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REPORT OF FINDINGS FROM THE 2005 RN PRACTICE ANALYSIS: LINKING THE NCLEX-RN° EXAMINATION TO PRACTICE

# Report of Findings from the 2005 RN Practice Analysis: Linking the NCLEX-RN<sup>®</sup> Examination to Practice

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National Council of State Boards of Nursing (NCSBN)

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# Background of Study

The National Council of State Boards of Nursing (NCSBN<sup>\*</sup>) is responsible to its members, the boards of nursing in the United States and five territories, for the preparation of psychometrically sound and legally defensible licensure examinations. The periodic performance of practice analysis (i.e., job analysis) studies assists NCSBN in evaluating the validity of the test plan that guides content distribution of the licensure examination. Because changes can occur in registered nurse (RN) practice over time, practice analysis studies are conducted on a three-year cycle.

### Methodology

A number of steps are necessary to perform an analysis of entry-level registered nurse (RN) practice. This section provides a description of the methodology used to conduct the 2005 RN Practice Analysis study. Descriptions of Subject Matter Expert (SME) Panel processes, questionnaire development, sample selection and data collection procedures are provided as well as information about assurance of confidentiality, response rates and the degree to which participants were representative of the population of newly licensed RNs.

#### Panel of Subject Matter Experts

A panel of 10 RNs was assembled to assist with the practice analysis. Panel members all worked with and/or supervised the practice of newly licensed RNs within their first six months of practice and represented all geographic areas of the country and all major nursing specialties. See Appendix A for a listing of Panel members.

The Panel of experts performed several tasks crucial to the success of the practice analysis study. First, they reviewed summaries of activities from activity logs completed by 31 newly licensed RNs working in various practice settings across the United States. Using the findings from the activity logs, past practice analysis task statements, job descriptions, job orientations and performance evaluation documents, as well as their own intimate knowledge of new nurse practice, the Panel approved a category structure that could be used to outline the types of activities performed by new nurses. The panelists were careful to approve a category structure that was clear, understandable and logical.

Once the list of categories of new nurse activities was created, the Panel members worked to create a list of nursing activities performed within each category. Each nursing activity was reviewed for applicability to entry-level practice and for its relationship to the delivery of safe care to members of the public. Care was taken to create the list of nursing activities at approximately the same level of specificity, and to avoid redundancy within and between categories.

Panel members then provided information necessary for validation of the practice analysis survey. After the activity statements had undergone review and editing by the 2005 NCSBN Examination Committee, each Panel member was asked to provide three estimates for each activity. They estimated the percentage of nurses in the country that would perform the activity within their practice settings, the average frequency with which each activity was performed daily (on a six-point scale) and the average priority the activity would have in relation to the provision of safe client care.

#### Questionnaire Development

A number of processes were used to create, evaluate and refine the survey instrument used for the 2005 RN Practice Analysis study. First, the activity statements created by the Panel of Experts were reviewed and edited by the 2005 NCSBN Examination Committee. The resulting 150 activity statements were incorporated into a survey format.

A total of 150 activity statements were incorporated into a practice analysis survey. The survey also included questions about the nurses' practice settings, past experiences and demographics. Two forms of the survey were created (Form 1 and Form 2) to decrease the number of activity statements contained on each. Of the activity statements, 23 were included on both survey forms, while the remaining 127 activity statements were randomly selected for placement on the survey forms. The resulting surveys contained 87 activity statements on Form 1 and 86 activity statements on Form 2. Except for the 64 activity statements unique to Form 1 and the 63 activity statements unique Form 2, the two survey questionnaires were identical.

The survey contained six sections. In the first section, questions related to the participant's work experience, including months of work as an RN and type and length of work orientation. The second section contained questions about the respondents' work environments including questions about work settings, client characteristics and work schedules. The third section focused upon nursing activity performance needed to practice entry-level nursing. The fourth section requested information on the respondents' last day of work including numbers of hours worked, number of clients for whom care was provided and the amount of time spent in various types of nursing activities. The fifth section asked for basic demographic information. The sixth and final section provided space for respondents to

write comments or suggestions about the study. Form 1 and Form 2 of the survey questionnaire used in the 2005 RN Practice Analysis can be found in Appendix B.

#### Survey Process

#### Sample Selection

A stratified random sample of 6,000 RNs was selected from lists of candidates who were successful on the NCLEX-RN° examinations from January 1, 2005 through May 31, 2005. The sample was stratified by area of the country, with processes being used to include representative numbers of subjects from each NCSBN jurisdiction.

#### Representativeness

The sample selected for this study was proportionally equivalent to the population from which the sample was drawn as shown in Table 1.

Table 1. Representativeness of the Data with Regard to NCSBN Geographic Area						
NCSBN Area	Jurisdictions	Sampling Frame				
I	Alaska, American Samoa, Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, N. 20.8% Mariana Islands, Oregon, Utah, Washington and Wyoming		23.2%			
П	Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Mis- souri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia and Wisconsin	29.3%	23.6%			
Ш	Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas and Virginia	35.8%	33.7%			
IV	Connecticut, Delaware, District of Columbia, Maine, Mary- land, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Puerto Rico, Rhode Island, Vermont and Virgin Islands	14.1%	19.6%			

There were 25,310 passing candidates in the sampling frame for this period of time, of which 6,000 were included in the actual sample. Of the 6,000 people surveyed, 1,666 responded. The percentage of respondents from each geographic area roughly corresponds to the percentage of people in the sampling frame for those geographic areas.

#### **Mailing Procedure**

The sample of 6,000 RNs was split into two cohorts while maintaining the stratification within each cohort. One cohort received Form 1 (Apprendix B.1) and the other received Form 2 (Appendix B.2). A five-stage mailing process was used to engage the participants in the study. A presurvey letter was sent to each person selected for the sample. One week later, the survey was mailed with a cover letter and postage-paid return envelope. The following week, a postcard was sent to all participants reiterating the importance of the study and urging participation. Approximately one week after the first postcard, a second reminder postcard was sent and two weeks later, the third and final reminder postcard was mailed. The survey was conducted from June through July 2005.

#### Confidentiality

All potential participants were promised confidentiality with regard to their participation and their responses. Preassigned code numbers were used to facilitate cost-effective follow-up mailings and the files that contained mailing information were kept separate from the data files. The study protocol was reviewed and approved by NCSBN's executive director for compliance with organizational guidelines for research studies involving human subjects.

#### **Return Rates**

Fifty-three surveys were returned due to incorrect addresses and 253 respondents did not qualify for survey ratings. The 253 who did not qualify either: (a) were not currently working in the United States; (b) were working less than 20 hours per week as an RN or (c) failed to answer the previous two demographic guestions. This reduced the sample size from 6,000 to 5,694. For the 1,666 people who did qualify, this yielded an adjusted response rate of more than 29% for the mail-based surveys. This was an increase of more than 300 respondents when compared to the 2002 Practice Analysis study. The resulting statistics should be more stable (i.e., contain less measurement error) due to the larger number of responses.

#### Summary

A Panel of RNs with expertise in the practice of newly licensed nurses met and created a list of nurse activities that might be performed by the newly licensed nurses. A data collection instrument was sent to 6,000 individuals selected at random from among all individuals who passed the NCLEX-RN<sup>\*</sup> examination between January 1, 2005 and May 31, 2005. A response rate of more than 29% of analyzable surveys was obtained. This practice analysis contains the responses of 1,666 newly licensed RNs.

# Study Participants: Demographics, Experiences and Practice Environments of Participants

Demographic information, including racial and ethnic backgrounds, educational preparation and gender are presented next. This information is followed by descriptions of respondents' work environments including settings, shifts worked and client characteristics.

#### Demographics/Past Experiences

The majority of survey respondents reported that they were female (91.9%). See Figure 1 for respondent gender. This represented a slight increase from the percentage found in the 2002 RN Practice Analysis (Smith & Crawford, 2003). The age of respondent nurses averaged 32.34 years (standard deviation (SD) 9.08 years) as compared to 31.96 years (SD 8.4 years) in the 2002 RN Practice Analysis.

Participants in this study were ethnically and racially diverse, with a majority (70.5%) of respondents reporting they were white. The categories used to record the ethnic/racial back-grounds of individuals in the population differed from the categories used in this study, making further comparisons difficult. In the current study, 10.8% of individuals responding reported being of Asian descent, 8.1% were African American and 7.7% were of Latino or Hispanic descent. See Figure 2 for a complete list of the racial/ ethnic backgrounds of survey respondents.

Educational preparation varied among respondents. Associate degree-level education was reported by 58.4% of respondents; 30.0% reported having baccalaureate degrees; 5.1% reported education outside the United States and 4.1% were diploma graduates (see Figure 3). These numbers mirrored the proportions in the population from which the study sample was derived. Respondents reported working an average of 3.64 months as RNs in the United States and worked an average of 7.16 months post graduation. See Figure 4.

About 7.3% of the survey respondents reported having worked outside the United States as an RN. An average of 3.42 years of work as a nurse aide was reported by 56.8% of survey respondents, and 19.4% of respondents reported working an average of 7.03 years as an LPN/VN (See Figures 5a and 5b).

The percentage of respondents from each NCSBN area was roughly proportional to the percentage of candidates in the sampling frame from which the sample was drawn.

#### Orientation

Most of the respondents to the current study reported receiving some type of orientation. The percentage of respondents who reported receiving no formal orientation was 4.7%, while 0.4% reported having only classroom instruction or skills lab work for their orientation. The majority of respondents (72.7%) reported working with an assigned mentor or preceptor for an average of 9 weeks and 11.9% reported performing supervised work with clients for an average of approximately 8 weeks. Only 8.3% reported having a formal internship. Those respondents who reported a formal internship program spent an average of 15 weeks in orientation. See Table 2 for more information on the type and length of respondent orientation, including the average number of weeks respondents spent in each type of orientation

#### **Certifications Earned**

Overall, fewer respondents to the current study reported earning additional certification or completing coursework since graduation than did those responding to the 2002 study (Smith & Crawford, 2003). In the current study 25.0% of respondents reported that they had not earned an additional certification or completed coursework compared to 16.7% of 2002 respondents (Smith & Crawford, 2003). Basic Life Support (52.0%), Intravenous Therapy (23.5%) and Advanced Cardiac Life Support (20.9%) were the most frequently reported certifications. See Table 3 for a complete listing of additional coursework and/or certifications completed by survey respondents.

#### Work Settings

#### Facilities

(85.6%) of newly licensed The majority nurses in this study reported working in hospitals (see Table 4). Only 5.5% reported working in community-based facilities and 7.6% reported working in long-term care facilities. The number of respondents who reported working in long-term care was 2.2% lower than the 2002 study (Smith & Crawford, 2003). The numbers of beds reported by the respondents employed in hospitals or nursing homes were mostly distributed among 100-299 beds (32.4%), 300-499 beds (21.4%) and 500 or more beds (19.4%), with only 11.0% reporting work in facilities with less than 100 beds (see Table 5). Most of the respondents (62.3%) reported working in urban or metropolitan areas, 25.6% worked in suburban areas and 12.2% work in rural areas. These numbers were comparable to those found in the 2002 study (Smith & Crawford, 2003).

#### **Practice Settings**

Overall, most respondents reported working in the medical/surgical (40.4%) and critical care (31.3%) settings. Nursing homes were reported as the employment setting of 6.2% of respondents and 7.4% of respondents reported working in pediatrics or nursery. This reflects an increase in employment in obstetrical, pediatric and newborn nursing specialty practice. A slight decrease in the number of nurses working in nursing homes was found in 2005 compared to the 2002 Practice Analysis (Smith & Crawford, 2003). See Table 6 for more information on respondent practice settings.

#### Types and Ages of Clients

The newly licensed nurses reported caring most frequently for acutely ill clients (66.9%), clients with stable chronic conditions (33.6%), clients with unstable chronic conditions (28.5%) and clients at end of life (20.4%). As noted in Figure 6, these numbers reflect a 1.8% increase in care for those with acute conditions and a 3.7% increase in the percentages caring for those with unstable chronic conditions. It is noteworthy that the number of respondents who reported caring for clients with behavioral/emotional conditions decreased 2.6% from 2002 (Smith & Crawford, 2003) to the present study.

The majority of respondents reported caring for adult clients aged 31 to 64 (58.0%), elderly clients aged 65 to 85 (61.3%), young adult clients aged 19 to 30 (23.5%) and elderly clients over the age of 85 (24.8%). These numbers were comparable to those reported in 2002 (Figure 7; Smith & Crawford, 2003).

#### Shifts Worked

As can be seen in Figure 8, the shifts most commonly worked continued to be days (41.3%) and nights (34.2%). Only 12.8% of respondents reported working rotating shifts compared to the 2002 findings (Smith & Crawford, 2003). In 2005 fewer respondents reported working evenings (10.2% compared to 12.8% in 2002) and night shifts (34.2% compared to 38.0% in 2002).

# Time Spent in Different Categories of Nursing Activities

The respondents in the current study were asked to record the number of hours they spent performing activities in specific categories. See Table 7. The hours spent were then converted to proportions of time spent by dividing the number of hours spent working by the hours spent on each activity. Because nurses often perform more than one type of activity at a time (e.g., teaching while giving medications or providing emotional support while giving routine care), these proportions totaled more than 100%. In order to make the proportions of time spent in activities useful to the task of validating the NCLEX-RN° Test Plan, the proportions were standardized by dividing the time spent in each category of activity by the sum of hours reportedly spent in all of the activities. These standardized proportions total 100% and have the advantage of being easier to interpret. RNs reported spending the greatest amount of time performing activities related to pharmacological and parenteral therapies (16%), basic care and comfort (14%), performing safety and infection control activities (14%), management of care (13%) and physiological adaptation (13%). The respondents reported spending the least amount of time on psychosocial integrity activities (8%).

