

## PROFESSIONAL CARE STAFF COMPETENCY

HR.6

Page 1 of 3

**PURPOSE**

To ensure competency of the patient care staff is assessed and improvement needs are identified on an ongoing basis.

**POLICY**

- I. The Agency may determine competency in one of the following ways
  - A. On hire:
    1. Successful completion of multiple choice test, specific to speciality, as needed (i.e., Pediatrics, IV, etc.) and/or,
    2. Competency assessment/self competency checklist, accomplished either by demonstration or verbally.
  - B. Other:
    1. When introducing new procedures/techniques/equipment
    2. When an RN delegates a task to an unlicensed person - See policy on Delegation
- II. Based on competency assessments, staff development needs will be identified.
- III. Care staff's competency will be maintained and improved through:
  - A. Advanced education
  - B. In-service education
  - C. Continuing education
  - D. Participation in appropriate professional associations
  - E. Peer interaction

**PROFESSIONAL CARE STAFF COMPETENCY****HR.6**  
**Page 2 of 3**

- F. Educational resources (e.g., books, journals, articles, etc.)
- G. Certification

**PROCEDURE**

- I. The Agency will establish the functions for each job classification.
- II. The Agency will assign a qualified individual to observe the patient care staff during evaluations.
- III. The competency evaluation checklist will be completed and retained in the employee's personnel file.
- IV. The employee's supervisor will plan with the employee any follow-up in-service/educational needs.
- V. The employee will be reassessed for any additional follow-up/educational needs.

**PEDIATRIC RN AND LVN QUALIFICATIONS**

- I. Graduate of an accredited RN Diploma, Associate or Baccalaureate School of Nursing or graduate of an accredited LVN school of vocational nursing.
- II. Current Texas State license as a Registered Nurse or Licensed Vocational Nurse and current Texas Driver's license.
- III. One year experience as an RN or LVN in a clinical care pediatric setting. Home Health experience preferred.
- IV. Successful completion (score of 80%) of multiple choice pediatric test.

**PEDIATRIC THERAPY QUALIFICATIONS**

## I. Education:

PT: Bachelor of Science in Physical Therapy from an American Physical Therapy Association approved program.

Licensed Physical Therapy Assistant: Graduate of an accredited school of physical therapy assistant with an Associate Degree in Physical Therapy.

OT: Bachelor of Science in Occupational Therapy from an approved program.

Certified Occupational Therapy Assistant: Graduate of an accredited school of occupational therapy assistant with an Associate Degree in Occupational Therapy

SLP: Masters Degree in Speech-Language Pathology from an accredited college or university

SLP-CFY (Clinical Fellowship Year): Masters Degree in Speech-Language Pathology from an accredited college or university

Speech Therapy Assistant: Graduate of an accredited school of speech therapy assistant with an Associate Degree in Speech Therapy.

## II. Licensure:

Current Texas State license to practice as a Physical Therapist, Physical Therapy Assistant, Occupational Therapist, Occupational Therapy Assistant, Speech-Language Pathologist (SLP), or Speech Therapy Assistant.  
Current Texas Driver's license.

## III. Experience:

One year experience as a PT, OT or SLP or Therapy Assistant in an acute care or rehabilitation setting. Pediatrics and Home Health experience preferred.