



Directions for completing Skills Checklist:

The following is a list of competencies, skills and equipment performed in rendering care to patients according to the World Health Organization (WHO) levels of neonatal care. Please indicate the level of experience/proficiency with each and, where applicable, the types of equipment and/or systems with which you are familiar. Use the following KEY as a guideline:

- LEVEL 1: NO EXPERIENCE WITH SKILLS, REQUIRES CLOSE SUPPERVISION
 - 2: NEED ASSISTANCE – HAS SOME EXPERIENCE WITH SKILL, REQUIRES MODERATE SUPERVISION
 - LEVEL 3: CONFIDENT: HAS EXPERIENCE WITH ABILITIY, REQUIRES LITTLE OR NO SUPERVISION
- Expected Competency Level to perform the Task:
 N = Novice Performs at Level 1 at 70% of the time
 C = Competent Performs at Level 2 at 70% of the time
 P = Proficient Performs at Level 3 at 70% of the time
 E = Expert Performs at Level 3 at 80% of the time

A. General Competencies

General Clinical Competencies	Skills	Level of Care	1	2	
			3		
G1. Checks all equipment and knows how to utilize it to offer safe care.	Every neonatal nurse	I, II, III	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G2. Understand Recognizes? the need for the continued availability of and how to access resources.	Proficient, expert	III, III	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G3. Evaluates vital signs per unit protocol.	Every neonatal nurse	I, II, III	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G4. Able to verbalize the need for and how to routine diagnostic tests within the scope of practice and hospital guidelines.	Proficient, expert	II, III	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
G5. Clearly documents the assessment and care that is aligned with evidenced based practice.	Every neonatal nurse	I, II, III	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

G6. Provides information, concise reports, and communication related to the plan of care.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G7. Describes plan of care to family.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G8. Works with multi-specialty team to develop plan of care and communicate on rounds.	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G9. Questions practice decisions and treatment when appropriate using evidence and research.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G10. Knows local policies, procedures, guidelines, and standards and the procedure for revising them.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G11. Uses evidence to support minimum staffing ratios for patient safety and quality care.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G12. Actively seeks and teaches evidence-based care to ensure quality care	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G13. Recognizes the nurse's accountability for one's own practice and daily workload.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G14. Demonstrates and maintains competencies to perform an independent role.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G15. Consults with senior neonatal nurses or physicians to review the neonatal care when needed.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G16. Utilizes technology for measurement, monitoring, and evaluating treatment outcomes.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G17. Accepts responsibility for staff practice reviews.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G18. Advocates for the neonate and family locally, regionally, nationally, and internationally.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
G19. Ensures prescribed drugs are correct dose, time, and route, evaluates and documents effectiveness.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>

G20. Prescribes above medications in mg/kg/d or mcg/kg/dose.	Proficient and competent	I, II, III	0 0 0
Professional, Ethics and Legal Practice			1 2 3
PEL1. Practices within the scope of practice regarding medication preparation and administration.	Every neonatal nurse	I, II, III	0 0 0
PEL2. Employs the regional and national safety/health regulations and understands risk management.	Every neonatal nurse	II, III	0 0 0
PEL3. Exhibiting competence in relation to the equipment utilized on the neonatal unit	Every neonatal nurse	II, III	0 0 0
PEL4. Articulates the role of the nurse in emergency situations and can support other team members	Proficient Expert	II, III	0 0 0
PEL5. Utilizes conflict resolution skills.	Every neonatal nurse	I, II, III	0 0 0
PEL6. Provides care within the profession's Code of Ethics.	Every neonatal nurse	I, II, III	0 0 0
PEL7. Acts as a role model for others regarding regional and national safety/health regulations.	Competent, Proficient, Expert	II, III	0 0 0
PEL8. Manages the staff resources related to workload to ensure safety according to the national and international staffing standards.	Proficient Expert	II, III	0 0 0
PEL9. Seeks multiple ways to advance clinical skills.	Every neonatal nurse	I, II, III	0 0 0
PEL10. Addresses inconsistencies between legal principles and local policies and practice.	Competent, Proficient, Expert	II, III	0 0 0
PEL11. Leads others in a systematic approach to ethical decision-making.	Proficient Expert	II, III	0 0 0
PEL12. Participating in scholarly activity such as evidence-based publications and presentations	Competent Proficient Expert	II, III	0 0 0

