crusher/cutter
- Pillows
- Pipette
- Pneumatic boots
- Polaroid camera
- Policy manuals
- Portable sitz bath
- Portable whirlpool
- Procedure manual
- Protective shield (one-way valve)
- Protective wear
- Pulse oximeter
- Razors
- Ref/res. manual/books
- Restraints
- Safety pins
- Scale for weighing patient
- Scissors
- Sharps containers
- Shower chair
- Siderail protectors

Tools, Equipment, Supplies and Materials

- Skin protector
- Slings
- Specimen container
- Sphygmomanometer
- Splints
- Staple removers
- Sterile H₂O
- Stethoscope
- Strainers (urine)
- Suction equipment
- Support cushion
- Suture remover kit
- Syringes/needles
- Tape
- Tape measure
- Telemetry monitor/electrodes
- Telephone
- Telephone directories
- Thermometers
- Tourniquets
- Trach care kit
- Traction weight
- Transfer board
- Trapeze (overhead)
- Treatment/medication cart
- Tube connector
- Tubex
- Tweezers
- Uniform
- Urinal
- Urometer
- Walker
- Watch
- Water seal drainage
- Wheel chair

Worker Characteristics

- Accountable
- Adaptable
- Analytical
- Committed
- Communicative
- Compassionate
- Competent
- Creative
- Decisive
- Dedicated
- Detail-oriented
- Empathetic
- Ethical
- Flexible
- Good listener
- Handle stress
- Humorous
- Independent
- Open minded
- Organized
- Patient
- Personal hygiene

- Physically fit
- Problem solver
- Professional
- Resourceful
- Responsible
- Team player
- Thorough
- Tolerant

