



Evidence-Based Competency Management for the Operating Room

Barbara A. Brunt

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End your struggle to assess, validate, and document the competency of your OR nurses.

NEW! Second edition includes evidence-based competencies.

You hire only the best nurses for your operating room (OR) and you count on them and their finely-tuned skills to deliver optimum patient care in every situation. The best way to measure and assess their readiness for the stressful OR environment is through evidence-based competency management.

Now you don't have to spend time researching evidence-based competencies to assess your nurses' skill sets! Author Barbara A. Brunt, MA, MN, RN-BC, has taken her best-selling series and cited each competency with solid, reputable evidence so you can benchmark your staff against industry standards.

You'll find proven tips and strategies for effectively evaluating the training needs of your staff.

Time-Saving Bonus! The accompanying CD-ROM includes all the skill sheets in the book. It's a snap to customize them to meet your needs. What's included?

This comprehensive, yet easy-to-use, resource consists of:

38 evidence-based competency skill sheets we've done the work for you by putting together ready-to-use assessment skill sheets

25 role-related skill sheets that make it easy to assess the competencies of staff members in specific positions

150 pages of invaluable information to help you develop or revamp your competency assessment program

Best practices for selecting annual competencies for validation

The Competencies Analyzer spreadsheet to help you document and track staff skills

A CD-ROM containing each skill sheet ready for you to implement or customize for use in your facility today

This resource is jam-packed with expert advice to help you:

Schedule and organize competency assessments. Use our proven formula to determine which evidence-based competencies to evaluate each year, and how to tie competencies to annual performance reviews

Develop an evidence-based competency assessment program. Save time with practical strategies for designing a compliant, consistent, and effective competency assessment program

Recognize the differences between mandatory annual training and competency validation. Don't confuse validating clinical proficiency with mandatory training topics such as fire safety and sexual harassment

Maintain a consistent validation system. Ensure that clinical proficiency is assessed and validated in a consistent manner with our easy-to-implement skill sheets

Keep up with new competencies. Stay current on requirements for verifying and documenting the ever-changing new and existing competencies, including those for new equipment

Table of Contents at a glance: Chapter 1: Why is competency validation required?

Chapter 2: What is competency validation?

Chapter 3: Include competency validation in job descriptions and the performance-evaluation process

Chapter 4: Train staff to perform competency validation

Chapter 5: Keep up with new competencies

Chapter 6: Using your skills checklists

Design a competency plan to effectively assess employee competence

Identify advantages of competency-based education

Describe methods of validating competencies

Recognize the benefits of incorporating competency assessment into job descriptions and performance evaluation tools

Discuss the key elements required of performance-based job descriptions

Develop a training program to train staff to perform competency assessment

Maintain consistency in a competency validation system

Identify steps for effective program documentation

Recognize the essential qualities needed by competency assessors

List potential categories for new competencies

Identify best practices for implementing new competencies

Discuss dimensions of competencies

Differentiate between orientation checklists and skill checklists

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Evidence-Based Competency Management for the Operating Room Details

Date : Published April 1st 2008 by Hcpro Inc.

ISBN : 9781601461568

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Format : Paperback 246 pages

Genre :

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