PEL13. Actively participates in nursing or other professional organizations.	Every neonatal nurse	II, III	o o o
PEL14. Develops a culture of safety governance by complying with risk management (quality and safety) strategies.	Competent, Proficient, Expert	II, III	o o o
PEL15. Leads education/training and competency of less experienced team members.	Competent, Proficient, Expert	II, III	o o o
PEL16. Acts as a consultant to the interdisciplinary team providing neonatal care.	Proficient Expert	II, III	o o o
PEL17. Organizes clinical handovers and documentation policies.	Competent, Proficient, Expert	II, III	o o o
PEL18. Advocating for the development of or adherence to a code of ethics for neonatal nurses within the country context.	Proficient Expert	III	o o o
Leadership and Teamwork			1 2 3
LT1. Collaborates with a mentor to provide a rapid response when a colleague requires assistance.	Every neonatal nurse	I, II, III	o o o
LT2. Observes how others develop innovative approaches in challenging situations.	Every neonatal nurse	I, II, III	o o o
LT3. Participates in the developmental and delivery of educational programs.	Proficient Expert	II, III	o o o
LT4. Fosters an environment of learning for self and others.	Every neonatal nurse	I, II, III	o o o
LT5. Actively participates in the organization and delivery of care when neonatal transfers are required.	Proficient Expert	I, II	o o o
LT6. Leads and accepts responsibility for the orientation of new colleagues as part of the professional role.	Every neonatal nurse	I, II, III	o o o

LT7. Encourages a culture of learning and providing opportunities for others to expand skills in the clinical area.	Competent, Proficient, Expert	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT8. Promotes an environment that facilitates cultural sensitivity	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT9. Encourages a positive work environment and recognizes when work levels exceed safe limits.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT10. Coordinates a multi-disciplinary team support in crisis and challenging clinical situations.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT11. Provides professional leadership, facilitates change, and participating in neonatal unit management.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT12. Develops action plans utilized to address quality improvement.	Proficient Expert	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT13. Serves on a hospital committee or board.	Competent, Proficient, Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT14. Networks and develops relationships with professionals outside the neonatal unit.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT15. Arranges debriefing sessions as appropriate.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT16. Ensures that neonatal care includes interdisciplinary staff and the family.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT17. Seeks advice when the needs of the neonate/family require expertise beyond one's own ability and qualifications.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
LT18. Evaluates models of care delivery to accommodate nursing and neonatal acuity levels.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
Infant- Family-Centered Developmental Care			1 2 3

FCC1. Provides accurate and timely communication to the family guided by a mentor to reduce stress.	Every neonatal nurse	II, III	o o o
FCC2. Supports strategies that encourages the family participation in the planning, delivering, and evaluating neonatal care.	Every neonatal nurse	I, II, III	o o o
FCC3. Recognizes opportunities for bonding and attachment for the family and neonate while acknowledging cultural needs.	Every neonatal nurse	I, II, III	o o o
FCC4. Documents the family into care.	Every neonatal nurse	I, II, III	o o o
FCC5. Develops educational programs to educate the multi-disciplinary team around the needs of family.	Proficient Expert	II, III	o o o
FCC6. Refrains from disclosure of information to any interested parties without prior family consent.	Every neonatal nurse	I, II, III	o o o
FCC7 Supports families receiving distressing information.	Every neonatal nurse	I, II, III	o o o
FCC8. Educates the family about their newborn.	Every Neonatal nurse	II, III	o o o
FCC9. Understands the significance of neonatal data and accurately documents/ reports to senior team members as required.	Competent Proficient Expert	II, III	o o o
FCC10. Maintains confidentiality yin clinical discussions and storage of neonatal/family information.	Every neonatal nurse	I, II, III	o o o
FCC11. Proficiently communicates with collaborating multi-disciplinary teams, families, and others about neonatal status changes.	Every neonatal nurse	II, III	o o o
FCC12. Advocates for neonate and family to participate in decision-making and the plan of care.	Every neonatal nurse	II, III	o o o

