

# DACUM Competency Profile for Entry Level Registered Nurse

The Entry Level Registered Nurse is part of  
resources and critical thinking skills, to

<b>A</b>	<b>PERFORM ADMITTING ASSESSMENT</b>	A-1 Obtain admission report	A-2 Identify primary language	A-3 Assess chief complaint	A-4 Obtain vital signs	A-5 Assess pain status	A-6 Obtain height, weight
		A-14 Determine guardianship	A-15 Evaluate skin integrity and risk for skin breakdown	A-16 Evaluate activities of daily living	A-17 Assess nutritional status	A-18 Determine code status	A-19 Assess spiritual and cultural
<b>B</b>	<b>PERFORM PATIENT ASSESSMENT</b>	B-1 Review patient care summary	B-2 Verify code status	B-3 Assess vital signs	B-4 Perform pain assessment	B-5 Obtain and evaluate labs	B-6 Obtain and review diagnostic reports
		B-14 Perform genitourinary assessment	B-15 Perform gastrointestinal assessment	B-16 Perform musculo-skeletal assessment	B-17 Perform psycho-social assessment	B-18 Record and interpret foods/fluids intake and output	
<b>C</b>	<b>INITIATE AND IMPLEMENT PLAN OF CARE</b>	C-1 Identify nursing diagnosis	C-2 Discuss plan of care with patient	C-3 Discuss plan of care with family	C-4 Implement new orders	C-5 Anticipate /respond to patient needs	C-6 Communicate with MD regarding plan of care
		C-14 Assist with patient mobilization	C-15 Provide interpreting services	C-16 Provide emotional/ spiritual support	C-17 Delegate patient care as appropriate	C-18 Provide for nutritional support	C-19 Participate in patient conferences
<b>D</b>	<b>PERFORM PROCEDURES</b>	D-1 Perform respiratory treatments (incentive spirometer/TCDB) percussion	D-2 Perform suctioning/ airway management	D-3 Insert and maintain peripheral IV's	D-4 Insert and maintain nasogastric tubes	D-5 Insert foley and straight urinary catheters	D-6 Maintain urinary catheters
		D-14 Collect specimens: urinary/sputum wound/bowel	D-15 Collect blood samples from central lines	D-16 Perform phlebotomy	D-17 Maintain central venous lines	D-18 Maintain percutaneous endo-gastric tubes	D-19 Provide ostomy care
<b>E</b>	<b>ADMINISTER MEDICATIONS AND FLUIDS</b>	E-1 Verify medication orders	E-2 Follow policy and procedures for medication administration IM (6 nights)	E-3 Prepare medications for administration	E-4 Utilize pharmacy and other resources	E-5 Coordinate with the lab and pharmacy on medication administration	E-6 Administer scheduled medications
		E-14 Administer ear drops	E-15 Administer IM medications	E-16 Administer intra-dormal medications	E-17 Administer sublingual medications	E-18 Administer aerosol medications	E-19 Administer blood/blood products
<b>F</b>	<b>MAINTAIN PATIENT SAFETY</b>	F-1 Act as a patient advocate	F-2 Ensure patient identification	F-3 Ensure bedside emergency equipment	F-4 Maintain safe environment in patient's room	F-5 Perform crash car and checks	F-6 Follow universal precautions
		F-14 Initiate aspiration precautions	F-15 Initiate seizure precautions protocol	F-16 Initiate fall precautions protocol	F-17 Perform quality control on equipment	F-18 Refer faulty equipment to engineering	F-19 Proper handling and disposing of hazardous materials

**the PT care team who is focused on orientating and developing their nursing skills, by utilizing assimilate themselves into the healthcare profession. While ensuring optimal patient care.**

