

DACUM Competency Profile for The Emergency Department RN

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The Emergency Department TN is specialty trained to provide care to all acuity levels of patient care by utilizing an ongoing process of assessment, planning, implementation, evaluation and education for facilitation of patient movement to the next level of care.

Duties		Tasks			
A	Triage for acuity and prioritized patient care	A-1 Perform 3-second visual patient assessment	A-2 Obtain patient's chief complaint	A-3 Perform patient subjective assessment	A-4 Perform patient objective assessment
		A-5 Provide patient specific physical intervention (i.e. splint broken arm)	A-6 Provide patient specific psychosocial intervention	A-7 Assign patient acuity level	A-8 Re-assess patient in waiting room
B	Perform initial/ continual patient assessment	B-1 Perform primary patient survey (ABCD)	B-2 Perform secondary patient survey (head-to-toe)	B-3 Perform general patient survey	B-4 Perform continual patient assessment
		B-5 Perform patient-specific focused survey			
C	Provide patient care	C-1 Provide neuro care	C-2 Provide eye, ear, nose and throat care	C-3 Provide GI care	C-4 Provide nutritional support
		C-5 Provide endocrine care	C-6 Provide renal/G.U. care	C-7 Maintain fluid and electrolyte balance	C-8 Provide care to a latex sensitive/allergic patient
		C-9 Provide hematological care	C-10 Provide pre-op care	C-11 Provide integumentary/wound care	C-12 Provide Obstetric/Gynecology care
		C-13 Provide musculoskeletal care	C-14 Provide care to the immuno-suppressed patient	C-15 Provide trauma care	C-16 Provide psycho/social care
		C-17 Provide care to victims of violence	C-18 Provide post-procedure care	C-19 Provide alternative communication methods	C-20 Provide patient comfort
		C-21 Provide personal hygiene	C-22 Manage patient flow within the department	C-23 Manage patient disposition	C-24 Manage patient care during transport
		C-25 Provide donor patient care	C-26 Provide post-mortem care		

D

Provide cardio vascular care

D-1 Apply cardiac leads	D-2 Auscultate heart sounds	D-3 Perform EKGs	D-4 Interpret cardiac rhythm
D-5 Assist with emergency Cardioversions	D-6 Apply and regulate transcutaneous pacemaker	D-7 Assist with transvenous pacemakers/AICD adjustments	D-8 Assist with pericardiocentesis
D-9 Perform defib/cardioversion	D-10 Assist with hemodynamic line insertion	D-11 Administer CPR/ACLS	

E

Provide pulmonary care

E-1 Administer and regulate oxygen delivery system	E-2 Auscultate breath sounds	E-3 Perform oral, nasal, endotracheal & tracheal suctioning	E-4 Insert and maintain oral and nasal airways
E-5 Measure and interpret peak flow	E-6 Assist with intubation	E-7 Maintain tracheal and endotracheal airways	E-8 Obtain and/or interpret arterial blood gas
E-9 Assist with chest tube insertion	E-10 Assist with bronchoscopy	E-11 Assist with cryoablation & tracheostomy	E-12 Assist with respiratory arrest care

F

Perform technical procedures & treatments

F-1 Perform visual acuity	F-2 Perform eye irrigation	F-3 Perform ear irrigation	F-4 Apply C-spine stabilization
F-5 Perform neuro checks	F-6 Insert gastric tubes	F-7 Perform NG irrigation	F-8 Insert urinary catheters
F-9 Perform bladder irrigation	F-10 Perform foreign body removal	F-11 Facilitate imminent deliver	F-12 Perform postnatal care
F-13 Apply and maintain immobilization devices	F-14 Initiate and maintain traction	F-15 Apply and monitor soft/hard restraints	F-16 Perform patient positioning techniques
F-17 Measure for ambulatory assistive devices (crutches and walkers, etc.)	F-18 Collect lab specimens	F-19 Perform Point of Care (POC) testing	F-20 Obtain cultures (urine, blood, wound, etc.)
F-21 Utilize thermo-regulatory equipment	F-22 Perform diagnostic skin testing	F-23 Monitor invasive lines (ICP, A-Line, and pacer)	F-24 Monitor non-invasive physiological equipment
F-25 Set-up and maintain standard precautions	F-26 Perform decontamination procedures	F-27 Perform enemas and disimpaction	