FCC13. Writes developmental care protocols, standards, and educational programs.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
FCC14. Strategically influences policies and makes effective family change through conferences, presentations, publication, or health policies.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
FCC15. Identifies neonate/family care barriers, using communication and polices to overcome them.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
Research			1 2 3
R1. Adopts a spirit of inquiry toward clinical practice.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R2. Articulates the need for ethical research.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R4. Actively participates in quality improvement activities in practice.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R5. Employs auditing skills.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R6. Demonstrates critical evaluation of research.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R7. Contributes to the development and use of evidence-based guidelines	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R8. Leads an interdisciplinary research team to validate practice.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R9. Encourages health care multi-disciplinary teams research participation.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R10. Publishes/presents original work, reviews, commentaries.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
R11. Identifies gaps between practice and research; producing action plans to address gaps.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>

R12. Develops an evidenced based solution for complex professional, clinical, or managerial problems.	Proficient Expert	II, III	o o o
R13. Disseminates evidence-based guidelines.	Proficient Expert	II, III	o o o
SYSTEM RELATED COMPETENCIES			
A. Cardiac			
Assessment:			1 2 3
CAR1. Auscultation	Every neonatal nurse	I, II, III	o o o
CAR2. Heart sounds/murmurs	Every neonatal nurse	II, III	o o o
CAR3. Pulses	Every neonatal nurse	II, III	o o o
CAR4. Blood pressure	Every neonatal nurse	II, III	o o o
CAR5. Heart rate	Every neonatal nurse	I, II, III	o o o
CAR6. Pulse oximetry	Every neonatal nurse	II, III	o o o
CAR7. All four-extremity pulse oximetry/blood pressure	Every neonatal nurse	II, III	o o o
Equipment/Procedure:			1 2 3
CAR8. Cardiac monitor	Every neonatal nurse	II, III	o o o
CAR9. Placing cardiac leads	Every neonatal nurse	II, III	o o o
CAR10. Pulse oximetry machine	Every neonatal nurse	II, III	o o o
CAR12. Performs neonatal resuscitation.	Every neonatal nurse	I, II, III	o o o
Cardiac Medications			1 2 3

CAR11. Lasix	Every neonatal nurse	II, III	o o o
CAR12. Digoxin	Every neonatal nurse	III	o o o
CAR13. Captopril	Every neonatal nurse	III	o o o
CAR14. Ibuprofen for closure of the ductus arteriosus	Every neonatal nurse	III	o o o
CAR15. Paracetamol for closure of the ductus arteriosus	Every neonatal nurse	III	o o o
CAR16. Dopamine	All neonatal nurses	III	o o o
CAR17. Dobutamine	All neonatal nurses	III	o o o
CAR18. Adrenaline/Epinephrine	Competent Proficient Expert	III	o o o
CAR19. Sifandil	Competent Proficient Expert	III	o o o

B. Respiratory

Assessment			1 2 3
RES1. Inspects lungs auscultates, palpates, percusses, inspects.	Every neonatal nurse	I, II, III	o o o
RES2. Breathing pattern/rate/Work of Breathing (WOB)	Every neonatal nurse	I, II, III	o o o
RES3. Skin color	Every neonatal nurse	I, II, III	o o o
RES4. Documents pulse oximetry reading/respiratory rate/ WOB.	Every neonatal nurse	I, II, III	o o o
Equipment/Procedure:			1 2 3

RES7. Suctions.	Every neonatal nurse	II, III	o o o
RES8. Documents pulse oximeter reading and intervention.	Every neonatal nurse	II, III	o o o
RES9. Sets up nasal cannula.	Every neonatal nurse	II, III	o o o
RES10. Set-up nasal continuous positive pressure (NCPAP.)	Every neonatal nurse	II, III	o o o
RES11. Orders NCPAP.	Proficient Expert	II, III	o o o
RES12. Sets up traditional CPAP.	Every neonatal nurse	II, III	o o o
RES13. Orders traditional CPAP.	Proficient, Expert	II, III	o o o
RES14. Sets up face mask oxygen.	Every neonatal nurse	II, III	o o o
RES15. Sets up oxygen tank/or concentrator.	Every neonatal nurse	II, III	o o o
RES16. Assists with intubation.	Every neonatal nurse	III	o o o
RES17. Intubates.	Proficient Expert	III	o o o
RES18. Places neonate on ventilator (setting).	Proficient Expert	III	o o o
RES19. Cares for the infant on the ventilator.	Every neonatal nurse	III	o o o
RES20. Manages the care of an infant on ventilator.	Proficient Expert	III	o o o
RES21. Identifies a pneumothorax by exam.	Competent Proficient Expert	I, II, III	o o o