## **TASKS**

A-7 Obtain medical-surgical history	A-8 Obtain list of allergies	A-9 Document current medications	A-10 Obtain family health history	A-11 Obtain social behavior history	A-12 Perform head to toe assessment	A-13 Determine advanced directive status
A-20 Assess fall risk	A-21 Orientate patient and family to hospital environment	A-22 Anticipate discharge needs	A-23 Coordinate referrals to interdisciplinary team members	A-24 Indicate educational assessment	A-25 Identify barriers to learning	A-26 Initiate plan of care
B-7 Review history and physical	B-8 Review medication administration records	B-9 Maintain IV access	B-10 Perform neurological assessment	B-11 Perform cardiovascular assessment	B-12 Perform respiratory assessment	B-13 Perform integumentary (skin) assessment
C-7 Collaborate with interdisciplinary team regarding plan of care (RT PT OT)	C-8 Provide non pharm pain management	C-9 Provide or assist patient with activities of daily living	C-10 Implement standardized protocols for emergency conditions	C-11 Implement standardized procedures per protocol	C-12 Obtain patient consents	C-13 Provide post-op care/post procedure care
C-20 Assist in transporting patients	C-21 Transfer on discharge patients	C-22 Evaluate and update plan of care as	C-23 Provide post mortem care	C-24 Participate in shift to shift reporting		
D-7 Perform wound care	D-8 Maintain and monitor drains	D-9 Provide bowel care	D-10 Prepare patient for diagnostic procedures	D-11 Prepare patient for surgery	D-12 Perform blood glucose testing	D-13 Administer blood and blood product
D-20 Assist physicians with procedures	D-21 Assess bladder volume using scanner	D-22 Provide oral care				
E-7 Administer prn medications	E-8 Administer IV medications and fluids	E-9 Administer po medications	E-10 Administer topical medications	E-11 Administer subcutaneous medications	E-12 Administer rectal medications	E-13 Administer eye drops
E-20 Titrate medications per protocol	E-21 Monitor epidural infusions	E-22 Administer medications per PCA pump (patient controlled)	E-23 Monitor patient response to medications			
F-7 Insure patient confidentiality	F-8 Identify patient's special needs	F-9 Identify name alert patients	F-10 Respond to all codes	F-11 Respond to equipment alarms	F-12 Follow policy and procedures for infection control /isolation	F-13 Follow hospital protocol for restraints
F-20 participate in safety drills	F-21 Identify and monitor high security risk patients	F-22 Follow visitors' policy				

<b>G</b>	<b>PROVIDE PATIENT, FAMILY AND CAREGIVER EDUCATION</b>	G-1 Provide education regarding medications	G-2 Provide disease process and management education	G-3 Provide education regarding diagnostic tests and procedures	G-4 Coordinate interdisciplinary education (RD, PT, etc)	G-5 Provide wellness/lifestyle education	G-6 Provide education regarding discharge
		H-1 Document daily nursing care	H-2 Transcribe and note new orders	H-3 Update patient care summary/card	H-4 Complete admission paper work	H-5 Document restraints per policy	H-6 Complete twenty-four hour chart checks
<b>H</b>	<b>COMPLETE DOCUMENTATION</b>	H-14 Complete required reports to outside agencies ie APS CPS Health Dept	H-15 Complete discharge paper work	H-16 Complete record of death			
		I-1 Maintain current license /certifications	I-2 Maintain current BLS-ACLS-PAL certifications	I-3 Obtain required CEU's	I-4 Attend required in-service classes	I-5 Attend required hospital meetings	I-6 Participate in orientation/training new students/employees
<b>I</b>	<b>MAINTAIN PROFESSIONAL RESPONSIBILITIES</b>	I-14 Pursue higher education	I-15 Adhere to hospital code of ethics				

G-7 Provide educational materials as appropriate						
H-7 Document patient activity levels	H-8 Document nurse to patient ratios	H-9 Document controlled substance count	H-10 Document medication administration	H-11 Document and update plan of care	H-12 Document incident reports	H-13 Document patient education
I-7 Participate in hospital committees	I-8 Assign patients to staff	I-9 Precepting and supervising students	I-10 Supervise CAN's and LVN's	I-11 Act as resource to other team members	I-12 Participate in hospital performance improvement activities	I-13 Participate in annual skills updates

## **DACUM Competency Profile for**

# **ENTRY LEVEL RN**

February 24 – 25, 2004

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This report is made pursuant to contract/agreement number 03-300-001. This project was supported by the Carl D. Perkins vocational and Technical Education Act Funds administered by the Chancellor's Office, California Community Colleges.

“This activity which is the subject of this report was supported in whole or in part by the U.S. Department of Education. However, the opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Education, and no official endorsement by the U.S. Department of Education should be inferred.”

## **General Knowledge & Skills**

Analytic  
Anatomy/Physiology  
Aseptic technique  
Assessment skills  
Body mechanics  
C.P.R./obstructed airway  
Cardio-Pulmonary  
Resuscitation  
Change theory  
Chemistry  
Communication  
(verbal/written)  
Computer/keyboarding  
Critical thinking  
Cultural awareness  
Decision making  
Delegation  
Emergency protocols  
English  
Growth and development  
Hazardous materials  
HIPPA  
Human behavior  
Institutional policies  
& procedures  
Internet equipment  
Interpersonal skills  
Isolation techniques  
JCAHO regulations  
Kinetics  
Leadership skills

