



CMS COVID-19 Flexibilities: Nurse Aide Competency Checklist

Due to the COVID-19 pandemic, CMS announced in a March 28 memo entitled, “[Long Term Care Facilities \(Skilled Nursing Facilities and/or Nursing Facilities\): CMS Flexibilities to Fight COVID-19](#)” that it is temporarily waiving the federal requirements at 42 CFR §483.35(d), which require that a SNF and NF may not employ anyone for longer than four months unless they met the training and certification requirements under this regulation. Facilities are still required to meet regulatory expectations under §483.35(d)(1)(i), and ensure the nurse aide (NA) is competent to provide care. The list of NA competencies on the checklist below provides the most common skills a NA performs, and serves as a guide to ensuring compliance with §483.35(d)(1)(i). This checklist does not replace or supersede the need for a facility to follow their state’s regulatory requirements for NA training and work requirements. Facility leaders should check with their state’s department of health to determine if state waivers or changes in the state’s requirements have been granted for CNA training and work requirements.

§483.35 (c) says:

“The facility must ensure that nurse aides are able to demonstrate competency in skills and techniques necessary to care for residents’ needs, as identified through resident assessments, and described in the plan of care.”

Competency, as defined in §483.35, is “a measurable pattern of knowledge, skills, abilities, behaviors, and other characteristics that an individual needs to perform work roles or occupational functions successfully.” **AAPACN’s Nurse Aide Competency Checklist** is intended to assist the facility in providing documentation of a nurse aide’s competency to perform the care procedures noted in the checklist below.

F726 of the State Operations Manual Appendix PP states that methods of evaluating competencies may include the following:

- Lecture with return demonstration for physical activities;
- A pre- and post-test for documentation issues;
- Demonstrated ability to use tools, devices, or equipment that were the subject of training and used to care for residents;
- Reviewing adverse events that occurred as an indication of gaps in competency; or
- Demonstrated ability to perform activities that are in the scope of practice an individual is licensed or certified to perform.

The licensed nurse will evaluate the nurse aide’s competency to perform care procedures. If competency has been achieved, the licensed nurse enters the date and their initials to document the validation of competency.

Note: *the list provided below is a guide to assist with ensuring competency. Please refer to your facility assessment for additional competencies needed to meet the care of the residents unique to your facility.*

Care Procedure	Date Competency Achieved	Competency Verified by Initials
Vital Signs and Other Measurements		
Obtain blood pressure		
Obtain temperature		
Obtain pulse		
Obtain respirations		
Obtain oxygen saturation/pulse oximetry		
Obtain accurate weight		
Obtain accurate height		
Infection Control		
Hand hygiene		
Donning PPE		
Doffing PPE		
Linen handling		
Follow directions to use transmission-based precautions—standard, contact, and droplet. Include airborne if facility is equipped to do so.		
Activities of Daily Living		
Bed bath		
Shower		
Tub bath		
Oral care		
Denture care		
Dressing		
Shaving		
Hair care		
Nail care		
Peri care - female		
Peri care - male		
Catheter care		
Colostomy care		
Assist with bedpan		
Assist with urinal		
Make occupied bed		
Make unoccupied bed		
Feed dependent resident		
Set up meal tray		
Assist resident with ambulating		
Transfer resident with a gait belt (<i>weight-bearing and non-weight-bearing</i>)		
Transfer resident using a mechanical lift		
Turning and repositioning resident/bed mobility		

Nurse Aide Name: _____

Care Procedure	Date Competency Achieved	Competency Verified by Initials
Activities of Daily Living (Continued)		
Apply splint/brace		
Apply anti-embolism stocking(s)		
Use of pressure-relieving devices		
Passive and active range of motion		
Catalog and store resident's personal items		
Provide post-mortem care		
Safety		
Demonstrate the Heimlich maneuver and when to use it		
Follow directions for accident and incident prevention and management (fall, elopement, choking, code, injury)		
Care and Communication		
Communicate with a resident who has cognitive impairment		
De-escalate behavioral expressions in cognitively-impaired residents		
Report change in resident condition to the nurse		
Documentation		
ADLs		
Meal consumption		
Fluid intake		
Fluid output (urine and emesis)		
Behaviors		
Bowel movements		
Toileting/incontinence		
Additional Skills		

Nurse Aide Name: _____