RES22. Identifies a pneumothorax by chest X-ray.	Competent Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES23. Assists with needle aspiration for pneumothorax.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES24. Needle aspirates a pneumothorax.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES25. Assists with chest tube placement.	Every neonatal nurse	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES26. Places a chest tube.	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES27. Takes care of an infant with a chest tube.	Every neonatal nurse	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES28. Sets up bag mask.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES29. Uses bag mask on a baby.	Every neonatal nurse	I, II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES30. Helps administer Surfactant.	Every neonatal nurse	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES31. Orders Surfactant.	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES32. Performs Allen Test prior to artery blood draw.	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES33. Performs radial artery blood draw	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES34. Interprets and manages blood gas	Competent Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
RES35. Adjusts the ventilator according to blood gas.	Proficient Expert	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>

RES36. Extubates a neonate and provides appropriate oxygen therapy.	Proficient Expert	III	0 0 0
Interpretation of Laboratory			1 2 3
RES36. Blood gases	Competent Proficient Expert	III	0 0 0
Pulmonary Drugs			1 2 3
RES37. Surfactant/Curosurf	Every neonatal nurse	III	0 0 0
RES38. Aminophylline/Caffeine	Every neonatal nurse	II, III	0 0 0
RES39. Broncho- dilator inhaler	Every neonatal nurse	II, III	0 0 0
RES40. Dexamethasone	Every neonatal nurse	III	0 0 0

C. NEUROLOGY

Assessment			1 2 3
NEU1. Fontanel assessment	Every neonatal nurse	I, II, III	0 0 0
NEU2. Mental status	Every neonatal nurse	I, II, III	0 0 0
NEU3. Motor movement/strength coordination	Every neonatal nurse	I, II, III	0 0 0
Equipment/Procedure			1 2 3
NEU4. Assists with lumbar puncture.	Every neonatal nurse	II, III	0 0 0
NEU5. Performs lumbar puncture.	Proficient Expert	II, III	0 0 0

NEU6. Administers IV medication for seizures.	Every neonatal nurse	II, III	0	0	0
NEU7. Administers Intra-rectal medication for seizures.	Every neonatal nurse	II, III	0	0	0
NEU8. Calculates anti-seizure medication.	Every neonatal nurse	II, III	0	0	0
Drugs			1	2	3
NEU9. Phenobarbital	Every neonatal nurse	II, III	0	0	0
NEU10. Phenytoin	Every neonatal nurse	II, III	0	0	0
NEU11. Diazepam	Every neonatal nurse	II, III	0	0	0
NEU12. Tegretol	Every neonatal nurse	II, III	0	0	0
NEU13. Valproic Acid	Every neonatal nurse	II, III	0	0	0

D. GASTROINTESTINAL

Assessment			1	2	3
GI1. Abdominal bowel sounds/inspection.	Every neonatal nurse	I, II, III	0	0	0
GI2. Nasal gastric tube placement.	Every neonatal nurse	II, III	0	0	0
GI3. Nutritional status: weight/height/head circumference	Every neonatal nurse	I, II, III	0	0	0

Equipment/Procedure:			1	2	3
GI4. Places a nasal gastric tube.	Every neonatal nurse	II, III	o	o	o
GI5. Confirms placement of nasal gastric tube.	Every neonatal nurse	II, III	o	o	o
GI6. Assists with cup feeding.	Every neonatal nurse	II, III	o	o	o
GI7. Assists with breastfeeding.	Every neonatal nurse	I, II, III	o	o	o
GI8. Orders appropriate formula.	Proficient Expert	II, III	o	o	o
GI9. Writes for appropriate fortifier to increase to 0.74 kcal/cc, 0.8 kcal/cc, 1 kcal/cc.	Proficient Expert	II, III	o	o	o
GI10. Orders special order formula.	Proficient Expert	II, III	o	o	o