Listening  
Management  
Math skills  
Medication math  
Microbiology  
NANDA  
Nurse practice act  
Nursing process (problem solving)  
Nutrition  
Organizational  
OSHA regulations  
Pain scales  
Pathophysiology  
Phlebotomy  
Principles of adult/child learning  
Prioritization  
Problem solving  
Psychology  
Research process  
Safety  
Six rights  
Sociology  
Statistics  
Stress management  
Supervision  
Teaching skills  
Teamwork  
Time management  
Title 22

## **Future Concerns & Issues**

Advances in technology  
Bioterrorism  
Change in hospital orientation to business orientation  
Competency of temporary staff  
Competent translation  
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  
Fiscal Constraints on Health care  
Focus on wellness  
Increased accountability for maintaining standards of care  
Increased cross training  
Increased liability  
Increased nursing voice in administration  
Increased security concerns  
Increasing responsibilities  
Limited resources  
New epidemics  
Nursing shortage  
Outcome orientation  
Preventive medicine  
Role change  
Role of advanced practice nurse  
Shift toward ambulatory care/home care  
Uncertainty over future of health care

## **Worker Characteristics**

Able to prioritize  
Accountable  
Adaptable  
Analytical  
Assertive  
Common Sense  
Committed  
Communicative  
Compassionate  
Competent  
Considerate  
Cost conscious  
Creative

Culturally aware  
Decisive  
Dedicated  
Dependable  
Detail-oriented  
Efficient  
Empathetic  
Ethical  
Flexible  
Gentle  
Good listener  
Handles stress  
Honest

Independent  
Initiative  
Kind  
Love of learning  
Mental health  
Multi-skilled  
Nurturing  
Observant  
Open minded

Organized  
Patience

Personal hygiene

Physical health  
 Problem solver  
 Professional  
 Respectful  
 Responsible  
 Self disciplined  
 Self motivated  
 Sense of humor  
 Team player  
 Thorough  
 Tolerance  
 Trust-worthy  
 Understanding

## Tools, Equipment, Supplies and Materials

Angio-cath	Graduated measure	Procedure manual
Addressograph	Growth charts	Protective wear
Admission kit	Gurney	Protective shield (one-way valve)
Alcohol swab	Hand held nebulizer	Pulse oximeter
Allergy band	Heating pad/K pad	Razors
Antiseptic swab	Hemostats	Reference/resource manual/books
Apnea monitor	Hemovac	Restraints
Armbands	Hoyer lift for transfer	Safety helmets
Aseptic solution	Hygiene supplies	Safety pins
Bed/bath linen	Icebag	Scales for weighing patients
Bedpan	Identification band	Scissors
Bedscale	Incentive spirometer	Sharps containers
Bedside commode	Infant formulas	Shower chair
Blood pressure cuffs (different sizes)	Infusion control devise	Siderail protectors
Blood glucose monitor	Irrigation tray	Skin protector
Blood warmer/hot line	IV pole	Slings
Breast pumps	IV start kit	Specimen container
Bulb syringe	IV tubing/solutions	Sphygmomanometer
Calculator	Kardex	Splints
Call bell	Labels	Strainers (urine)
Cardiac chair	Lancets	Staple remover
Cardiac monitor	Level	Sterile H2O
Catheter tray	Lubricating ointment	Stethoscope
Central venous devices	Manual resuscitation bag	Suction equipment
Chart form	Masks	Support cushion
Collection container	Mattresses/beds (special)	Suture remover kit
Computer	Mech. vent	Syringes/needles
Cooling blanket	Medication cup	Tape
Cont. passive motion equip.	Name tag	Tape measure
Crash cart (code blue)	Nebulizers	Telemetry monitor/electrodes
Crutches/cane 4 point	Neuro chair	Telephone
Diluent solutions	Normal saline	Telephone directories
Distilled water	Occlusion clamps	Thermometers
Doppler	Ortho pad	Tourniquets
Drainage bags	Ostomy equipment	Trach care kit
Drainage tubes	Otoscope	Trachs
Dressing supplies	O2 concentrator/tank	Traction weight
	O2 flow meter	Transfer board

Duplicating/copy machine  
Emesis basin  
Enema solution  
FAX machine  
Feeding tubes  
Flashlight/pen light  
Foley/French catheters  
Foot cradle  
General office supplies  
Geriatric chair  
Gloves  
Goggles/faceshield  
Gowns

O2 masks/canula  
Pacemakers  
PCA pump  
Phlebotomy supplies  
pH probes  
Pill crusher/cutter  
Pillows  
Pipette  
Pneumatic boots/SCD's  
Polaroid camera  
Policy manuals  
Portable whirlpool  
Portable sitz bath

Trapeze (overhead)  
Treatment/medication cart  
Tube connector  
Tubex  
Tweezers  
Uniform  
Urinal  
Urine rack  
Urometer  
Walker  
Watch  
Water seal drainage  
Wheel chair

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