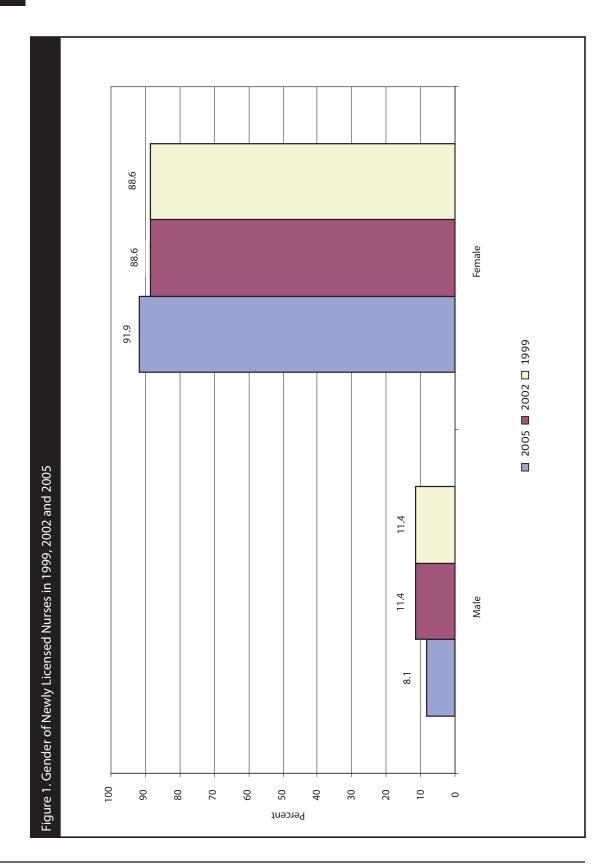
#### Administrative Responsibilities/Primary Administrative Position

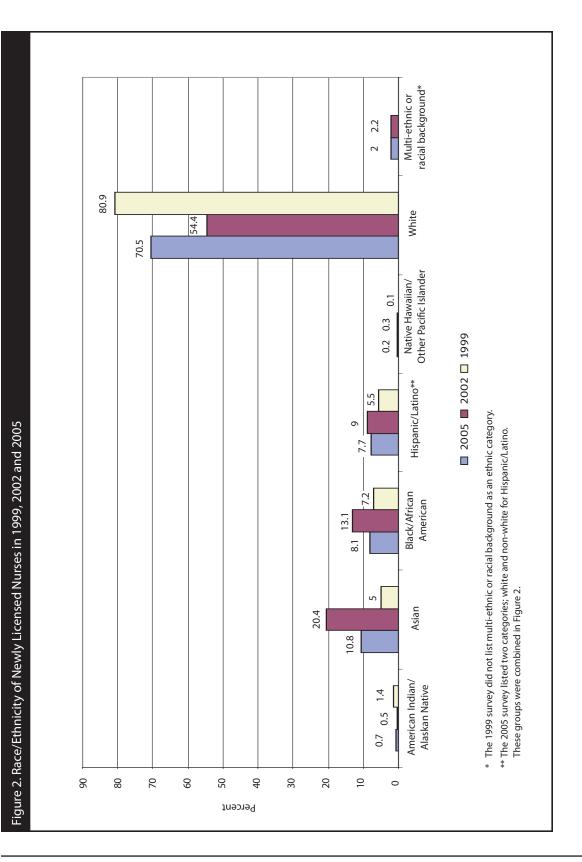
The newly licensed nurses responding to the practice analysis survey were asked if they had administrative responsibilities within their nursing position (e.g., being a unit manager, a team leader, charge nurse, coordinator, etc). If they reported such responsibilities, they were asked if they had a primary administrative position. Of all respondents, 18.3% reported having such responsibilities and of these, 36.6% reported having a primary administrative posi-

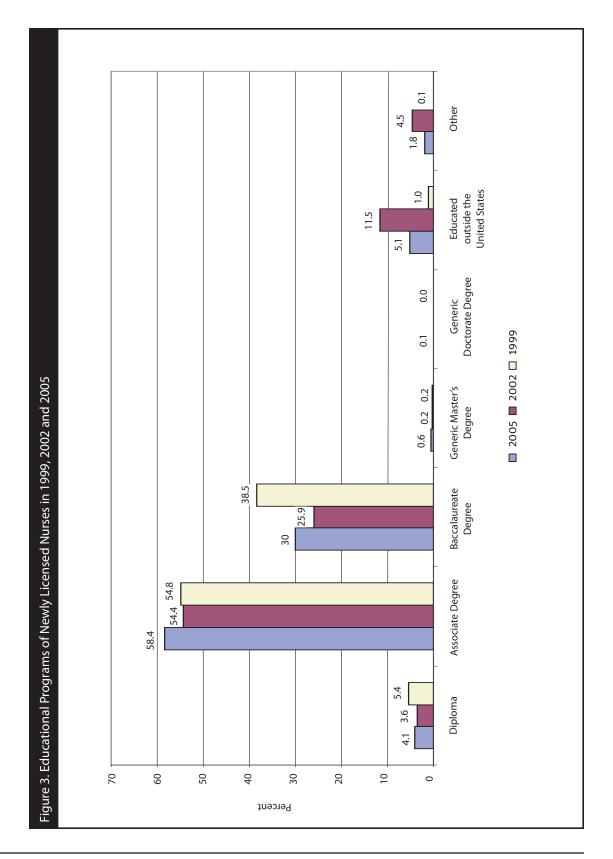
tion. As found in a past study (Smith & Crawford, 2003), the percentages of nurses reporting such responsibilities and positions varied by type of employing facility. Those newly licensed RNs working in long-term care facilities were four times as likely as those working in hospitals to report having administrative responsibilities (54.0% in long-term care compared to 13.1% in hospitals). Newly licensed RNs working in long-term care with administrative responsibilities were three times more likely to report having an administrative position (67.2% in long-term care compared to 21.7% in hospitals). Of those newly licensed RNs working in community-based settings, 42.2% reported having administrative responsibilities. Of those respondents, 50.0% reported holding an administrative position (see Table 8).

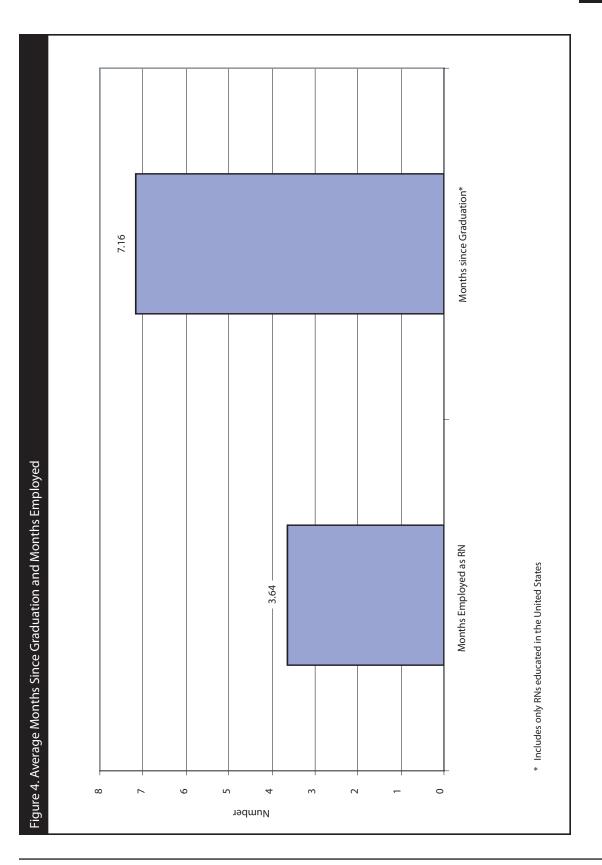
#### Summary

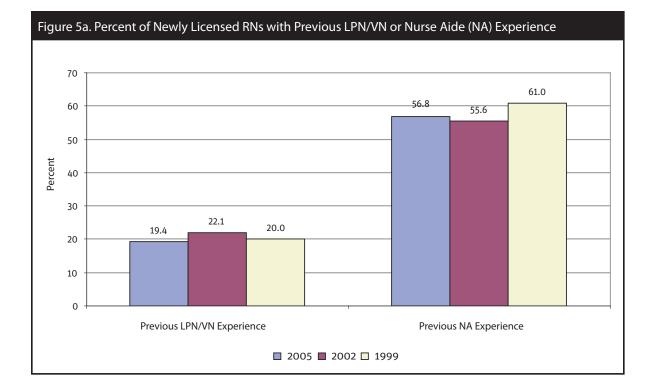
The nurses responding to the 2005 RN Practice Analysis Survey were primarily female with an average age of 32 years. Most worked straight day or night shifts in medical/surgical units and critical care units of hospitals. The majority was provided an orientation with an assigned preceptor or mentor for an average of about 9 weeks. They spent the majority of their time providing or managing client care, giving medications and performing safety and infection control activities. The results are compared to NCSBN's previous two practice analyses (Smith & Crawford, 2003; Hertz, Yocom & Gawel, 2000).

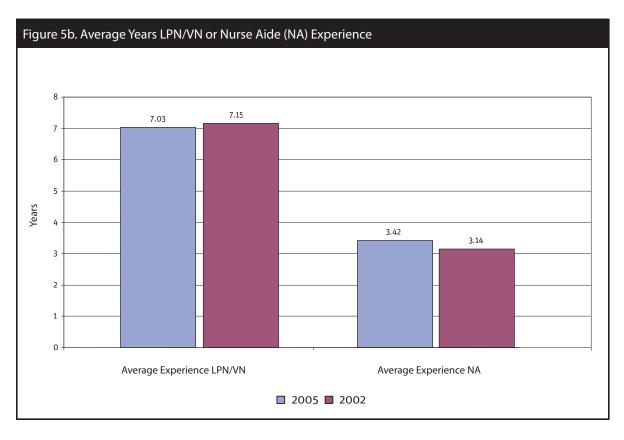












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Table 2. Type and Length of Orientation			
Type of Orientation	%	AVG Weeks	
No Formal Orientation	4.7	2	
Classroom instruction/skills lab only	0.4	5	
Classroom and/or skills lab plus supervised work with patients	11.9	8	
Work with an assigned preceptor with or without additional classroom or skills lab work	72.7	9	
Formal internship with or without additional classroom or skills lab work	8.3	15	
Other	1.9	8	

Table 3. Additional Coursework/Certifications						
Type of Additional Coursework/Certification	2005 (n = 1,666) %	2002 (n=1,317) %	1999 (n=1,385) %			
Advanced Cardiac Life Support	20.9	26.6	16.8			
Basic Life Support	52.0	65.1	45.3			
Chemotherapy	1.6	4.8	3.1			
Conscious Sedation*	10.5	13.3				
Coronary Care	5.2	6.8	4.2			
Critical Care	12.2	15.0	8.1			
Intravenous Therapy	23.5	33.2	22.3			
Neonatal Resuscitation Program**	9.3					
Pediatric Advanced Life Support**	6.5					
Peritoneal Dialysis*	3.1	5.0				
Rehabilitation	0.7	2.5	0.5			
None	25.0	16.7	31.9			
Other	13.0	22.2	18.7			

\* Category not included on 1999 Survey

\*\* Category not included on 1999 or 2002 Survey

Table 4. Employment Facilities			
Type of Facility/Organization	2005 (n=1,666) %	2002 (n=1,317) %	1999 (n=1,385) %
Hospital	85.6	84.1	86.8
Long term care	7.6	9.8	7.1
Community-based care	5.5	5.2	4.4
Other	1.3	1	1.1

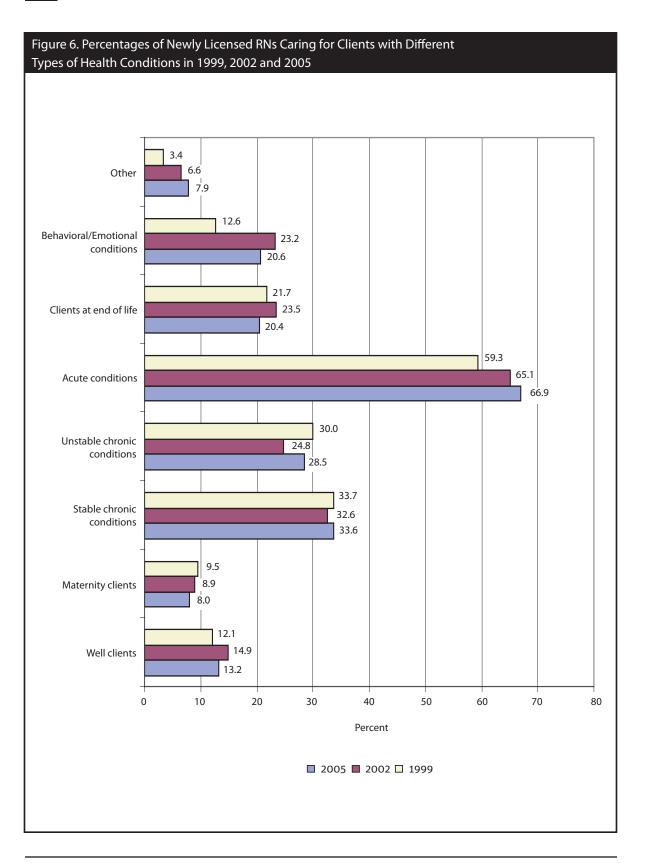
Table 5. Employment Setting Characteristics				
Setting Characteristic		2005 (n=1,666) %	2002 (n=1,317) %	1999 (n=1,385) %
Number of Hospital or Nursing Home Beds				
Under 50 Beds*		5.5		
50 to 99 Beds*		5.5		
Under 100 beds			11.6	11.6
100 to 199 Beds*		13.9		
200 to 299 Beds*		18.5		
100 - 299 beds			31.1	28.7
300 - 499 beds		21.4	25.5	25.7
500 or More Beds		19.4	24.2	25.3
Don't Know		11.3	7.7	8.7
Other Work Setting*		4.6		
Location of Employment Setting				
Urban/Metropolitan area		62.3	60.8	63.4
Suburban		25.6	27.3	23.5
Rural		12.2	11.9	13.1
Population of Employment Setting				
Less than 20,000		7.9	7.8	8.3
20,000 to 49,999		9.8	10.4	12.2
50,000 to 99,999		13.4	14.1	13.0
100,000 to 500,000		20.2	16.0	22.7
Greater than 500,000		23.9	19.7	21.8
Don't know		24.7	32.1	22.1