E. RENAL/GENITOURINARY

Assessment			1	2	3
REN1. Vital signs: Temp, HR, RR if possible, BP	Every neonatal nurse	I, II, III	o	o	o
REN2. Intake/Output	Every neonatal nurse	I, II, III	o	o	o
REN3. Weight	Every neonatal nurse	I, II, III	o	o	o
REN4. Skin assessment for edema/lesions/distention	Every neonatal nurse	I, II, III	o	o	o
Equipment/Procedure			1	2	3

REN5. Neonatal Urine collection	Every neonatal nurse	II, III	0 0 0
REN6. Diaper counts	Every neonatal nurse	I, II, III	0 0 0
REN7. Neonatal Urinalysis	Every neonatal nurse	II, III	0 0 0
REN8. Dipstick	Every neonatal nurse	II, III	0 0 0
REN9. Specific Gravity	Every neonatal nurse	II, III	0 0 0
REN10. Urine culture	Every neonatal nurse	II, III	0 0 0
REN11. Places a Neonatal Foley catheter.	Every neonatal nurse	II, III	0 0 0
REN12. Catheterizes a neonate for urine.	Competent Proficient Expert	II, III	0 0 0
REN13. Performs a suprapubic tap.	Proficient Expert	III	0 0 0
REN14. Interprets urine result to infection.	Proficient Expert	II, III	0 0 0
REN15. Demonstrates ability to assess labs to diagnosis renal failure.	Proficient Expert	II, III	0 0 0
Medications			1 2 3
REN16. Lasix	Every neonatal nurse	II, III	0 0 0

REN17. Spirolactone	Every neonatal nurse	III	0	0	0
REN18. Prophylactic antibiotics	Every neonatal nurse	III	0	0	0

F. ENDOCRINE/METABOLIC

Assessment			1	2	3
END1. Hypoglycemia	Every neonatal nurse	II, III	0	0	0
END2. Hyperglycemia	Every neonatal nurse	II, III	0	0	0
END3. Elevated AST/ALT	Every neonatal nurse	III	0	0	0
END4. Elevated Total (Indirect) Bilirubin	Every neonatal nurse	I, II, III	0	0	0
END5. Elevated Direct Bilirubin	Every neonatal nurse	III	0	0	0
END6. Hypothyroid	Every neonatal nurse	III	0	0	0
END7. Hyponatremia	Every neonatal nurse	II, III	0	0	0
END8. Hypernatremia	Every neonatal nurse	II, III	0	0	0
END9. Hypokalemia	Every neonatal nurse	II, III	0	0	0

END10. Hyperkalemia	Every neonatal nurse	II, III	o o o
END11. Hypocalcemia	Every neonatal nurse	II, III	o o o
END12. Hypercalcemia	Every neonatal nurse	II, III	o o o
Equipment/Procedure			1 2 3
END13. Glucometer	Every neonatal nurse	II, III	o o o
END14. Glucometer	Every neonatal nurse	II, III	o o o
END15. Orders glucose for hypoglycemia.	Proficient Expert	II, III	o o o
END16. Orders appropriate glucose to monitor for hypoglycemia.	Proficient Expert	II, III	o o o
END17. Calculates mg/kg/min of glucose.	Competent Proficient Expert	III	o o o
END18. Changes IV fluids in the presence of hyperglycemia.	Every neonatal nurse	II, III	o o o
END19. Changes IV fluids in the presence of hypoglycemia.	Every neonatal nurse	II, III	o o o
END20. Calculates mEq/kg/day electrolytes.	Competent Proficient Expert	III	o o o
END21. Changes IV fluids based on electrolytes.	Every neonatal nurse	III	o o o

END22. Heel stick	Every neonatal nurse	I, II, III	o o o
END23. Venous puncture for labs	Every neonatal nurse	I, II, III	o o o
END24. Phototherapy	Every neonatal nurse	II, III	o o o
END25. Fiber optic Phototherapy	Every neonatal nurse	II, III	o o o
END26. Bili-blanket	Every neonatal nurse	II, III	o o o
END27. Applies eye protection for phototherapy.	Every neonatal nurse	II, III	o o o
END28. Adjusts phototherapy to correct height.	Every neonatal nurse	II, III	o o o
END29. Assists with exchange transfusion.	Every Neonatal Nurse	III	o o o
END31. Performs an exchange transfusion.	Proficient Expert	III	o o o
END30. Orders labs to assess ongoing hyperbilirubinemia.	Proficient Expert	II, III	o o o
Medications			1 2 3
END31. 10% Dextrose	Every neonatal nurse	II, III	o o o
END32. 5% Dextrose	Every neonatal nurse	II, III	o o o