G

Assist with specialized procedures

G-1 Assist with neuro/C-spine stabilization devices	G-2 Assist with set up and intra-cranial pressure monitoring devices	G-3 Assist with ventriculostomy	G-4 Assist with ear procedure
G-5 Assist with epistaxis control	G-6 Assist with foreign body removal from ears, nose & throat	G-7 Assist with paracentesis/thoracentesis	G-8 Assist with open chest sternotomy
G-9 Assist with endoscopy	G-10 Assist with peritoneal lavage	G-11 Assist with replacement of gastrostomy tube	G-12 Assist with pelvic exam
G-13 Assist with delivery (fetus)	G-14 Assist with rectal and vaginal foreign body removal	G-15 Assist with lumbar puncture	G-16 Assist with urethral catheter insertion
G-17 Assist with fasciotomy	G-18 Assist with laceration repair	G-19 Assist with incision and drainage	G-20 Assist with fracture/dislocation stabilization
G-21 Assist with conscious sedation			

H

Establish vascular access

H-1 Collect blood specimens	H-2 Program and regulate intravenous pumps	H-3 Manage peripheral lines	H-4 Manage central lines
H-5 Manage intraosseous access	H-6 Declot central lines		

I

Administer medications

I-1 Administer oral medications	I-2 Administer sublingual medications	I-3 Administer intradermal medications	I-4 Administer subcutaneous medications
I-5 Administer intramuscular medications	I-6 Administer intravenous push medications	I-7 Administer IV piggy back medications	I-8 Administer continuous IV medications
I-9 Administer topical medications	I-10 Install optic medications	I-11 Instill otic medications	I-12 Instill nasal medications
I-13 Initiate respiratory treatments	I-14 Instill medication via tube	I-15 Insert vaginal medications	I-16 Administer rectal medications
I-17 Conduct count of controlled medications			

J

Manage equipment and supplies

J-1 Obtain appropriate equipment and supplies	J-2 Set-up equipment and supplies	J-3 Perform routine equipment checks	J-4 evaluate equipment accuracy
J-5 Initiate use of equipment	J-6 Trouble shoot unexpected findings	J-7 Evaluate need for continued use of equipment	J-8 Discontinue use of equipment
J-9 Manage disposition of equipment	J-10 Clean and maintain equipment	J-11 Track and retrieve equipment	J-12 Maintain access to technical support
J-13 Evaluate new technology as it comes available			

K

Manage information

K-1 Conduct shift change report	K-2 Delegate assignments	K-3 Convey patient information to physicians	K-4 Perform on-going documentation
K-5 Convey patient information to ancillary departments	K-6 Record patient information (computer, etc.)	K-7 Give and receive patient reports (intra, inter facilities)	K-8 Document patient charges
K-9 Participate in Quality Assurance activities			

L

Respond to emergencies

L-1 Respond to emergencies within the department	L-2 Respond to critical events outside the emergency department but within facility campus	L-3 Respond to internal disasters	L-4 Respond to external disasters
L-5 Activate communication with Emergency Medical Services (local, State, Federal regulations)			

M

Provide patient and family education

M-1 Provide preliminary instructions at triage	M-2 Provide instructions regarding procedures	M-3 Provide ongoing information/education regarding condition	M-4 Provide after-care instructions/follow-up
M-5 Provide referral resources	M-6 Provide instructions regarding equipment	M-7 Provide general health education	

N

Promote professional development

N-1 Participate in hospital competency testing	N-2 Maintain current hospital practice	N-3 Participate in research studies	N-4 Participate in hospital based committees
N-5 Participate in Emergency Nursing continuing education	N-6 Orient new staff	N-7 Perform role as Mentor	N-8 Perform role as Preceptor
N-9 Maintain specialty certifications			

O

Interact with community and Governmental Agencies

O-1 Comply with local, State and Federal regulations	O-2 Collaborate with law enforcement	O-3 Collaborate with Emergency Medical Service agencies	O-4 Collaborate with health agencies
O-5 Collaborate with residential and extended care facilities	O-6 Collaborate with community social agencies	O-7 Provide community education	

FUTURE TRENDS & CONCERNS

- 12 hour shifts
- Advances in technology (ex: medications, equipment, treatment options, etc.)
- Aging population, patients & nures
- Burn out issue
- Care mapping
- Change in work ethics
- Comptuer impact
- Critical shortage of nurses in Californai, average age is 47 years. Most Emergency Department RN's cannot physically perform theri job after age 52 years
- Cultural/age specific issues
- Dealing with frequent flyers and drug seeking population
- Dealing with increased need for community education
- Decrease in community resoruces for referral (i.e. Psychiatric referral)
- Decrease in Government funding)re: California Tobacco tax misallocation & APC's)
- Drug resistant diseases
- Entry level education - Change in quality/caliber of nursing program applicants
- Establishment of community nursing centers
- Ethics (death & dying)
- Focus on wellness
- Hihger acuity
- Increase indocumentaiton
- Increase nursing voice in Administration
- Increased exposure to violence; concern for employee safety
- Increasing responsibilities/accountabiliyt
- Inceze regulations from governing agencies (JCAHO, DHS, Federal Government)
- liability issues
- Limited resources/fiscal constraints
- Longer length of stays
- Non-trtaditional medicine
- Outcomes management - Change in work ethic
- Physician extenders
- Primary care access for significant poriton of population
- Public expectations
- Shift in management philosophy from health care provider to business operaiton - Use of new grads in teh Emergency Department

