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

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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.

<table>
<thead>
<tr>
<th>Duties</th>
<th>Tasks</th>
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<tbody>
<tr>
<td>A</td>
<td>Tasks</td>
</tr>
<tr>
<td>Assess &amp; Address Physical and Psychosocial needs</td>
<td>A-1 Assess cardiovascular status</td>
</tr>
<tr>
<td>A-5 Assess genito-urinary status</td>
<td>A-6 Assess musculoskeletal status</td>
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<tr>
<td>A-9 Assess nutritional status</td>
<td>A-10 Assess social/home environment</td>
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<tr>
<td>A-13 Collect patient medical history</td>
<td>A-14 Assess discharge needs</td>
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<tr>
<td>A-17 Assess advance directive status</td>
<td>A-18 Assess spiritual needs</td>
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<tr>
<td>B</td>
<td>Tasks</td>
</tr>
<tr>
<td>Coordinate Patient Care</td>
<td>B-1 Receive shift report</td>
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<tr>
<td>B-5 Collect &amp; refer utilization data</td>
<td>B-6 Transcribe physician orders</td>
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<tr>
<td>B-9 Schedule therapeutic/diagnostic tests &amp; procedures</td>
<td>B-10 Collaborate with interdisciplinary team</td>
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<td>C</td>
<td>D</td>
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<tr>
<td>C-1 Provide learning materials and audiovisual aids for patient &amp; significant others</td>
<td>D-1 Respond to patient call lights</td>
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<tr>
<td>C-2 Teach &amp; evaluate physical (hands-on) procedures</td>
<td>D-2 Give/Assist personal hygiene</td>
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<tr>
<td>C-3 Explain disease process and outcomes</td>
<td>D-3 Weight the patient</td>
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<td>C-4 Explain critical pathway</td>
<td>D-4 Shave Patient</td>
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<tr>
<td>C-5 Prepare patient for surgery/procedure</td>
<td>D-5 Give enemas</td>
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<tr>
<td>C-6 Perform wound care</td>
<td>D-6 Assist with elimination</td>
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<tr>
<td>C-7 Administer medications</td>
<td>D-7 Perform dressing change</td>
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<tr>
<td>C-8 Perform central line &amp; peripheral line blood draws</td>
<td>D-8 Perform range of motion</td>
</tr>
<tr>
<td>Document Patient Care</td>
<td>F-1 Conduct &amp; document admission assessment</td>
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<td>F-5 Document intake &amp; output</td>
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<td>F-9 Document patient response to nursing interventions</td>
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<td>F-13 Initiate/Document conscious sedation protocol</td>
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<tr>
<td>Manage Human/ Material Resources</td>
<td>G-1 Assess/Update acuity levels</td>
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<tr>
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<td>G-5 Develop long term or monthly work schedules</td>
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<tr>
<td>Maintain Work Environment</td>
<td>H-1 Check crash cart</td>
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<td>H-5 Update census reports</td>
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<td>H-9 Participate in internal/external disaster drills</td>
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<tr>
<td>Maintain Professional Accountability</td>
<td>I-1 Maintain nursing licensure/certifications</td>
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<td>I-5 Participate in hospital committees (i.e. Research, ethics, etc.)</td>
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<td>I-9 Participate/Facilitate staff meetings</td>
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Future Concerns & Issues
- Advantages 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
- Enema 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 devise
- Irrigation tray
- IV pole
- IV tubing/solutions
- Kardex
- Labels
- Lancets
- Lubricating ointment
- Manual resuscitation bag
- Masks
- Mattresses/beds (special)
- Mecciation 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
- Refrers, 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