END33. 12.5% Dextrose	Every neonatal nurse	III	0 0 0
END34. Neonatal TPN/lipids	Every neonatal nurse	III	0 0 0
END35. Amino Acids	Every neonatal nurse	III	0 0 0
END36. IV fluids with electrolytes	Every neonatal nurse	II, III	0 0 0
END37. Steroids – Adrenocorticosteroids	Every neonatal nurse	III	0 0 0
END38. Regular Insulin	Every neonatal nurse	III	0 0 0

G. ORTHOPEDICS/DERMATOLOGY

Assessment			1	2	3
OD1. Joints – Inspection/Palpation	Every neonatal nurse	I, II, III	0	0	0
OD2. Joint – movement	Every neonatal nurse	I, II, III	0	0	0
OD3. Skin – Inspection/Palpation	Every neonatal nurse	I, II, III	0	0	0
OD4. Circulation Check	Every neonatal nurse	I, II, III	0	0	0
Equipment/Procedure			1	2	3
OD5. Splints/cast	Every neonatal nurse	II, III	0	0	0

OD6. Apply skin barrier crème/lotion	Every neonatal nurse	II, III	0	0	0
OD7. Developmental Positioning	Every neonatal nurse	II, III	0	0	0
OD8. Traction for Hip Dysplasia	Every neonatal nurse	III	0	0	0
OD9. Harness for CHD	Every neonatal nurse	III	0	0	0
Medication			1	2	3
OD10. Skin lotions (perfume free)	Every neonatal nurse	II, III	0	0	0
OD11. PCTML for pain management	Every neonatal nurse	II, III	0	0	0

H. HEMATOLOGY/INFECTIOUS

Assessment			1	2	3
HEMI1. Physical manifestation of infection	Every neonatal nurse	II, III	0	0	0
HEMI2. Manifestation of anemia on systems	Every neonatal nurse	II, III	0	0	0
HEMI3. Manifestation of polycythemia on systems	Every neonatal nurse	II, III	0	0	0
Equipment/Procedure			1	2	3
HEMI4. Good handwashing	Every neonatal nurse	I, II, III	0	0	0

HEMI5. Universal precautions/Isolation	Every neonatal nurse	I, II, III	o o o
HEMI6. Blood count with differential and CRP	Every neonatal nurse	II, III	o o o
HEMI7. Blood culture	Every neonatal nurse	II, III	o o o
HEMI8. Lumbar puncture	Every neonatal nurse	II, III	o o o
HEMI9. Wound culture	Every neonatal nurse	II, III	o o o
Drugs			1 2 3
HEMI10. Ampicillin	Every neonatal nurse	I, II, III	o o o
HEMI11. Gentamicin	Every neonatal nurse	I, II, III	o o o
HEMI12. Penicillin	Every neonatal nurse	I, II, III	o o o
HEMI13. Cefotaxime	Every neonatal nurse	II, III	o o o
HEMI14. Ceftriaxone	Every neonatal nurse	II, III	o o o
HEMI15. Acyclovir	Every neonatal nurse	III	o o o
HEMI16. Metronidazole	Every neonatal nurse	II, III	o o o

HEMI17. Imipenem	Every neonatal nurse	III	o o o
HEMI18. Vancomycin	Every neonatal nurse	III	o o o
HEMI19. Nevirapine	Every neonatal nurse	I, II, III	o o o
HEMI20 Meropenem	Every neonatal nurse	I,II,III	o o o
HEMI21 Amikacin	Every neonatal nurse	I,II,III	o o o
HEMI22 Cipro	Every neonatal nurse	I,II,III	o o o
HEMI23 Piperacillin/Tax	Every neonatal nurse	I,II,III	o o o
HEMI24. AZT	Every neonatal nurse	I, II, III	o o o
HEMI25. Ferrous syrup	Every neonatal nurse	II, III	o o o
HEMI26. Hepatitis B vaccine	Every neonatal nurse	I, II, III	o o o

