

Integrity

Evidence-based verification methods were designed to evaluate competency while at work. Rather than scheduling education workshops that passively assess employee knowledge, on-the-job verification more accurately assesses knowledge since skills are evaluated in real time. This results in cost savings due to the utilization of fewer indirect hours since nursing professional development facilitators no longer conduct competency workshops. Dangerfield noted that critical thinking skills are more likely to come into play with this type of verification, which helps providers prepare for situations they have yet to encounter.

“On-the-job verification, ultimately for us, is the most intuitive way to verify your competency, instead of during a mock scenario on a competency day,” Ferro said.

The Competency Assessment Model complements our Nursing Strategic Plan and incorporates three elements of MUSC’s Nursing Professional Practice Model:

Collaboration – Practice has been transformed by identifying competencies based on employee feedback that is truly reflective of their dynamic work.

Accountability – Employees now drive this process and their commitment to the institution will continually be assessed.

Innovation – This approach reinforces MUSC’s mission while increasing employee engagement through the recognition of their contributions.

MUSC will implement an annual deadline throughout the hospital in July 2014.



Erin Johnson, BSN, RN, PCCN, Tracy Ferro, MSN, RN, PCCN, & Leigh Dangerfield, MSN, RN, PCCN