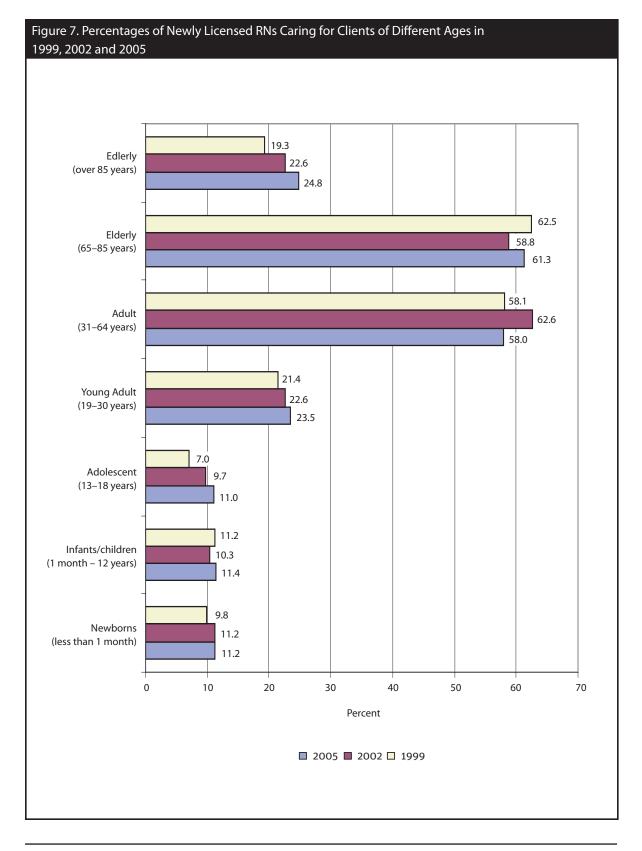
\* Categories on 2005 survey only.

Table 6. Practice Settings			
Employment Setting*	2005 (n=1,666) %	2002 (n=1,317) %	1999 (n=1,385) %
Critical Care (e.g., ICU, CCU, step-down units, pediatric/neonatal intensive care, emergency department, post-anesthesia recovery, etc.)	31.3	30.9	28.3
Medical-surgical unit or any of its sub-specialties	40.4	39.8	42.9
Pediatrics or nursery	7.4	6.2	9.0
Labor and delivery	4.0	4.3	4.8
Postpartum unit	3.4	4.3	4.7
Psychiatry or any of its sub-specialties	2.3	2.5	2.7
Operating room, including outpatient surgery and surgicenters	4.4	3.0	2.7
Nursing home, skilled or intermediate care	6.2	10.5	8.8
Other long term care (e.g., residential care, developmental disability/mental retardation care, etc.)	1.3	1.1	1.2
Rehabilitation	3.2	2.7	2.6
Subacute unit	2.6	2.6	3.0
Transitional care unit**	0.7	1.1	**
Physician's/dentist's office	0.6	1.2	1.6
Occupational health	0.0	0.1	0.4
Outpatient clinic	1.4	1.2	0.9
Home health, including visiting nurses associations	2.1	1.9	1.7
Public health	0.4	0.2	0.3
Student/school health	0.2	0.4	0.3
Hospice care	1.3	0.8	0.4
Prison	0.3	0.5	0.5
Other	4.2	3.7	5.1

\* Survey participants could select more than one setting to describe their practices.

\*\* Transitional care was combined with subacute care on the 1999 survey.





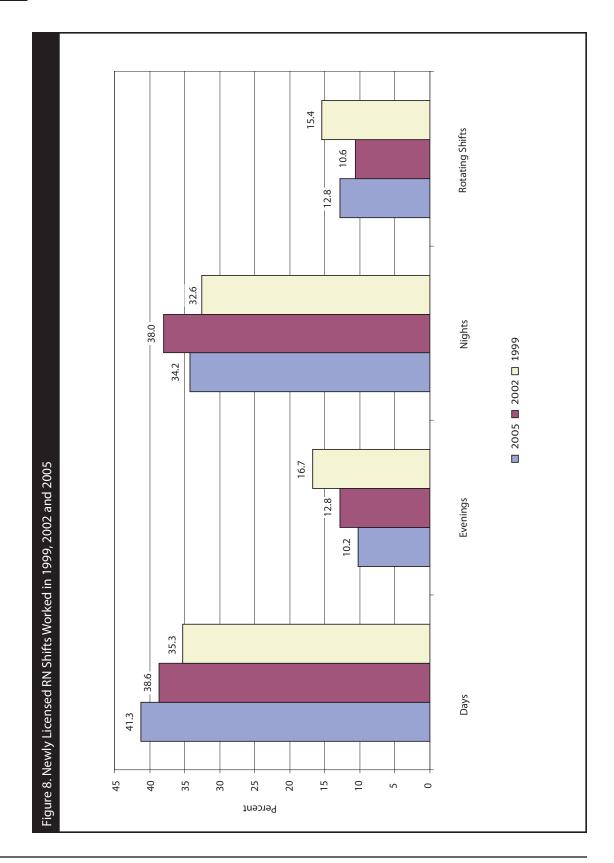


Table 7. Average Time Spent in Different Categories of Nursing Activities				
Categories of Activities	Activity	Average Hours	Proportion of Work Hours*	Standardized Proportion**
Management of Care	Perform and direct activities that manage client care within the health care delivery setting (e.g. delegation, supervision, prioritizing care of multiple clients, making referrals, resource management, collaborating with multidisciplinary team, meet- ing legal and ethical responsibility, performance improvement, staff education, client advocacy).	2.72	0.25	0.13
Safety and Infection Control	Perform and direct activities that protect client/family health care personnel from hazards encountered in the health care setting (e.g., medical/surgical asepsis, incident reporting, disaster/security planning, injury/fall prevention, correct use of equipment, restraints/safety devices/standard/universal precautions, accident prevention).	2.96	0.27	0.14
Health Promotion and Maintenance	Perform and direct activities that promote and maintain the health of client/family (e.g., self-care, physical assessment techniques, health screening/promotion, growth and develop- ment across the life span from birth to advanced old age, disease prevention, family planning, lifestyle choices, health and wellness).	2.12	0.19	0.10
Psychosocial Integrity	Perform and direct activities related to caring for client/family with emotional, mental and social problems/issues, includ- ing providing behavioral interventions (e.g. therapeutic communication, mental health concepts, acute or chronic mental illness, stress management chemical dependency, crisis intervention, sensory/perceptual alteration, therapeutic environment, unexpected body image change, end-of-life care, religious/spiritual influences on health, family dynamics, sup- port systems, abuse/neglect, grief/loss).	1.72	0.16	0.08
Basic Care and Comfort	Provide and direct basic care and comfort measures including promoting client's ability to perform activities of daily living (e.g. palliative/comfort care, use of assistive devices, nutri- tional/oral hydration, mobility/immobility, personal hygiene, rest/sleep).	3.04	0.27	0.14
Pharmacological and Parenteral Therapies	Perform and direct activities necessary for safe administra- tion of medications and intravenous therapies (e.g., dosage calculation, expected outcomes/effects, side-effects, con- traindications, adverse effects, interactions or medications, start/maintain IVs, blood/blood products, total parenteral nutrition, pharmacological pain management, central venous access devices).	3.25	0.30	0.16
Reduction of Risk Potential	Perform and direct activities to prepare for and care for clients undergoing a treatment/procedure/surgery to reduce the likelihood that client will develop a complication or health problem related to existing condition, (e.g., diagnostic tests, laboratory values, conscious/moderate sedation, vital signs, system specific assessments, reduce potential for complica- tions).	2.3	0.21	0.11

\* Hours spent in each category divided by the number of hours worked

\*\* Hours spent in each category divided by the sum of hours spent in all categories

Table 7, continued							
Categories of Activities	Activity	Average Hours	Proportion of Work Hours*	Standardized Proportion**			
Physiological Adaptation	Provide and direct care for client with acute, chronic or life threatening physical health condition (e.g., alteration in body system/abnormal pathophysiology, fluid/electrolyte imbal- ance, hemodynamics, illness management, infectious disease, medical emergency, radiation therapy, unexpected response to therapy).	2.78	0.25	0.13			

\* Hours spent in each category divided by the number of hours worked

\*\* Hours spent in each category divided by the sum of hours spent in all categories

Table 8. Percentages of Newly Licensed RNs with Administrative Responsibilities and Positions						
Type of Facility	% with Administrative Responsibility	% with Primary Administrative Position*				
All Facilities	18.3	36.6				
Hospital	13.1	21.7				
Long term care	54.0	67.2				
Community-based care	42.2	50.0				
Other	50.0	63.7				

\* Percent of all relevant respondents

# **Activity Performance Findings**

Findings relative to the activities performed by newly licensed nurses are presented in this section of the report. The methods used to collect and analyze activity findings, the respresentativeness of activity statements and applicability to practice settings will be discussed, in addition to the frequency of performance and priority of the activities. A validation of survey findings with estimates provided by the Subject Matter Expert Panel will also be provided.

#### **Overview of Methods**

The 2005 RN Practice Analysis Survey (Appendix B) asked respondents to respond to a two-part guestion about each activity. The first part addressed the frequency of activity performance. The scale of frequency ranged from "Never performed in work setting" to "5 or more times." Respondents were instructed to mark "Never performed in work setting" and then move to the next activity if an activity did not apply to their work setting. If the activity did apply to their work setting they were asked to mark a sixpoint scale, reflecting the frequency with which they had performed the activity on their last day of work. In the second part of the question, the respondent was asked to rate the overall priority of the activity considering client safety and/or threat of complications or distress on a scale of one to four, with one representing the lowest priority and four representing the highest priority. The respondent ratings were analyzed in three parts. Applicability to practice setting was assessed by analyzing the numbers of respondents who did not choose the "Never performed in work setting" response. Frequency of activity performance was analyzed using the six-point scale, on which respondents recorded their last day's frequency of activity performance. Priority was evaluated by analyzing the fourpoint priority scale.

#### Activity Performance Characteristics

#### Representativeness of Activity Statements

The participants were asked whether the activities on their questionnaire form represented the activities they actually performed in their positions. A large majority (95.8%) indicated that the activities were representative of their current practice. This indicates that the survey was perceived by respondents as being a sufficient or reasonable representation of their work. This is important for establishing the content validity of the survey.

#### Applicability of Activities to Practice Setting

Respondents indicated if each of the activities was applicable to his or her work setting by choosing the "Never performed in work setting" response. The percentages of newly licensed nurses indicating that the activities were applicable are reported in Table 9a (Activity Applicability to Setting and Average Frequency of Performance and Priority Ratings). The applicability index ranged from 10.85% (10.85% of the respondents reported that the activity was performed within their work settings) to 100% (all of the respondents reported the activity was performed within their work setting).

Of the 150 activities included in the study, the nursing activities reported to apply to the work settings of the lowest numbers of participants were those related to performing microdermabrasion, botox and laser treatments; providing intrapartum care (e.g., care provided during labor and birth) and leading group therapy sessions. The activities with the highest number of participants reporting performance applied to their work setting were those related to the maintenance of client confidentiality and privacy; the application of principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic and sterile); and the assessment of a client's vital signs (see Table 9a).

#### Frequency of Activity Performance

Respondents were asked to rate the frequency of performance of all activities that were applicable to their work settings. They reported how frequently they performed the activity on the last day they worked on a six point scale: "0 times" to "5 times or more." Average frequency statistics were calculated in two ways. The settingspecific frequency was calculated by averaging the frequency ratings of those respondents providing ratings (e.g., respondents indicating that the activity applied to their work setting). The total group frequency was calculated by including the missing frequency ratings (e.g., respondents indicating that the activity did not apply to their work setting) before averaging the rating. To do this, the missing frequency ratings were converted to zero ("0 times" on the rating scale) for inclusion in the total group frequency calculation. See Table 9a for setting-specific and total group frequency statistics.

#### Setting Specific

Average setting-specific frequencies (Appendix C) ranged from 0.31 to 4.77. The activities performed with the lowest frequencies were "Perform microdermabrasion, botox and laser treatments" (0.31), "Provide care and/or support for a client with nonsubstance related dependencies (e.g., gambling, sexual addiction, pornography)" (0.47) and "Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)" (0.48). The activities with the highest settingspecific average frequencies of performance were "Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/ sterile technique, universal/standard precautions)" (4.77), "Ensure proper identification of client when providing care" (4.69) and "Assess client's vital signs" (4.64).