I. IV THERAPY/PLEBOTOMY

Assessment			1	2	3
IV1. Administration of blood products	Every neonatal nurse	II, III	o	o	o

IV2. Administration of Whole Blood.	Every neonatal nurse	II, III	o o o
IV3. Administration of Platelets.	Every neonatal nurse	II, III	o o o
IV4. Drawing venous blood.	Every neonatal nurse	II, III	o o o
IV5. Drawing blood from an umbilical line.	Every neonatal nurse	III	o o o
IV6. Placing an IV catheter.	Every neonatal nurse	II, III	o o o
IV7. Placing a butterfly catheter.	Every neonatal nurse	II, III	o o o
IV8. Placing an Umbilical venous catheter.	Proficient Expert	III	o o o
IV9. Correctly documents umbilical venous catheter placement.	Proficient Expert	III	o o o
IV10. Orders appropriate IV fluids.	Proficient Expert	II, III	o o o
IV11. Order labs to assess electrolytes	Proficient Expert	II, III	o o o
IV12. Order electrolytes appropriate based on assessment of electrolytes	Proficient Expert	II, III	o o o
IV13. Correctly order fluids and feedings daily	Proficient Expert	II, III	o o o
IV14. Exam laboratory result to diagnose and treat hypokalemia	Proficient Expert	II, III	o o o
IV15. Exam laboratory results to diagnose and treat hypo/hypernatremia	Proficient Expert	II, III	o o o

IV16. Exam laboratory results to diagnose and treat hypocalcemia	Proficient Expert	II, III	o o o
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J. GENETIC

Assessment As Related to a possible Genetic Diagnosis			1	2	3
GEN1. Assesses Temp, HR, RR.	Every neonatal nurse	I, II, III	o	o	o
GEN2. Assesses fontanel.	Every neonatal nurse	I, II, III	o	o	o
GEN3. Assesses nares, ears, mouth, tongue, and eyes.	Every neonatal nurse	I, II, III	o	o	o
GEN4. Assesses thorax and lungs.	Every neonatal nurse	I, II, III	o	o	o
GEN5. Assesses heart sounds.	Every neonatal nurse	I, II, III	o	o	o
GEN6. Assesses abdomen.	Every neonatal nurse	I, II, III	o	o	o
GEN7. Assesses genital and rectum for patency.	Every neonatal nurse	I, II, III	o	o	o
GEN8. Assesses tone and motor movement.	Every neonatal nurse	I, II, III	o	o	o
GEN9. Assesses extremities.	Every neonatal nurse	I, II, III	o	o	o
Equipment/Procedure			1	2	3
GEN5. Draws chromosomes.	Competent Proficient Expert	II, III	o	o	o

GEN6. Collaborates with interdisciplinary team in the management of genetic diagnosis.	Every neonatal nurse	III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
GEN7. Orders palliative care after multi-disciplinary committee.	Proficient Expert	II, III	<input type="radio"/> <input type="radio"/> <input type="radio"/>
OTHER			
a.			
b.			
c.			
d.			
e.			
f.			
g.			

The information I have given is true and accurate to the best of my knowledge. I hereby authorize the Senior Fellow to release this Neonatal Skills Checklist to other hospitals for possible employment.

Name

Date

Name of Evaluator

Date

Name of Evaluator

Date

Name of Evaluator

Date

Name of Evaluator

Date

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Supplemental Legend:

Benner: Stage of Clinical Competencies. <https://www.nyp.org/pdf/hr/Benner.pdf>

European foundation for the care of newborn infants: European Standards of Care for Newborn Health. <https://www.efcni.org/activities/projects-2/escnh/>

University of Notre Dame (2015): Developmental Care Standards for Infants in Intensive Care. <https://nicudesign.nd.edu/nicu-care-standards>

World Health Organization: Survive and Thrive: Transforming care for every small and sick newborn. <https://apps.who.int/iris/bitstream/handle/10665/276655/WHO-FWC-MCA-18.11-eng.pdf?ua=1>