- Shorter inpatient stays leads to increased Emergency Department visits
- Status in nurse/physician relationships
- Trends in division of labor - increase use of unlicensed assistive personnel
- Uncertainty of future health care
- Uncertainty of patient volume and acuity
- Wages

GENERAL KNOWLEDGE and SKILLS

- Adaptability
- Advanced assessment
- Advanced dysrhythmia knowledge
- Advanced pahtophysiology
- Advanced patient care skills
- Age specific knowledge
- Analytic
- Aseptic technique
- Basic computer skills
- Body mechanics
- Cardio-Pulmonary resuscitation
- Change theory
- Chemistry
- Communicable disease
- Communication
- Conflict management/mediation
- Critical thinking
- Cultural diversity
- Customer service
- Delegation
- Emergency protocols
- English
- Equipment problem solving
- Grief process
- Growth & development theory
- Hazardous materials
- Institutional policies & procedures
- Interpersonal
- Leadership
- Legal issues
- Listening
- Local, State & Federal Regulations
- Management
- Math
- Microbiology
- Nurse diagnosis
- Nurse practice act
- Nursing process (problem solving)
- Nutrition
- Orblem solving
- Organizational
- Pharmacology (advanced)
- Phlebotomy supplies
- Principles of age specific learning
- Prioritization
- Psychology
- Rapid response

- Research process
- Safety
- Sociology
- Standard precautions
- Statistics
- Stress management
- Strong basic nursing skills
- Strong communication skills (oral and written)
- Supervision
- Teaching
- Time management

TOOLS, EQUIPMENT, SUPPLIES AND MATERIALS

- Ace wraps
- Addressograph
- Adult pads
- Allergy band
- Ammonia Inhalent
- Angio-cath
- Anscope
- Antiseptic swab
- Apnea monitor
- Arm boards
- Armbands
- Arterial blood gas kit
- Arterial line catheter
- Aseptic solution
- Auto transfusion system
- Automated medication dispensing machine
- Back boards
- Batteries
- Bed/bath linen
- Bedpan
- Bedside cardiac & hemodynamic monitor with cables
- Bedside commode
- Bicarb for infiltration
- Biohazard bags
- Bi-pap machine
- Bite block
- Blanket warmer
- Blood glucose monitor
- Blood warmer
- Breast pump
- Bulb syringe
- Calculator
- Call bell
- Cardiac monitor
- Carts:
 - Bronchoscopy cart
 - Cast
 - Chest tube
 - Crash cart (code blue)
 - Pacemaker
 - Peds crash
 - Swan-Ganz

TOOLS, EQUIPMENT, SUPPLIES AND MATERIALS

- Ultrasound
- Cast cutters
- Cautery equipment/supplies
- Central line - triple/double/single lumen

- Charcoal with or without sorbital
- Chart form
- Chest tube drainage system
- Chux
- Clipboards
- Collection container
- Computer
- Condom caths
- Cooling blanket
- Cotton applicators/balls
- Crutches
- Culture supplies
- Cyanide antidote
- Defibrillator
- Dental mirrors
- Dental wires
- Dermabond
- Diluent solutions
- Diapers
- Directory - Community resource
- Distilled water
- Doppler
- Drainage bags
- Drainage tubes
- Dressing supplies
- Dryer (specimen dryer)
- Duplicating machine
- Ear curette spoon
- Ear irrigation equipment
- Education video tapes
- EKG machine
- Emergency preparedness equipment
- Emesis basin
- EMLA/TEC
- End tidal CO2 detector/monitor
- Endotracheal tubes
- Enema solution
- Epidural catheter
- Eye irrigation equipment
- FAX machine
- Feeding pumps
- Feeding tubes
- Flashlight
- Foley/french catheters
- Forceps:
 - Alligator
 - Magill
 - Ring
- Formalin/container
- Forms:
 - After care instruction
 - Documentation