#### Total Group

Average total group frequencies (Appendix D) ranged from 0.03 to 4.76. The activities performed with the lowest total group frequency were "Perform microdermabrasion, botox and laser treatments" (0.03), "Implement and monitor phototherapy" (0.16) and "Perform peritoneal dialysis" (0.17). Those activities performed with the overall highest frequencies were "Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)" (4.76), "Ensure proper identification of client when providing care" (4.64) and "Assess client's vital signs" (4.61).

#### Priority of Activity Performance

The priority of performing each nursing activity in regard to the maintenance of client safety and/ or threat of complications or distress was determined by participants' responses to the following question: "What is the priority of performing this nursing activity compared to the performance of other nursing activities?" Participants were asked to consider the priority of activity performance in terms of client safety, namely, the risk of unnecessary complications, impairment of function, or serious distress to clients. Priority ratings were recorded using a four-point scale: "1" (lowest priority) to "4" (highest priority). Average priority ratings were calculated in two ways. The setting-specific priority of activity performance was calculated by averaging the frequency ratings of only those respondents providing frequency ratings for the activity (those indicating that the activity applied to their work setting). The total group frequency was calculated by including all priority ratings regardless of applicability to work setting. The average priority rating for each of the 150 activities is reported in Table 9b.

#### Setting Specific

Average setting-specific priority ratings (Appendix E) ranged from 2.14 to 3.80 on the four-point scale. The activities with the lowest priority ratings were "Perform microdermabrasion, botox and laser treatments" (2.14), "Participate in group sessions" (2.21) and "Remove sutures or staples" (2.24). The activities with the highest priority ratings were "Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)" (3.80), "Ensure proper identification of client when providing care" (3.79) and "Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)" (3.72).

#### Total Group

Average total group priority ratings (Appendix F) ranged from 1.73 to 3.80. The activities with the lowest priority ratings were "Perform microdermabrasion, botox and laser treatments" (1.73), "Lead group therapy sessions" (1.81) and "Participate in group sessions (e.g. support groups)" (1.81). The activities with the highest priority ratings were "Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, universal/standard aseptic/sterile technique, precautions)" (3.80), "Ensure proper identification of client when providing care" (3.79) and "Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)" (3.71).

# Subject Matter Expert (SME) Panel Validation of Survey Findings

The Subject Matter Expert (SME) Panel for the 2005 RN Practice Analysis was asked to provide independent ratings of the 150 activity statements. They estimated the percentage of newly licensed RNs performing the activities within their practice settings, the average setting-specific fre-

quency with which the activities were performed during one day and the average priority of the activities. After the ratings were obtained, average total group frequency estimates were calculated by prorating the setting-specific frequencies with the estimates of setting applicability. All Panel ratings were averaged across Panel members and compared to the ratings obtained from the practice analysis survey.

The priority ratings estimated by Panel members were compared to the average priority ratings from the practice analysis survey. The estimates of Panel members compared to survey findings and ratings can be found in Table 10. There was one activity for which the SMEs estimated lower than one point (less of a priority) below the respondents: "Participate in educating staff (e.g., in-service, orientation)" (1.20 priority difference). There were three activities that the SMEs rated higher than one point (more of a priority) above the survey respondents: "Provide prenatal care" (1.02 rating scale points higher); "Provide intrapartum care (e.g., care provided during labor and birth)" (1.07 rating scale points higher) and "Provide postpartum care" (1.27 rating scale points higher).

#### Summary

Respondents to the 2005 RN Practice Analysis found the activities listed in the survey to be representative of the work they performed in their practice settings. Some of the activities with the lowest average total group frequency ratings corresponded to those activities performed in specialized areas of nursing practice. When estimates of the average priority ratings from the SME Panel were compared to those estimates obtained from the survey, only four ratings out of 150 activity statements differed by more than one point.

## References

Hertz, J. E., Yocom, C. J., & Gawel, S. H. (2000). 1999 Practice analysis of newly licensed registered nurses in the U.S. Chicago: National Council of State Boards of Nursing.

Smith, J. E. & Crawford, L. H. (2003). Report of Findings from the 2002 RN Practice Analysis. Chicago: National Council of State Boards of Nursing.

Table 9a	. Activity A	pplicability to Setting and Average Frequ	iency of Pe	rformance a	nd Priority R	atings
Activity	Practice Analysis Survey		Apply to Setting	Average Frequency (Setting- Specific)	Average Frequency (Total Group)	Average Priority
#	Form	Activity	%	0-5	0-5	1-4
1	Both	Perform procedures necessary for admitting, transferring or discharging a client	97.08	2.46	2.38	2.84
2	Both	Provide and receive report on assigned clients	98.83	3.33	3.29	3.15
3	Both	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	88.51	2.88	2.55	2.75
4	Both	Act as a client advocate	98.74	3.35	3.30	3.39
5	Both	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)	99.88	4.77	4.76	3.80
6	Both	Protect client from injury (e.g., falls, electrical hazards, malfunctioning equipment)	96.81	3.73	3.61	3.64
7	Both	Provide prenatal care	17.68	1.32	0.23	2.10
8	Both	Plan and/or participate in the education of in- dividuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	29.16	1.26	0.37	2.07
9	Both	Provide intrapartum care (e.g., care provided during labor and birth)	13.64	1.54	0.21	2.15
10	Both	Provide care that meets the special needs of the school age client ages 5 to 12 years	23.26	1.84	0.43	2.20
11	Both	Participate in group sessions (e.g., support groups)	19.56	1.00	0.20	1.81
12	Both	Assess psychosocial, spiritual, cultural and occupational factors affecting care	94.46	2.97	2.81	2.76
13	Both	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	99.21	4.31	4.28	3.34
14	Both	Assist client in the performance of activities of daily living	92.12	3.28	3.02	2.65
15	Both	Evaluate and document client's response to medication	98.34	4.28	4.21	3.47
16	Both	Evaluate appropriateness/accuracy of medica- tion order for client	99.07	4.31	4.27	3.64
17	Both	Administer and document medications given by common routes (e.g., oral, topical)	97.71	4.47	4.37	3.52
18	Both	Administer and document medications given by parenteral routes (e.g., intravenous, intra- muscular, subcutaneous)	97.56	4.14	4.04	3.55
19	Both	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	85.09	1.83	1.56	3.09

Table 9a	, continued	ł				
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4
20	Both	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	77.08	0.82	0.63	3.64
20	Both	Assess client's vital signs	99.51	4.64	4.61	3.53
22	Both	Perform focused assessment or reassessment (e.g., gastrointestinal, respiratory, cardiac)	96.39	4.22	4.07	3.52
23	Both	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	53.68	1.95	1.05	3.04
24	1	Assess/triage client(s) to prioritize the order of care delivery	67.06	2.96	1.99	3.10
25	1	Participate in performance improvement/qual- ity assurance process (formally collect data or participate on a team)	67.25	1.76	1.19	2.45
26	1	Collaborate with health care members in other disciplines when providing client care	96.17	3.58	3.44	3.09
27	1	Receive and/or transcribe primary health care provider orders	96.50	3.64	3.51	3.34
28	1	Provide client or family with information about advance directives	82.40	1.53	1.26	2.62
29	1	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	70.67	0.70	0.50	3.08
30	1	Ensure that client has given informed consent for treatment	92.84	2.21	2.05	3.40
31	1	Serve as a resource person to other staff	89.49	2.26	2.02	2.61
32	1	Integrate advance directives into client's plan of care	80.16	1.42	1.14	2.86
33	1	Plan safe, cost-effective care for the client	91.30	3.21	2.93	3.04
34	1	Verify appropriateness and/or accuracy of a treatment order	97.92	3.57	3.49	3.50
35	1	Teach clients and families about the safe use of equipment needed for health care	91.78	2.19	2.01	2.98
36	1	Follow procedures for handling biohazardous materials	93.95	2.98	2.80	3.33
37	1	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	75.12	1.42	1.06	3.07
38	1	Report error/event/occurrence per protocol (e.g., medication error, client fall)	87.59	0.86	0.75	3.19
39	1	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	96.40	3.42	3.30	3.17

Table 9a	, continued	ł				
Activity	Practice Analysis Survey		Apply to Setting	Average Frequency (Setting- Specific)	Average Frequency (Total Group)	Average Priority
#	Form	Activity	%	0-5	0-5	1-4
40	1	Ensure proper identification of client when providing care	99.07	4.69	4.64	3.79
41	1	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	47.78	1.22	0.58	2.29
42	1	Provide newborn care	28.22	2.29	0.65	2.54
43	1	Provide information for prevention of high risk health behaviors (e.g., smoking cessation, safe sexual practice)	76.74	1.71	1.32	2.64
44	1	Provide information about health maintenance recommendations (e.g., physician visits, im- munizations, screening exams)	79.46	1.95	1.55	2.62
45	1	Provide post-partum care	20.73	1.77	0.37	2.28
46	1	Assist client/family to identify/participate in activities fitting his/her age, preference, physical capacity and psychosocial/behav- ioral/physical development	73.72	1.98	1.46	2.46
47	1	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	29.50	2.06	0.61	2.46
		Provide care that meets the special needs of				
48	1	the adult client ages 19 to 64 years	85.48	3.54	3.03	3.01
49	1	Assess client's risk for abuse/neglect Assess client for drug/alcohol related depen-	89.83	2.11	1.89	3.09
50	1	dencies, withdrawal, or toxicities	84.34	1.65	1.39	2.92
51	1	Provide client and family with information about acute and chronic mental illness	65.39	1.22	0.80	2.53
52	1	Provide a therapeutic environment for clients with emotional/behavioral issues	76.42	1.77	1.36	2.81
53	1	Incorporate client's cultural practice and beliefs when planning and providing care	93.73	2.14	2.00	2.89
54	1	Provide end of life care to clients and families	73.81	1.25	0.92	3.03
55	1	Lead group therapy sessions	15.77	1.16	0.18	1.81
56	1	Evaluate and monitor client's height and weight	88.94	2.69	2.39	2.73
57	1	Provide client nutrition through continuous or intermittent tube feedings	81.23	1.94	1.58	3.07
58	1	Perform post-mortem care	65.06	0.69	0.45	2.37
59	1	Perform irrigations (e.g., of bladder, ear, eye)	75.88	1.03	0.78	2.56
60	1	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	68.24	1.45	0.99	2.30
61	1	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensa- tory techniques)	77.48	1.62	1.26	2.70

Table 9a	, continued	1				
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4
62	1	Maintain client's skin integrity (e.g., skin care, turn client, alternating pressure mattress)	93.78	3.84	3.60	3.45
63	1	Prepare medication for administration	99.31	4.55	4.52	3.65
64	1	Perform calculations needed for medication administration	96.54	3.00	2.89	3.60
65	1	Monitor and maintain infusion site(s) and rate(s)	94.08	4.08	3.83	3.57
66	1	Insert/remove a peripheral intravenous line	90.39	2.49	2.25	3.12
67	1	Comply with regulations governing controlled substances, (e.g., counting narcotics, wasting narcotics)	95.01	3.41	3.24	3.40
68	1	Maintain epidural infusion	49.07	0.97	0.48	2.83
69	1	Monitor and maintain clients on a ventilator	45.96	1.90	0.87	3.23
70	1	Perform or assist with dressing change (e.g., central line dressing)	85.45	1.94	1.66	3.01
71	1	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	66.01	1.09	0.72	2.90
72	1	Perform oral or nasopharyngeal suctioning	84.28	1.93	1.62	3.19
73	1	Provide ostomy care	75.12	1.08	0.81	2.64
74	1	Perform gastric lavage	56.08	0.74	0.41	2.64
75	1	Provide postoperative care	73.40	1.96	1.44	3.20
76	1	Perform peritoneal dialysis	33.84	0.51	0.17	2.51
77	1	Perform suctioning via endotracheal or tracheostomy tube	71.21	1.69	1.21	3.22
78	1	Provide pulmonary hygiene (e.g., chest phys- iotherapy, spirometry)	71.35	1.93	1.37	2.96
79	1	Provide wound care	92.45	2.33	2.16	3.12
80	1	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electrocardio-gram)	94.61	3.35	3.17	3.38
81	1	Perform diagnostic testing (e.g., oxygen satu- ration, glucose monitoring, testing for occult blood, gastric pH, urine specific gravity)	95.42	3.84	3.67	3.31
82	1	Perform an electrocardiogram test	55.36	1.38	0.76	2.88
83	1	Evaluate and document responses to proce- dures and treatments	95.48	3.72	3.56	3.31
84	1	Provide preoperative care	75.41	1.49	1.12	2.98
85	1	Provide pre and/or postoperative education	81.04	1.95	1.58	3.03
86	1	Perform fetal heart monitoring	20.35	1.77	0.36	2.59
87	1	Educate client and family about home manage- ment of care (e.g., tracheostomy and ostomy)	70.13	1.29	0.91	2.89

Table 9a	, continued	ł				
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4
88	2	Educate client and family about client's rights and responsibilities	94.79	2.05	1.94	2.74
89	2	Make appropriate referrals to community resources	79.82	1.02	0.82	2.37
90	2	Initiate and update plan of care, care map, clinical pathway used to guide and evaluate client care	93.65	3.09	2.90	2.74
91	2	Maintain continuity of care between/among health care agencies	83.97	1.87	1.57	2.61
92	2	Maintain client confidentiality/privacy	100.00	4.48	4.48	3.59
93	2	Recognize tasks/assignments you are not prepared to perform and seek assistance	98.02	2.25	2.21	3.45
94	2	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/ne- glect, communicable disease, gun shot wound, dog bite)	77.41	0.59	0.45	3.11
95	2	Participate in educating staff (e.g., in-service, orientation)	72.26	0.82	0.59	2.54
96	2	Apply principles of conflict resolution as needed when working with health care staff	85.26	0.78	0.67	2.44
97	2	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	95.01	2.70	2.57	2.65
98	2	Ensure appropriate and safe use of equipment in performing client care procedures and treatments	99.21	3.81	3.78	3.41
99	2	Educate client/family on home safety issues	87.76	1.32	1.16	2.78
100	2	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	77.34	0.48	0.37	3.09
101	2	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	89.43	1.44	1.28	3.16
102	2	Educate client/family/staff on infection control measures	94.30	1.91	1.81	3.15
103	2	Identify client's allergy and intervene as needed (e.g., food, latex and other environ- mental allergies)	97.38	2.83	2.75	3.51
104	2	Perform comprehensive health assessment (e.g., physical, psychosocial and health his- tory)	96.03	2.83	2.72	3.25
105	2	Assess and intervene in client's performance of instrumental activities of daily living (e.g., using telephone, shopping, preparing meals)	72.23	1.42	1.03	2.28

