

NR.5.2 The nursing director monitors the performance of the nursing staff and assures their ongoing competency.

NR.5.2.1 The nursing department develops policies and procedures to define the nursing competency assessment program aiming to ensure that nursing skills and knowledge remain current.

NR.5.2.2 Nursing staff competencies are assessed on an ongoing basis (at least annually, and whenever needed).

NR.5.2.3 Nursing staff competencies are assessed by using different methods (e.g. written test, return demonstration, peer review, feedback from health professionals and supervisors).

NR.5.3 Nursing competencies to be assessed include, but are not limited to, the following:

NR.5.3.1 Monitoring patient's vital signs and knowledge of acceptable deviations from the norm.

NR.5.3.2 Assessment/reassessment of patients according to the scope of services (e.g. critical care, labor and delivery, and surgical units).

NR.5.3.3 Medications administration.

NR.5.3.4 Intravenous therapy (insertion, maintenance, discontinuing).

NR.5.3.5 Infection control guidelines.

NR.5.3.6 Patient falls (assessment of risk and methods to prevent falls).

NR.5.3.7 Use of pulse oximetry.

NR.5.3.8 Nursing role in cardiac/respiratory arrest.

NR.5.3.9 Nasogastric, gastrostomy and feeding tubes.

NR.5.3.10 Urinary catheters.

NR.5.3.11 Sterile dressings.

NR.5.3.12 Skin care and prevention and care of pressure ulcers.

NR.5.3.13 Nursing role in disaster, fire, and other emergencies.

NR.5.3.14 Use of restraints.

NR.5.3.15 Operation of blood sugar testing equipment.

NR.5.3.16 Managing chemical spills.

NR.5.3.17 Use of blood, blood products, and blood –related procedures (e.g., phlebotomy and blood administration).

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**Standard Intent:**

Recruiting, evaluating, and appointing nursing staff are best accomplished through the management of nursing leadership. Nursing Director involves in recruiting, retaining and maintaining competent staff nurse in right numbers to meet the needs of the patients and community served by the organization. Policies and procedures developed to define the nursing competencies related to the job specific requirement (NR.5.3.1 through

NR.5.3.17.) staff providing care to patients are evaluated at the time they begin providing care before the probationary or orientation period is completed. This evaluation of necessary skills, and knowledge and desired work behaviors, is carried out by the department or service to which the staff member is assigned, before or at the time of starting to perform work responsibilities. Ongoing evaluation ensures that training occurs when needed or at least annually and that the staff member is able to assume new or changed responsibilities.

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**NR.6 Sufficient nurses are available to meet the needs of patients.**

NR.6.1 The nursing director develops a staffing plan that maintains an adequate staffing level in all nursing units.

NR.6.2 The staffing plan identifies an evidence-based estimation of the number of staff needed per shift, considering all relevant factors (e.g., patient acuity, patient care hours, size of the hospital, scope of services provided).

NR.6.3 Nursing staff are allocated according to the skill level, qualifications, patients volume and acuity, and in accordance with laws and regulations and nursing licensing boards.

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**Standard Intent:**

Appropriate and adequate staffing is critical to patient care, Staff planning is carried out by department/service leaders. The planning process uses recognized evidence-based methods for determining levels of staffing. For example, a patient acuity system is used to determine the number of licensed nurses with pediatric intensive care experience to staff a 10-bed pediatric Intensive care unit. The staffing plan is written and identifies the number and types of required staff and the skills, knowledge, and other requirements needed in each unit, and is based on patient volume and patient acuity.

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**NR.7 The nursing department provides regularly updated work schedule.**

NR.7.1 There is a nursing scheduling policy that defines:

NR.7.1.1 Duration of working shifts (e.g., 12 hours, or 8 hours).

NR.7.1.2 Assignment of overtime when needed.

NR.7.1.3 On-call requirements.

NR.7.1.4 Vacation schedules.

NR.7.1.5 Method for approving change of schedule.

NR.7.1.6 Participation in education/training activities.

NR.7.1.7 Participation in designated committees, departmental meetings, and quality improvement activities.

NR.7.2 The work schedule provides an adequate number of staff on every shift.

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**Standard Intent:**

The nursing staffing plan should ensure adequate staffing with pre-identified skills mixture all the times according to the mission and scope of service. Vacancy rates, staff