- Procedural consent
- Referral/consultation
- Requisition
- Service request
- Transfer/work order
- General office supplies
- Gloves
- Glucometer
- Goggles
- Gowns
- Graduated measure
- Gurney
- Hand held nebulizer
- Head lamp
- Hemocult slides/developer
- Hemostats
- Hygiene supplies
- Hyper/hypothermia systems
- I&O trays
- Ice machine
- Icebag
- Incentive Spirometer
- Infusion pumps
- Inhalers/HHNs
- Intra cranial pressure (ICP) monitor
- Intubation tray
- Irrigation solutions
- Irrigation tray
- Isolette
- IV pole
- IV tubing/solutions
- Labels
- Laceration repair tray
- Lamps:
 - Slit
 - Woods
- Lancets
- Latex free equipment
- Lemon-glycerin swabs
- Lidocaine with or without epi
- Lubricating ointment
- Magnesium citrate
- Manual resuscitation bag
- Masks
- Mattresses/beds (special)
- Mechanical ventilators
- Medication cup
- Medication refrigerator
- Medications:
 - Cetacaine spray
 - Kaexylate
 - Silvadene cream
 - Xylocaine jelly
- Morgue packs
- Mucomyst
- Name tag
- Nasal speculums
- Nasal tampons/catheters
- Nasal trumpets

- Nasogastric tubes
- Nebulizers
- Newborn warming lamp
- NG tube irrigation equipment
- Nitrozene paper
- Noninvasive automatic blood pressure machine
- Normal saline
- Nutrition refrigeration
- O2 concentrator/tank
- O2 flowmeter
- O2 masks/cannula
- OB pads
- Occlusion clamps
- Ophthalmoscopes
- Oral airway
- Ostomy equipment
- Oscopes
- Paper bags
- Papoose
- Patient's belongings bag
- Pedialyte
- Percutaneous inserted central catheter (PICC)
- Pericardiocentesis kit/tray
- Perma cath
- Phlebotomy supplies
- Pill crusher/cutter
- Pillows
- Plastics
- Pneumatic boots
- Pneumatic tube system
- Polaroid camera
- Policy manuals
- Popsicles
- Pregnancy wheel
- Pressure tubing/pressure bags
- Procedure manual
- Protective shield (one-way valve)
- Protective wear
- Pulmonary artery catheter
- Pulse oximeter
- Quinton
- Razors
- Rectal tubes
- Reddinet (net dressing)
- Ref./resource manual/books
- Reflex hammer
- Restraints
- Ring cutter
- Safety pins
- Sandbags
- Scale for weighing patient
- Scalpels
- Scissors
- Sharps containers
- Shoe covers
- Siderail protectors
- Skin protector

TOOLS, EQUIPMENT, SUPPLIES AND MATERIALS

- Skin staplers
- Slides/covers
- Slings
- Spacer
- Specialized beds
- Specimen container
- Sphygmomanometer
- Spinal needles
- Splints/immobilizers
- Staple remover
- Sterile H₂O
- Stethoscope
- Strainers (urine)
- Suction equipment
- Suture remover kit
- Sutures
- SVO₂ monitor
- Syringes/needles
- Table - OB/GYN exam
- Tape
- Tape measure
- Telemetry monitor/electrodes
- Telephone
- Telephone directories
- Television/VCR
- Thermometers
- Tongue blades
- Tongue clamp
- Tonometer
- Tourniquets
- Trach care kit
- Tracheostomy
- Traction devices
- Traction weight
- Transducers
- Transfer board
- Transport cardiac monitors
- Transcutaneous pacemaker
- Transvenous pacemaker
- Trays:
 - BOA trays
 - Catheter
 - Cut down
 - Epistaxis
 - I&D tray
 - L/P trays - peds/adults
 - Sternotomy
 - Thoracentesis
 - Umbilical catheter
 - Ventriculostomy
- TTD Equipment
- Tube connector
- Tube gauze/applicator
- Tubex
- Tuning fork
- Tweezers
- Uniform

- Urinal
- Urinary catheter irrigation equipment
- Urinary leg bags
- Urine dip machine
- Urometer
- Vacutainers
- Vaginal curette spoon
- Vaginal speculums
- Visual acuity chart (adult/peds)
- Walker
- Watch
- Water pick
- Wheel chair
- Wong-Baker faces pain scale
- Word catheters (Barth. Cyst)

WORKER TRAITS and BEHAVIORS

- Assertive
- Composure
- Culturally sensitive
- Dependable
- Disciplined
- Efficient
- Flexible
- Focused
- Honesty
- Integrity
- Intuitive
- Loyal
- Methodical
- Multi task oriented
- Nurturing
- Organized
- Patience
- Punctual
- Respectful
- Responsible
- Self directed
- Self motivated
- Sense of humor
- Stamina
- Strong coping mechanisms
- Tactful
- Team player