Table 9a	, continued	1				
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4
106	2	Provide education on age specific growth and development to clients and family	66.67	1.24	0.83	2.33
107	2	Provide perinatal education	20.89	1.13	0.24	2.34
108	2	Assess readiness to learn, learning prefer- ences and barriers to learning	92.73	2.48	2.30	2.71
109	2	Provide care that meets the special needs of the older adult, over 85 years	79.44	2.28	1.81	2.87
110	2	Assist client/family to cope with life transi- tions	88.04	1.56	1.37	2.76
111	2	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	49.21	0.95	0.47	2.56
112	2	Provide care that meets the special needs of the older adult client ages 65 to 85 years	83.03	3.02	2.51	2.92
113	2	Assess the need for, initiate, and maintain suicide precautions	69.84	0.63	0.44	3.26
114	2	Assess family dynamics (e.g., structure, bonding, communication, boundaries, coping mechanisms)	87.84	1.82	1.60	2.60
115	2	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	93.70	2.01	1.89	2.93
116	2	Assess and plan interventions that meet the client's emotional and spiritual needs	93.26	2.05	1.92	2.70
117	2	Provide care and/or support for a client with nonsubstance related dependencies (e.g., gambling, sexual addiction, pornography)	44.08	0.47	0.21	2.11
118	2	Use therapeutic communication techniques to provide support to client and/or family	97.76	3.40	3.32	3.08
119	2	Incorporate behavioral management tech- niques when caring for a client (e.g., positive reinforcement, setting limits)	87.42	2.30	2.01	2.71
120	2	Assess and intervene with the client who has an alteration in elimination	93.26	2.27	2.12	3.02
121	2	Insert/remove nasogastric, urethral catheter or other tubes	92.84	1.46	1.35	2.85
122	2	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces casts)	70.67	0.99	0.70	2.64
123	2	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequential compression devices)	90.43	2.21	2.00	2.94
124	2	Assess client's need for pain management and intervene as needed using non-pharmacologi- cal comfort measures	97.40	3.50	3.41	3.38

Table 9a, continued						
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4
125	2	Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	91.30	1.84	1.68	2.84
126	2	Assess client's need for sleep/rest and inter- vene as needed	91.78	2.30	2.11	2.70
127	2	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	99.35	4.29	4.26	3.71
128	2	Adjust/titrate dosage of medication based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose lev- els, titrating medication to maintain a specific blood pressure)	93.77	2.80	2.63	3.60
129	2	Administer blood products and evaluate client's response	87.43	0.95	0.83	3.59
130	2	Access implanted venous access devices	83.00	1.90	1.57	3.16
131	2	Start a peripherally inserted central catheter (PICC)	36.63	0.57	0.21	2.66
132	2	Educate client/family about medications	95.81	2.99	2.87	3.17
133	2	Initiate, maintain and/or evaluate telemetry monitoring	71.69	3.03	2.17	3.26
134	2	Perform tracheostomy care	76.12	0.81	0.62	2.99
135	2	Administer oxygen therapy and evaluate response	95.55	2.90	2.77	3.47
136	2	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	84.02	1.28	1.08	2.86
137	2	Provide therapies for comfort and treatment of inflammation, swelling (e.g., apply heat and cold treatments, elevate limb)	91.67	1.77	1.62	2.75
138	2	Implement and monitor phototherapy	29.61	0.52	0.16	2.31
139	2	Remove sutures or staples	67.24	0.54	0.36	2.20
140	2	Connect and maintain pacing devices (e.g., pacemaker, biventricular pacemaker, implant- able cardioverter defibrillator)	45.35	0.53	0.24	3.09
140	2	Monitor and maintain arterial lines	51.66	1.47	0.24	3.14
141	2	Perform microdermabrasion/botox/laser treatments	10.85	0.31	0.03	1.73
143	2	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	37.12	1.08	0.40	3.13
145	2	Monitor client's physiologic response during and after moderate/conscious sedation	61.38	1.18	0.40	3.34

Table 9a, continued							
Activity #	Practice Analysis Survey Form	Activity	Apply to Setting %	Average Frequency (Setting- Specific) 0-5	Average Frequency (Total Group) 0-5	Average Priority 1-4	
145	2	Obtain blood specimens peripherally or through central line	84.83	1.84	1.56	2.92	
146	2	Use precautions to prevent further injury when moving a client with a musculoskeletal condi- tion (e.g., log-rolling, abduction pillow)	86.46	1.84	1.59	3.23	
147	2	Implement measures to manage/prevent/less- en possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	95.84	3.41	3.27	3.42	
148	2	Educate client and family about treatments and procedures	97.38	2.98	2.90	3.11	
149	2	Perform a risk assessment (e.g., sensory im- pairment, potential for falls, level of mobility, skin integrity)	96.46	3.56	3.43	3.29	
150	2	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	96.36	1.96	1.88	2.81	

Table 9b	. Activity A	pplicability to Mean Group Total and Setting-Spec	cific Priority Ratings	
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
1	Both	Perform procedures necessary for admitting, transferring or discharging a client	2.84	2.84
2	Both	Provide and receive report on assigned clients	3.15	3.15
3	Both	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	2.75	2.80
4	Both	Act as a client advocate	3.39	3.39
5	Both	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)	3.80	3.80
6	Both	Protect client from injury (e.g., falls, electrical hazards, malfunctioning equipment)	3.64	3.66
7	Both	Provide prenatal care	2.10	2.64
8	Both	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	2.07	2.34
9	Both	Provide intrapartum care (e.g., care provided during labor and birth)	2.15	2.95
10	Both	Provide care that meets the special needs of the school age client ages 5 to 12 years	2.20	2.74
11	Both	Participate in group sessions (e.g., support groups)	1.81	2.21
12	Both	Assess psychosocial, spiritual, cultural and occupational factors affecting care	2.76	2.78
13	Both	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	3.34	3.34
14	Both	Assist client in the performance of activities of daily living	2.65	2.69
15	Both	Evaluate and document client's response to medication	3.47	3.48
16	Both	Evaluate appropriateness/accuracy of medication order for client	3.64	3.64
17	Both	Administer and document medications given by common routes (e.g., oral, topical)	3.52	3.54
18	Both	Administer and document medications given by parenteral routes (e.g., intravenous, intramuscular, subcutaneous)	3.55	3.56
19	Both	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	3.09	3.15
20	Both	Perform emergency care procedures (e.g., cardio-pul- monary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	3.64	3.72
21	Both	Assess client's vital signs	3.53	3.54
22	Both	Perform focused assessment or reassessment (e.g., gastrointestinal, respiratory, cardiac)	3.52	3.54
23	Both	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	3.04	3.19

Table 9b	, continue	d		
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
24	1	Assess/triage client(s) to prioritize the order of care delivery	3.10	3.22
25	1	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	2.45	2.52
26	1	Collaborate with health care members in other disciplines when providing client care	3.09	3.09
27	1	Receive and/or transcribe primary health care provider orders	3.34	3.34
28	1	Provide client or family with information about advance directives	2.62	2.64
29	1	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	3.08	3.14
30	1	Ensure that client has given informed consent for treatment	3.40	3.41
31	1	Serve as a resource person to other staff	2.61	2.61
32	1	Integrate advance directives into client's plan of care	2.86	2.89
33	1	Plan safe, cost-effective care for the client	3.04	3.06
34	1	Verify appropriateness and/or accuracy of a treatment order	3.50	3.50
35	1	Teach clients and families about the safe use of equipment needed for health care	2.98	3.00
36	1	Follow procedures for handling biohazardous materials	3.33	3.35
37	1	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	3.07	3.14
38	1	Report error/event/occurrence per protocol (e.g., medica- tion error, client fall)	3.19	3.21
39	1	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	3.17	3.18
40	1	Ensure proper identification of client when providing care	3.79	3.79
41	1	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	2.29	2.48
42	1	Provide newborn care	2.54	3.13
43	1	Provide information for prevention of high risk health behaviors (e.g., smoking cessation, safe sexual practice)	2.64	2.68
44	1	Provide information about health maintenance recom- mendations (e.g., physician visits, immunizations, screening exams)	2.62	2.67
45	1	Provide post-partum care	2.28	2.88
45	1	Assist client/family to identify/participate in activities fitting his/her age, preference, physical capacity and psychosocial/behavioral/physical development	2.26	2.54

Table 9b,	continued	1		
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
47	1	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	2.46	2.98
48	1	Provide care that meets the special needs of the adult client ages 19 to 64 years	3.01	3.06
49	1	Assess client's risk for abuse/neglect	3.09	3.11
50	1	Assess client for drug/alcohol related dependencies, withdrawal, or toxicities	2.92	2.94
51	1	Provide client and family with information about acute and chronic mental illness	2.53	2.62
52	1	Provide a therapeutic environment for clients with emotional/behavioral issues	2.81	2.88
53	1	Incorporate client's cultural practice and beliefs when planning and providing care	2.89	2.91
54	1	Provide end of life care to clients and families	3.03	3.13
55	1	Lead group therapy sessions	1.81	2.33
56	1	Evaluate and monitor client's height and weight	2.73	2.75
57	1	Provide client nutrition through continuous or intermit- tent tube feedings	3.07	3.15
58	1	Perform post-mortem care	2.37	2.46
59	1	Perform irrigations (e.g., of bladder, ear, eye)	2.56	2.63
60	1	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	2.30	2.40
61	1	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	2.70	2.76
62	1	Maintain client's skin integrity (e.g., skin care, turn cli- ent, alternating pressure mattress)	3.45	3.47
63	1	Prepare medication for administration	3.65	3.65
64	1	Perform calculations needed for medication administration	3.60	3.60
65	1	Monitor and maintain infusion site(s) and rate(s)	3.57	3.59
66	1	Insert/remove a peripheral intravenous line	3.12	3.14
67	1	Comply with regulations governing controlled substanc- es, (e.g., counting narcotics, wasting narcotics)	3.40	3.42
68	1	Maintain epidural infusion	2.83	3.09
69	1	Monitor and maintain clients on a ventilator	3.23	3.53
70	1	Perform or assist with dressing change (e.g., central line dressing)	3.01	3.06
71	1	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	2.90	3.03
72	1	Perform oral or nasopharyngeal suctioning	3.19	3.25
73	1	Provide ostomy care	2.64	2.71

Table 9b	, continue	d		
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
74	1	Perform gastric lavage	2.64	2.75
75	1	Provide postoperative care	3.20	3.28
76	1	Perform peritoneal dialysis	2.51	2.85
77	1	Perform suctioning via endotracheal or tracheostomy tube	3.22	3.33
78	1	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	2.96	3.06
79	1	Provide wound care	3.12	3.14
80	1	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electrocardiogram)	3.38	3.40
81	1	Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, testing for occult blood, gastric pH, urine specific gravity)	3.31	3.33
82	1	Perform an electrocardiogram test	2.88	3.03
83	1	Evaluate and document responses to procedures and treatments	3.31	3.31
84	1	Provide preoperative care	2.98	3.05
85	1	Provide pre and/or postoperative education	3.03	3.09
86	1	Perform fetal heart monitoring	2.59	3.23
87	1	Educate client and family about home management of care (e.g., tracheostomy and ostomy)	2.89	3.00
88	2	Educate client and family about client's rights and responsibilities	2.74	2.76
89	2	Make appropriate referrals to community resources	2.37	2.42
90	2	Initiate and update plan of care, care map, clinical pathway used to guide and evaluate client care	2.74	2.76
91	2	Maintain continuity of care between/among health care agencies	2.61	2.66
92	2	Maintain client confidentiality/privacy	3.59	3.59
93	2	Recognize tasks/assignments you are not prepared to perform and seek assistance	3.45	3.45
94	2	Comply with state and/or federal regulations for report- ing client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)	3.11	3.15
95	2	Participate in educating staff (e.g., in-service, orientation)	2.54	2.61
96	2	Apply principles of conflict resolution as needed when working with health care staff	2.44	2.48
97	2	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	2.65	2.66
98	2	Ensure appropriate and safe use of equipment in performing client care procedures and treatments	3.41	3.41
99	2	Educate client/family on home safety issues	2.78	2.84

