



NRS Nurse Competency

Print Name: _____

Employee # _____

Unit: _____

Role: _____

Competency Statement:	
The Registered Nurse safely and thoroughly performs care to the newborn	
Domain(s): Technical, Critical Thinking, Interpersonal, Age-specific, Cultural	
Behavioral Criteria	Date/sign-off
Anticipates patient needs	
Prioritizes patient and unit care and needs	
Appropriately delegates to other members of the resuscitation team	
Understands physiology of transition & identifies deviations from normal (S)	
Identifies and recognizes deviations from normal as it relates to the need for resuscitation or LIP notification (N,L)	
Verbalizes understanding of HIE <ul style="list-style-type: none"> - Identifies inclusion criteria - Describes encephalopathy and neonatal seizures 	
Verbalizes the Golden Hour and the care of the ELBW/VLBW infant	
Maintains situational awareness (TS)	
Demonstrates excellent communication & delegation skills, gives (or delegates) SBAR to responder, Telebaby, RT (L, TS)	
Maintains NRP and follows guidelines for resuscitation (N) <ul style="list-style-type: none"> - Evaluates neonatal response to resuscitation and modifies interventions accordingly - Anticipates possibility of clinical deterioration, and knows appropriate actions 	
Assumes Leadership role: (L, N, TS) <ul style="list-style-type: none"> - Performs pre-brief, including contingency plans - Calls for help (internally, newborn responder & Telebaby) - Assigns team roles 	
Describes the target pulse oximetry saturation goals as they apply to gestational age and minutes of life (N)	
Understands the indications and the procedure for the placement of: (N, S) <ul style="list-style-type: none"> - LMA - ETT - UVC 	
Understands clinical indication and process for ordering and administering stat blood products (N,L)	
Understands appropriate use and dosing of resuscitation medications: (N) <ul style="list-style-type: none"> - Epinephrine - Normal Saline 	
Provides for thermoregulation including: (N, S) <ul style="list-style-type: none"> - Use of chemical blanket & plastic wrap for <30wks - Use of neuroprotective cooling, indications & process 	
Assures appropriate post-resuscitation care is received (S)	
Communicates therapeutically with family (S, N, L, TS) <ul style="list-style-type: none"> - Provides regular updates to the family 	

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Identifies risk factors and initiates newborn protocols (sepsis, late preterm care, hypoglycemia) as directed by facility policy. (S,N,L)	
Interprets lab results (S)	
Understands site-specific newborn resuscitation response team initiation (L)	
Understands how to initiate One Call and Telebaby (L) - Understands functionality of robot	
Coordinates transport to the NICU, including pre-transport care and documentation (S,L)	
Completes documentation in a timely manner (L)	
Participates in timely debriefs (TS, L)	

Evidence of Achievement: Select appropriate element(s)- must complete each section

- Evidence of Daily Work, as observed by preceptor
- Discusses the above topics and confirms understanding

- Attests to having read:
 - 912.5151 Newborn Care Guidelines
 - 911.1016 Newborn SOC
 - Elsevier:
 - [Delivery Room Assessment and Stabilization of the Preterm Infant \(Neonatal\) - CE](#)
 - [Apgar Score \(Maternal-Newborn\) - CE](#)
 - [Pulse Oximetry \(Neonatal\) - CE](#)

Resources & References

1. Simpson, K.R., & Creehan, P.A. (2013). AWHONN *Perinatal Nursing* (4th ed.). Philadelphia: Lippincott Williams & Wilkins.
2. Weiner, G. M., Zaichkin, J., & Kattwinkel, J. (2016). *Textbook of neonatal resuscitation*. Elk Grove Village, IL: American Academy of Pediatrics.
3. Karlsen, K. (2013). *The S.T.A.B.L.E. Program: Pre-transport / post-resuscitation stabilization care of sick infants: guidelines for neonatal healthcare providers: learner provider manual*. Park City, UT: S.T.A.B.L.E. Program.

<input type="checkbox"/>	The above-named employee has successfully fulfilled all requirements of this competency and is prepared to independently practice as detailed in the criteria listed above.
<input type="checkbox"/>	The above-named employee was unable to fulfill all requirements of this competency and is referred to the manager and/or educator for the development of an action plan. ð

Employee Signature: _____ Date: _____

Manager Signature: _____ Date: _____

Validator Signature(s): _____ Date: _____

_____ Date: _____

_____ Date: _____

_____ Date: _____