Table 9b,	, continued	1		
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
100	2	Implement emergency response plans (e.g., internal/ external disaster, fire, emergency plan)	3.09	3.17
101	2	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	3.16	3.18
102	2	Educate client/family/staff on infection control measures	3.15	3.18
103	2	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	3.51	3.51
104	2	Perform comprehensive health assessment (e.g., physi- cal, psychosocial and health history)	3.25	3.27
105	2	Assess and intervene in client's performance of instru- mental activities of daily living (e.g., using telephone, shopping, preparing meals)	2.28	2.37
106	2	Provide education on age specific growth and development to clients and family	2.33	2.44
107	2	Provide perinatal education	2.34	2.71
108	2	Assess readiness to learn, learning preferences and barriers to learning	2.71	2.74
109	2	Provide care that meets the special needs of the older adult, over 85 years	2.87	2.95
110	2	Assist client/family to cope with life transitions	2.76	2.80
111	2	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	2.56	2.70
112	2	Provide care that meets the special needs of the older adult client ages 65 to 85 years	2.92	2.99
113	2	Assess the need for, initiate, and maintain suicide precautions	3.26	3.36
114	2	Assess family dynamics (e.g., structure, bonding, com- munication, boundaries, coping mechanisms)	2.60	2.63
115	2	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	2.93	2.96
116	2	Assess and plan interventions that meet the client's emotional and spiritual needs	2.70	2.72
117	2	Provide care and/or support for a client with non- substance related dependencies (e.g., gambling, sexual addiction, pornography)	2.11	2.29
118	2	Use therapeutic communication techniques to provide support to client and/or family	3.08	3.09
119	2	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	2.71	2.77
120	2	Assess and intervene with the client who has an alteration in elimination	3.02	3.04
121	2	Insert/remove nasogastric, urethral catheter or other tubes	2.85	2.87

Table 9b	, continued	d		
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4
122	2	Apply, maintain or remove orthopedic devices (e.g., trac- tion, splints, braces casts)	2.64	2.73
123	2	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequential compression devices)	2.94	2.98
124	2	Assess client's need for pain management and intervene as needed using non-pharmacological comfort measures	3.38	3.40
125	2	Intervene with the client who has an alteration in nutri- tional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	2.84	2.88
126	2	Assess client's need for sleep/rest and intervene as needed	2.70	2.74
127	2	Review pertinent data prior to medication administra- tion (e.g., vital signs, lab results, allergies, potential interactions)	3.71	3.72
128	2	Adjust/titrate dosage of medication based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	3.60	3.65
129	2	Administer blood products and evaluate client's response	3.59	3.64
130	2	Access implanted venous access devices	3.16	3.22
131	2	Start a peripherally inserted central catheter (PICC)	2.66	2.98
132	2	Educate client/family about medications	3.17	3.20
133	2	Initiate, maintain and/or evaluate telemetry monitoring	3.26	3.37
134	2	Perform tracheostomy care	2.99	3.10
135	2	Administer oxygen therapy and evaluate response	3.47	3.51
136	2	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	2.86	2.90
137	2	Provide therapies for comfort and treatment of inflam- mation, swelling (e.g., apply heat and cold treatments, elevate limb)	2.75	2.78
138	2	Implement and monitor phototherapy	2.31	2.70
139	2	Remove sutures or staples	2.20	2.24
140	2	Connect and maintain pacing devices (e.g., pacemaker, biventricular pacemaker, implantable cardioverter defibrillator)	3.09	3.31
141	2	Monitor and maintain arterial lines	3.14	3.33
142	2	Perform microdermabrasion/botox/laser treatments	1.73	2.14
143	2	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	3.13	3.50
144	2	Monitor client's physiologic response during and after moderate/conscious sedation	3.34	3.48
145	2	Obtain blood specimens peripherally or through central line	2.92	2.97

Table 9b	Table 9b, continued						
Activity #	Practice Analysis Survey Form	Activity	Mean Priority (Total Group) 1-4	Mean Priority (Setting- Specific) 1-4			
146	2	Use precautions to prevent further injury when moving a client with a musculoskeletal condition (e.g., log-rolling, abduction pillow)	3.23	3.29			
147	2	Implement measures to manage/prevent/lessen possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	3.42	3.44			
148	2	Educate client and family about treatments and procedures	3.11	3.12			
149	2	Perform a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity)	3.29	3.31			
150	2	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	2.81	2.84			

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ible 10. Average f	tise differences

Table 10 rating d	Table 10. Average rating differences.	frequency and pri	ority item ratings from RN Practice Analysis Study (PAS) Survey and RN PAS SME Panel, by priority	om RN	Practice	Analysis S	itudy (PAS	) Survey	and RN F	PAS SME P	anel, by	priority	
				Survey	Survey Results			SME Panel Estimates	Estimates		Rati	Rating Differences	nces
Activity #	PAS Form	Activity	Applies to Setting %	AVG Freq (SS1) 0-5	AVG Freq (TG2) 0-5	AVG Priority 1-4	Applies to Setting %	AVG Freq (SS1) 0-5	AVG Freq (TG2)* 0-5	AVG Priority 1-4	Freq Diff (SS)	Freq Diff (TG)	Priority Diff
-	Both	Perform procedures necessary for admitting, transferring or discharging a client	97.08	2.46	2.38	2.84	89.22	2.33	2.08	2.89	0.12	0.30	-0.05
2	Both	Provide and receive report on assigned clients	98.83	3.33	3.29	3.15	97.78	2.78	2.72	3.78	0.55	0.57	-0.63
m	Both	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	88.51	2.88	2.55	2.75	72.00	3.33	2.40	2.89	-0.45	0.15	-0.14
4	Both	Act as a client advocate	98.74	3.35	3.30	3.39	99.44	4.33	4.31	3.44	-0.99	-1.01	-0.06
Ŋ	Both	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/ sterile technique, universal/stan- dard precautions)	99.88	4.77	4.76	3.80	100.00	5.00	5.00	3.78	-0.23	-0.24	0.02
9	Both	Protect client from injury (e.g., falls, electrical hazards, malfunc- tioning equipment)	96.81	3.73	3.61	3.64	99.44	4.00	3.98	3.67	-0.27	-0.37	-0.03
7	Both	Provide prenatal care	17.68	1.32	0.23	2.10	27.22	2.89	0.79	3.11	-1.57	-0.55	-1.02
×	Both	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	29.16	1.26	0.37	2.07	20.00	1.1	0.22	1.78	0.15	0.15	0.29
6	Both	Provide intrapartum care (e.g., care provided during labor and birth)	13.64	1.54	0.21	2.15	30.00	2.22	0.67	3.22	-0.68	-0.46	-1.07
10	Both	Provide care that meets the special needs of the school age client ages 5 to 12 years	23.26	1.84	0.43	2.20	33.89	2.89	0.98	3.11	-1.05	-0.55	-0.91

-0.41	-0.13	-0.11	-0.24	-0.31	-0.25	-0.03	-0.23	0.54	-0.25	-0.35
-0.05	0.10	0.99	-0.10	0.41	0.25	0.42	0.49	0.22	-0.13	0.18
-0.55	-0.25	0.20	-0.39	0.06	-0.02	0.14	0.14	-0.39	-0.52	0.08
2.22	2.89	3.44	2.89	3.78	3.89	3.56	3.78	2.56	3.89	3.89
0.24	2.70	3.29	3.12	3.80	4.02	3.95	3.56	1.33	0.76	4.43
1.56	3.22	4.11	3.67	4.22	4.33	4.33	4.00	2.22	1.33	4.56
15.56	83.89	80.00	85.00	00.06	92.78	91.11	88.89	60.00	57.22	97.22
1.81	2.76	3.34	2.65	3.47	3.64	3.52	3.55	3.09	3.64	3.53
0.20	2.81	4.28	3.02	4.21	4.27	4.37	4.04	1.56	0.63	4.61
1.00	2.97	4.31	3.28	4.28	4.31	4.47	4.14	1.83	0.82	4.64
19.56	94.46	99.21	92.12	98.34	99.07	97.71	97.56	85.09	77.08	99.51
Participate in group sessions (e.g., support groups)	Assess psychosocial, spiritual, cultural and occupational factors affecting care	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	Assist client in the performance of activities of daily living	Evaluate and document client's response to medication	Evaluate appropriateness/ accuracy of medication order for client	Administer and document medi- cations given by common routes (e.g., oral, topical)	Administer and document medications given by parenteral routes (e.g., intravenous, intra- muscular, subcutaneous)	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	Perform emergency care procedures (e.g., cardio- pulmonary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	Assess client's vital signs
Both	Both	Both	Both	Both	Both	Both	Both	Both	Both	Both
11	12	13	14	15	16	17	18	19	20	21

<sup>1</sup> Setting Specific

<sup>&</sup>lt;sup>2</sup> Total Group

Table 10, continued	0, contir	nued											
				Survey	Survey Results			SME Panel	SME Panel Estimates		Rat	Rating Differences	nces
			Applies to	AVG Freq	AVG Freq	AVG	Applies to	AVG Freq	AVG Freq	AVG	Freq	Freq	
Activity #	PAS Form	Activity	Setting %	(SS1) 0-5	(TG2) 0-5	Priority 1-4	Setting %	(SS1) 0-5	(TG2)* 0-5	Priority 1-4	Diff (SS)	Diff (TG)	Priority Diff
22	Both	Perform focused assessment or reassessment (e.g., gastrointesti- nal, respiratory, cardiac)	96.39	4.22	4.07	3.52	80.00	3.56	2.84	3.44	0.67	1.23	0.07
23	Both	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	53.68	1.95	1.05	3.04	31.11	2.78	0.86	3.11	-0.83	0.18	-0.08
24	-	Assess/triage client(s) to priori- tize the order of care delivery	67.06	2.96	1.99	3.10	99.89	4.11	4.11	3.78	-1.15	-2.12	-0.67
25	<del>.                                    </del>	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	67.25	1.76	1.19	2.45	35.00	1.22	0.43	1.44	0.54	0.76	1.00
26	-	Collaborate with health care members in other disciplines when providing client care	96.17	3.58	3.44	3.09	89.44	3.33	2.98	3.22	0.25	0.46	-0.13
27	-	Receive and/or transcribe pri- mary health care provider orders	96.50	3.64	3.51	3.34	88.11	4.11	3.62	3.56	-0.47	-0.11	-0.22
28	-	Provide client or family with information about advance directives	82.40	1.53	1.26	2.62	62.22	1.22	0.76	2.00	0.31	0.50	0.62
29	-	Report unsafe practice of health care personnel to internal/exter- nal entities (e.g., emotional or physical impairment, substance abuse, improper care)	70.67	0.70	0.50	3.08	42.22	1.44	0.61	2.44	-0.74	-0.11	0.64
30	-	Ensure that client has given informed consent for treatment	92.84	2.21	2.05	3.40	91.44	2.89	2.64	3.33	-0.68	-0.59	0.07
31	-	Serve as a resource person to other staff	89.49	2.26	2.02	2.61	33.33	1.56	0.52	1.89	0.70	1.50	0.72

0.30	0.71	-0.39	0.42	0.33	0.52	0.30	-0.16	-0.10	-0.04	-0.57	0.08
-0.00	1.50	-0.69	0.05	-0.50	-0.13	-0.38	0.34	-0.24	-0.47	-0.30	0.13
-0.36	1.10	-0.65	-0.59	-0.91	-0.47	-0.48	-0.13	-0.20	-1.12	-0.60	-0.29
2.56	2.33	3.89	2.56	3.00	2.56	2.89	3.33	3.89	2.33	3.11	2.56
1.14	1.43	4.19	1.96	3.31	1.20	1.13	2.96	4.89	1.05	0.95	1.19
1.78	2.11	4.22	2.78	3.89	1.89	1.33	3.56	4.89	2.33	2.89	2.00
63.89	67.78	99.22	70.56	85.00	63.33	84.78	83.33	100.00	45.00	32.78	59.44
2.86	3.04	3.50	2.98	3.33	3.07	3.19	3.17	3.79	2.29	2.54	2.64
1.14	2.93	3.49	2.01	2.80	1.06	0.75	3.30	4.64	0.58	0.65	1.32
1.42	3.21	3.57	2.19	2.98	1.42	0.86	3.42	4.69	1.22	2.29	1.71
80.16	91.30	97.92	91.78	93.95	75.12	87.59	96.40	99.07	47.78	28.22	76.74
Integrate advance directives into client's plan of care	Plan safe, cost-effective care for the client	Verify appropriateness and/or accuracy of a treatment order	Teach clients and families about the safe use of equipment needed for health care	Follow procedures for handling biohazardous materials	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	Report error/event/occurrence per protocol (e.g., medication error, client fall)	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	Ensure proper identification of client when providing care	Perform targeted screening ex- amination (e.g., scoliosis, vision and hearing assessments)	Provide newborn care	Provide information for preven- tion of high risk health behaviors (e.g., smoking cessation, safe sexual practice)
-			-		-	-	-	-		-	-
32	33	34	35	36	37	38	39	40	41	42	43

<sup>1</sup> Setting Specific <sup>2</sup> Total Groun

\* The SME Total Group (TG) Average Frequency is computed by multiplying the SME "AVG Freq" figure by the SME "Applies to Setting" figure. <sup>2</sup> Total Group

Table 10, continued	0, conti	nued											
				Survey	Survey Results			SME Panel	SME Panel Estimates		Rat	Rating Differences	nces
	PAS		Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)	AVG Priority	Applies to Settina	AVG Freq (SS1)	AVG Freq (TG2)*	AVG Priority	Freq	Freq Diff	Priority
Activity #	Form	Activity	%	0-5	0-5	1-4	%	0-5	0-5	1-4	(SS)	(TG)	Diff
44	-	Provide information about health maintenance recommendations (e.g., physician visits, immuniza- tions, screening exams)	79.46	1.95	1.55	2.62	51.11	2.11	1.08	3.00	-0.16	0.47	-0.38
45		Provide post-partum care	20.73	1.77	0.37	2.28	31.11	3.00	0.93	3.56	-1.23	-0.57	-1.27
46	-	Assist client/family to identify/ participate in activities fitting his/her age, preference, physical capacity and psychosocial/be- havioral/physical development	73.72	1.98	1.46	2.46	76.67	3.22	2.47	2.78	-1.24	-1.01	-0.32
47	-	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	29.50	2.06	0.61	2.46	31.67	2.78	0.88	3.33	-0.72	-0.27	-0.87
48	-	Provide care that meets the special needs of the adult client ages 19 to 64 years	85.48	3.54	3.03	3.01	73.89	4.11	3.04	3.56	-0.57	-0.01	-0.55
49	-	Assess client's risk for abuse/ne- glect	89.83	2.11	1.89	3.09	63.33	2.44	1.55	3.00	-0.34	0.34	0.09
50	-	Assess client for drug/alcohol re- lated dependencies, withdrawal, or toxicities	84.34	1.65	1.39	2.92	56.67	2.33	1.32	3.11	-0.68	0.07	-0.19
51	-	Provide client and family with information about acute and chronic mental illness	65.39	1.22	0.80	2.53	36.67	2.33	0.86	2.78	-1.11	-0.06	-0.25
52	-	Provide a therapeutic en- vironment for clients with emotional/behavioral issues	76.42	1.77	1.36	2.81	50.56	2.78	1.40	3.11	-1.00	-0.05	-0.30
53	-	Incorporate client's cultural practice and beliefs when plan- ning and providing care	93.73	2.14	2.00	2.89	85.56	3.00	2.57	2.78	-0.86	-0.56	0.12

0.03	0.03	-0.27	0.07	0.37	0.23	-0.03	0.25	-0.11	-0.12	-0.29	-0.43	0.24	0.51
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-0.02	0.03	0.20	-0.12	0.10	0.28	0.54	-0.06	0.41	0.40	0.87	0.20	0.64	0.53
-0.53	-0.07	0.02	-1.17	-0.20	-0.20	0.12	-0.82	-0.05	0.11	-0.11	-0.15	0.26	0.30
3.00	1.78	3.00	3.00	2.00	2.33	2.33	2.44	3.56	3.78	3.89	4.00	2.89	2.89
0.95	0.15	2.19	1.69	0.35	0.50	0.45	1.32	3.20	4.12	2.02	3.64	1.61	2.71
1.78	1.22	2.67	3.11	0.89	1.22	1.33	2.44	3.89	4.44	3.11	4.22	2.22	3.11
53.33	12.33	82.22	54.44	39.44	40.56	33.89	53.89	82.22	92.78	65.00	86.11	72.22	87.22
3.03	1.81	2.73	3.07	2.37	2.56	2.30	2.70	3.45	3.65	3.60	3.57	3.12	3.40
0.92	0.18	2.39	1.58	0.45	0.78	0.99	1.26	3.60	4.52	2.89	3.83	2.25	3.24
1.25	1.16	2.69	1.94	0.69	1.03	1.45	1.62	3.84	4.55	3.00	4.08	2.49	3.41
73.81	15.77	88.94	81.23	65.06	75.88	68.24	77.48	93.78	99.31	96.54	94.08	90.39	95.01
Provide end of life care to clients and families	Lead group therapy sessions	Evaluate and monitor client's height and weight	Provide client nutrition through continuous or intermittent tube feedings	Perform post-mortem care	Perform irrigations (e.g., of blad- der, ear, eye)	Incorporate alternative/comple- mentary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	Maintain client's skin integrity (e.g., skin care, turn client, alter- nating pressure mattress)	Prepare medication for admin- istration	Perform calculations needed for medication administration	Monitor and maintain infusion site(s) and rate(s)	Insert/remove a peripheral intravenous line	Comply with regulations govern- ing controlled substances, (e.g., counting narcotics, wasting narcotics)
-	-	-	-	-	-	-	-	–	-		-		-
54	55	56	57	58	59	60	61	62	63	64	65	66	67

\* The SME Total Group (TG) Average Frequency is computed by multiplying the SME "AVG Freq" figure by the SME "Applies to Setting" figure. <sup>1</sup> Setting Specific <sup>2</sup> Total Group

				Survey	Survey Results			SME Panel	SME Panel Estimates		Rati	Rating Differences	lces
	PAS		Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)	AVG Priority	Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)*	AVG Priority	Freq Diff	Freq Diff	Priority
Activity #	Form	Activity	%	<del>ر</del> -0	ç-0	1-4	%	ç-0	c-0	4	(८८)	(IG)	ΠЩ
68	-	Maintain epidural infusion	49.07	0.97	0.48	2.83	31.67	1.78	0.56	3.00	-0.81	-0.09	-0.17
69	-	Monitor and maintain clients on a ventilator	45.96	1.90	0.87	3.23	35.56	2.22	0.79	3.67	-0.32	0.08	-0.44
70	-	Perform or assist with dress- ing change (e.g., central line dressing)	85.45	1.94	1.66	3.01	62.78	2.44	1.53	2.67	-0.51	0.12	0.34
71	-	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	66.01	1.09	0.72	2.90	49.44	1.67	0.82	2.22	-0.57	-0.10	0.68
72	-	Perform oral or nasopharyngeal suctioning	84.28	1.93	1.62	3.19	57.22	2.22	1.27	3.44	-0.30	0.35	-0.25
73	-	Provide ostomy care	75.12	1.08	0.81	2.64	44.44	1.56	0.69	2.44	-0.47	0.12	0.20
74	-	Perform gastric lavage	56.08	0.74	0.41	2.64	23.89	1.00	0.24	2.22	-0.26	0.18	0.42
75	-	Provide postoperative care	73.40	1.96	1.44	3.20	62.22	3.22	2.01	3.22	-1.27	-0.57	-0.03
76	-	Perform peritoneal dialysis	33.84	0.51	0.17	2.51	23.89	1.11	0.27	2.44	-0.61	-0.09	0.07
77	-	Perform suctioning via endotra- cheal or tracheostomy tube	71.21	1.69	1.21	3.22	38.33	2.44	0.94	3.22	-0.75	0.27	-0.01
78	-	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	71.35	1.93	1.37	2.96	66.11	3.00	1.98	3.22	-1.07	-0.61	-0.26
79	-	Provide wound care	92.45	2.33	2.16	3.12	69.44	2.78	1.93	3.11	-0.44	0.23	0.00
80	-	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electrocardiogram)	94.61	3.35	3.17	3.38	76.67	3.33	2.56	3.00	0.02	0.61	0.38
8	-	Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, testing for occult blood, gastric pH, urine specific gravity)	95.42	3.84	3.67	3.31	83.89	3.56	2.98	3.00	0.29	0.69	0.31

0.77	-0.03	0.09	0.36	-0.85	0.11	0.29	0.59	0.07	0.61	0.14	0.34	0.22
0.41	-0.01	-0.37	-0.24	-0.33	-0.08	-0.12	-0.12	0.78	0.61	-0.18	0.94	-0.29
-0.07	-0.17	-1.06	-0.83	-1.12	-0.37	-0.17	-0.53	0.43	0.20	-0.18	0.36	-0.75
2.11	3.33	2.89	2.67	3.44	2.78	2.44	1.78	2.67	2.00	3.44	3.11	2.89
0.35	3.56	1.49	1.82	0.69	0.99	2.06	0.94	2.12	0.95	4.67	1.27	0.74
1.44	3.89	2.56	2.78	2.89	1.67	2.22	1.56	2.67	1.67	4.67	1.89	1.33
24.44	91.67	58.33	65.56	23.89	59.44	92.78	60.56	79.44	57.22	100.00	67.22	55.56
2.88	3.31	2.98	3.03	2.59	2.89	2.74	2.37	2.74	2.61	3.59	3.45	3.11
0.76	3.56	1.12	1.58	0.36	0.91	1.94	0.82	2.90	1.57	4.48	2.21	0.45
1.38	3.72	1.49	1.95	1.77	1.29	2.05	1.02	3.09	1.87	4.48	2.25	0.59
55.36	95.48	75.41	81.04	20.35	70.13	94.79	79.82	93.65	83.97	100.00	98.02	77.41
Perform an electrocardiogram test	Evaluate and document responses to procedures and treatments	Provide preoperative care	Provide pre and/or postoperative education	Perform fetal heart monitoring	Educate client and family about home management of care (e.g., tracheostomy and ostomy)	Educate client and family about client's rights and responsibili- ties	Make appropriate referrals to community resources	Initiate and update plan of care, care map, clinical pathway used to guide and evaluate client care	Maintain continuity of care between/among health care agencies	Maintain client confidential- ity/privacy	Recognize tasks/assignments you are not prepared to perform and seek assistance	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)
-	-	-	-	-	-	2	2	2	2	2	2	2
82	83	84	85	86	87	88	89	06	91	92	93	94

<sup>1</sup> Setting Specific

\* The SME Total Group (TG) Average Frequency is computed by multiplying the SME "AVG Freq" figure by the SME "Applies to Setting" figure. <sup>2</sup> Total Group

	0, כסוונוו			Survey Results	Results			SME Panel	SME Panel Estimates		Rat	Rating Differences	nces
Activity #	PAS Form	Activity	Applies to Setting %	AVG Freq (SS1) 0-5	AVG Freq (TG2) 0-5	AVG Priority 1-4	Applies to Setting %	AVG Freq (SS1) 0-5	AVG Freq (TG2)* 0-5	AVG Priority 1-4	Freq Diff (SS)	Freq Diff (TG)	Priority Diff
95	2	Participate in educating staff (e.g., inservice, orientation)	72.26	0.82	0.59	2.54	25.00	0.78	0.19	1.33	0.04	0.40	1.20
96	2	Apply principles of conflict reso- lution as needed when working with health care staff	85.26	0.78	0.67	2.44	44.44	1.33	0.59	2.00	-0.55	0.08	0.44
67	2	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	95.01	2.70	2.57	2.65	86.67	3.78	3.27	3.11	-1.08	-0.71	-0.46
98	2	Ensure appropriate and safe use of equipment in perform- ing client care procedures and treatments	99.21	3.81	3.78	3.41	92.78	3.78	3.51	3.33	0.03	0.27	0.08
66	2	Educate client/family on home safety issues	87.76	1.32	1.16	2.78	58.89	2.22	1.31	2.33	-0.90	-0.15	0.45
100	2	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	77.34	0.48	0.37	3.09	34.44	1.22	0.42	2.33	-0.74	-0.05	0.76
101	2	Comply with federal/state/insti- tutional policy regarding the use of client restraints and/or safety devices	89.43	1.44	1.28	3.16	62.78	1.78	1.12	2.89	-0.34	0.17	0.27
102	2	Educate client/family/staff on infection control measures	94.30	1.91	1.81	3.15	68.89	2.44	1.68	2.67	-0.53	0.12	0.49
103	2	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	97.38	2.83	2.75	3.51	98.33	3.22	3.17	3.89	-0.39	-0.41	-0.38
104	2	Perform comprehensive health assessment (e.g., physical, psychosocial and health history)	96.03	2.83	2.72	3.25	77.78	3.44	2.68	3.56	-0.61	0.04	-0.30

-0.39	-0.11	-0.55	-0.73	-0.36	-0.02	-0.55	-0.53	-0.30	-0.18	-0.63
0.29	-1.32	-0.36	-1.41	-0.18	-0.73	-0.58	-0.11	-0.74	-0.02	-0.18
-0.47	-1.87	-1.09	-1.40	-1.17	-1.11	-2.05	-0.87	-1.48	-0.95	-0.99
2.67	2.44	2.89	3.44	3.22	2.78	3.11	3.44	3.56	2.78	3.56
0.73	2.14	0.59	3.72	1.99	2.10	1.05	2.61	1.18	1.62	2.07
1.89	3.11	2.22	3.89	3.44	2.67	3.00	3.89	2.11	2.78	3.00
38.89	68.89	26.67	95.56	57.78	78.89	35.00	67.22	56.11	58.33	68.89
2.28	2.33	2.34	2.71	2.87	2.76	2.56	2.92	3.26	2.60	2.93
1.03	0.83	0.24	2.30	1.81	1.37	0.47	2.51	0.44	1.60	1.89
1.42	1.24	1.13	2.48	2.28	1.56	0.95	3.02	0.63	1.82	2.01
72.23	66.67	20.89	92.73	79.44	88.04	49.21	83.03	69.84	87.84	93.70
Assess and intervene in client's performance of instrumental ac- tivities of daily living (e.g., using telephone, shopping, preparing meals)	Provide education on age specific growth and development to clients and family	Provide perinatal education	Assess readiness to learn, learn- ing preferences and barriers to learning	Provide care that meets the special needs of the older adult, over 85 years	Assist client/family to cope with life transitions	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	Provide care that meets the special needs of the older adult client ages 65 to 85 years	Assess the need for, initiate, and maintain suicide precautions	Assess family dynamics (e.g., structure, bonding, commu- nication, boundaries, coping mechanisms)	Provide support to client and/or family in coping with life chang- es (e.g., loss, new diagnosis, role change, stress)
2	2	2	2	2	2	2	2	2	2	2
105	106	107	108	109	110	111	112	113	114	115

Table 10, continued	), contir	panc											
				Survey	Survey Results		0,	SME Panel	SME Panel Estimates		Rati	Rating Differences	nces
A c+is vi+s c #	PAS	A cristicited	Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)	AVG Priority	Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)*	AVG Priority	Freq Diff	Freq Diff	Priority Diff
		Assess and plan interventions	2		5	-	2						2
116	2	that meet the client's emotional and spiritual needs	93.26	2.05	1.92	2.70	83.89	2.89	2.42	2.89	-0.84	-0.51	-0.19
117	2	Provide care and/or support for a client with nonsubstance related dependencies (e.g., gambling, sexual addiction, pornography)	44.08	0.47	0.21	2.11	13.33	1.67	0.22	2.22	-1.19	-0.01	-0.12
118	2	Use therapeutic communication techniques to provide support to client and/or family	97.76	3.40	3.32	3.08	88.33	4.11	3.63	3.00	-0.72	-0.31	0.08
119	2	Incorporate behavioral manage- ment techniques when caring for a client (e.g., positive reinforce- ment, setting limits)	87.42	2.30	2.01	2.71	41.67	1.89	0.79	2.78	0.42	1.23	-0.07
120	2	Assess and intervene with the client who has an alteration in elimination	93.26	2.27	2.12	3.02	65.56	2.67	1.75	2.89	-0.40	0.37	0.13
121	2	Insert/remove nasogastric, urethral catheter or other tubes	92.84	1.46	1.35	2.85	59.44	2.22	1.32	2.89	-0.77	0.03	-0.04
122	2	Apply, maintain or remove or- thopedic devices (e.g., traction, splints, braces casts)	70.67	0.99	0.70	2.64	30.56	2.11	0.65	2.56	-1.12	0.06	0.08
123	7	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequen- tial compression devices)	90.43	2.21	2.00	2.94	63.89	2.67	1.70	3.22	-0.46	0.30	-0.29
124	2	Assess client's need for pain management and intervene as needed using non-pharmacologi- cal comfort measures	97.40	3.50	3.41	3.38	73.33	3.56	2.61	3.56	-0.05	0.80	-0.17

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<sup>2</sup> Total Group

<sup>1</sup> Setting Specific

0.17	-0.07	-0.40	-0.40	0.15	0.16	0.44	-0.50	0.15	-0.12	0.03	0.19
0.05	-0.07	0.15	-0.14	-0.40	06.0	0.05	-0.47	1.04	-0.10	-0.04	0.35
-0.71	-0.70	-0.04	-0.64	-0.94	0.34	-0.65	-0.79	0.48	-1.08	-0.54	-0.16
2.67	2.78	4.11	4.00	3.44	3.00	2.22	3.67	3.11	3.11	3.44	2.67
1.63	2.18	4.12	2.77	1.23	0.67	0.16	3.34	1.14	0.71	2.81	0.72
2.56	3.00	4.33	3.44	1.89	1.56	1.22	3.78	2.56	1.89	3.44	1.44
63.89	72.78	95.00	80.56	65.00	43.33	13.33	88.33	44.44	37.78	81.67	50.00
2.84	2.70	3.71	3.60	3.59	3.16	2.66	3.17	3.26	2.99	3.47	2.86
1.68	2.11	4.26	2.63	0.83	1.57	0.21	2.87	2.17	0.62	2.77	1.08
1.84	2.30	4.29	2.80	0.95	1.90	0.57	2.99	3.03	0.81	2.90	1.28
91.30	91.78	99.35	93.77	87.43	83.00	36.63	95.81	71.69	76.12	95.55	84.02
Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	Assess client's need for sleep/ rest and intervene as needed	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	Adjust/titrate dosage of medica- tion based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose levels, titrating medica- tion to maintain a specific blood pressure)	Administer blood products and evaluate client's response	Access implanted venous access devices	Start a peripherally inserted central catheter (PICC)	Educate client/family about medications	Initiate, maintain and/or evalu- ate telemetry monitoring	Perform tracheostomy care	Administer oxygen therapy and evaluate response	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)
5	2	2	И	2	2	2	2	2	2	2	2
125	126	127	128	129	130	131	132	133	134	135	136

Table 10, continued	), contir	nued											
				Survey	Survey Results			SME Panel	SME Panel Estimates		Rati	Rating Differences	lces
	PAS		Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)	AVG Priority	Applies to Setting	AVG Freq (SS1)	AVG Freq (TG2)*	AVG Priority	Freq Diff	Freq Diff	Priority
Activity #	Form	Activity	%	0-5	0-5	1-4	%	0-5	0-5	1-4	(SS)	(TG)	Diff
137	2	Provide therapies for comfort and treatment of inflammation, swelling (e.g. apply heat and cold treatments, elevate limb)	91.67	1.77	1.62	2.75	72.78	2.44	1.78	2.67	-0.67	-0.16	0.09
138	2	Implement and monitor photo- therapy	29.61	0.52	0.16	2.31	18.00	1.22	0.22	2.33	-0.70	-0.06	-0.02
139	2	Remove sutures or staples	67.24	0.54	0.36	2.20	44.44	1.67	0.74	2.11	-1.13	-0.38	0.09
140	2	Connect and maintain pacing devices (e.g., pacemaker, biven- tricular pacemaker, implantable cardioverter defibrillator)	45.35	0.53	0.24	3.09	27.78	1.67	0.46	2.89	-1.13	-0.22	0.20
141	2	Monitor and maintain arterial lines	51.66	1.47	0.76	3.14	28.89	2.33	0.67	3.56	-0.87	0.08	-0.41
142	2	Perform microdermabrasion/ botox/laser treatments	10.85	0.31	0.03	1.73	5.56	1.00	0.06	1.11	-0.69	-0.02	0.62
143	2	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	37.12	1.08	0.40	3.13	28.33	2.56	0.72	3.67	-1.48	-0.32	-0.54
144	2	Monitor client's physiologic response during and after mod- erate/conscious sedation	61.38	1.18	0.73	3.34	38.33	2.22	0.85	3.78	-1.04	-0.13	-0.44
145	2	Obtain blood specimens periph- erally or through central line	84.83	1.84	1.56	2:92	53.33	2.44	1.30	2.56	-0.61	0.26	0.36
146	2	Use precautions to prevent fur- ther injury when moving a client with a musculoskeletal condition (e.g., log-rolling, abduction pillow)	86.46	1.84	1.59	3.23	77.22	3.11	2.40	3.33	-1.28	-0.82	-0.11

0.20	-0.01	-0.16	0.26
-0.05	-0.24	0.39	-1.16 -0.71
-0.37	-0.46	-0.22	-1.16
3.22	3.11	3.44	2.56
3.32	3.14	3.04	2.59
3.78	3.44	3.78	3.11
8 <i>7.7</i> 8	91.11	80.56	83.33
3.42	3.11	3.29	2.81
3.27	2.90	3.43	1.88
3.41	2.98	3.56	1.96 1.88
95.84	97.38	96.46	96.36
Implement measures to man- age/prevent/lessen possible complications of client's condi- tion and/or procedure (e.g. fluid restriction, sodium restriction, raise side rails, suicide precau- tions)	Educate client and family about treatments and procedures	Perform a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity)	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)
2	2	7	2
147	148	149	150

\* The SME Total Group (TG) Average Frequency is computed by multiplying the SME "AVG Freq" figure by the SME "Applies to Setting" figure.

## Appendix A

Subject M	latter Expert Pa	nel for 2005 RN Pract	ice Analysis		
State	Name	Position	Practice Setting	Specialty	Role with New RNs
Area I					
CA-RN	Ruth Benitez	Pediatric Nurse Practitioner	Acute Care & Community	Pediatric Nursing	Orients
WA	Cindy Sayre	Certified Nurse Specialist	Acute Care	Medical Surgical Nursing/ Diabetes Management	Preceptor
Area II					
ND	Deborah Johnson	Certified Nurse Specialist/ Private Practice	Community	Psychiatric Nursing	Hospital Liaison
KS	Vicky Port- wood	Director of Home Health and Skilled Nursing Facility	Long-term Care	Medical Surgical Nursing/Geriatrics	Preceptor
ND	Deborah Haagensen	Clinic Manager	Community/ Home Care	Medical Surgical Nursing/Obstetrical and Pediatric Nursing	Preceptor
Area III					
FL	Debra Stiffler	Director of LDRP	Acute Care	Obstetrical Nursing (LDRP)	Mentor
AR	Amy Triplet	Director of Health Education	Acute Care/ Geriatrics		Orients Acute Care Geriatrics
Area IV					
MD	Jennifer Janecek	Nurse Manager	Acute Care	Cardiology	Direct Supervisor of Nurses
NJ	Erica Fangione	Charge Nurse	Acute Care	Critical Care	Direct Supervisor of Nurses
VI	Edith Ramsay- Johnson	Professor of Nursing	Nursing Education	Medical Surgical Nursing/Gerontology	Teaches Nursing Students

## Appendix B.1: Survey Questionnaire Form 1

	<b>TATE BOARDS OF NURSING</b> TIVITY FORM I
This questionnaire is part of a comprehenaive study of the prac eing performed by the National Council of State Boards of Nu	tice of newly licensed nurses in the United States. The study is rsing.
INSTR	UCTIONS
fost questions have several alternative answers. Choose the	a skill of the response that most closely represents your answer innever that applies to your practice and fill in the appropriate our answer legibly in the space provided following the question.
ou will notice that many questions ask you to report what you formation from nurses experiencing both typical and unusual in your last day of work even if that day was not typical.	did on your <u>last day of work</u> . It is important that we obtain workdays, so please answer questions according to what you did
a used in this questionnaire, the "client" can be an individual, ommunity/population. "Clients" are the same as "residents" or	individual plus tamily/significant other, an aggregate/group, or "patients."
our answers will be kept confidential. Your individual respons	es to the questions will not be released.
MARKING INSTRUCTIONS	
<ul> <li>Use a No. 2 pencil or blue or black ink pen only.</li> <li>Do not use pens with ink that soak through the pa</li> <li>Make heavy dark marks that fill the oval complete</li> <li>If you want to change an answer and used a pens</li> <li>If you want to change an answer and used a pens</li> </ul>	Y
first mark, and fill in the oval for your preferred an	place at "X" over the child sectors
	place at "X" over the child sectors
first mark, and fill in the oval for your preferred an if we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, please provide a number where you can be mached during the flay or early evening.	a. What type(s) of nursing license do you hold? (Belect ALL that apply) O 1 LPNVN
first mark, and fill in the oval for your preferred an if we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by prome or e-mail, pieces provide a number where you can be mached during the flay or early evening. 10:00:00:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00:00 10:00:00:00:00 10:00:00:00:00 10:00:00:00 10:00:00:00 10:00:00:00 10:00 10	3. What type(s) of nursing license do you hold?       (Bellect ALL that apply)       0 1 UPW/N       2 RN       4. Are you currently working as a Registered Nurse in the United States?       0 1 Yes       0 1 Yes       2 No → Skip to Section 5: Demographic Information.       5. In your current position, do you give nursing core directly to clerent? Mote: Faculty supervision of student clinical experience is not considered "direct care".       • 1 Yes, 20 or more hours per week, on average → Continue to Section 1: Experience and
Inst mark, and fill in the oval for your preferred and the need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to answer a few additional questions by phone or e-mail, piesse provide a number where you can be reacted during the flay or early evening.	3. What type(s) of nursing license do you hold?       (Select ALL that apply)       3. UPNVN       3. 2 RN   4. Are you currently working as a Registered Nurse in the United States? <ul> <li>2 RN</li> <li>4. Are your currently working as a Registered Nurse in the United States?</li> <li>2 RN</li> <li>5. In your current position, do you give nursing care directly to clents? Alots: Faculty supervision of student clinical experience is not considered "direct care".</li> </ul>
If we need additional information in order to clarify the results of this study, we may call and/or e-mail some participants. If you would be willing to shower a few additional questions by promore or e-mail, please provide a number where you can be reached during the flay or early evening.	<ul> <li>a. What type(s) of nursing license do you hold? (Belect ALL that apply)</li> <li>a. University working as a Registered Nurse in the United States?</li> <li>b. 1 UPN/N</li> <li>c. 2 RN</li> <li>4. Are you currently working as a Registered Nurse in the United States?</li> <li>c. 1 Yes</li> <li>c. 2 No → Skip to Section 5: Demographic Information.</li> <li>5. In your current position, do you give nursing core directly in clents? <i>Mole: Faculty supervision of student clence experience is not considered "direct care".</i></li> <li>c. 1 Yes, 20 or more hours per week, on average → Continue to Section 1: Experience and Orientation</li> <li>c. 2 Yes, less than 20 hours per week, on average → Skip to Section 5: Demographic Information.</li> </ul>

SECTION 1: EXPERIENCE AND ORIENTATION  1. What is the total number of months you have worked in the U.S. as a located Registered Number Example  0 B Worths  0 C C C C C C C C C C C C C C C C C C	B. Do you routinely have administrative responsibilities within your nursing position (e.g., Unit Manager, Team Leader, Charge Nurse, Coordinator)?     1 Yes     1 Yes     1 Yes     1 Yes     1 Yes     1 Yes     2 No     2 No
Have you over worked outside the U.S. as a Registered Nurse?      The     SNo -+ Skip to question 3     Hype, what is the total number of encoding you worked outside     the U.S. as a Registered Nurse?      Months     Months     Solution     Months     Solution     Hype you cannot be total number of encoding you worked outside     the U.S. as a Registered Nurse?      Months     Solution     Months     Solution     Hype you cannot be total number of encoding you     received for your numeric poston?     Select only ever     A furner internation period, how long less if?     Hype had an onestation period, how long less if?     Hype had hat apply     Hype had an onestation period perio	C 3 Yes
2 Basic Life Support 3 Chemetherapy 4 Modernal Conscious Sedetion 5 Contentry Care 5 Contentry Care 6 Critical Care 7 Intraverous Therapy 8 Neconatal Resultation Program 9 Pediabic Advanced Life Support 9 Demoneat Dalysis 9 T1 Rehabilitation 11 Rehabilitation 12 None	20 Prison 21 Other, piease specify
C) 13 Other, please specify	

Rolating shifts Other, please specify of the following Seat imployment sating? Sation 1 Urban/Metropolitar 2 Subortian 3 Rural polation 1 Less than 20,000 2 20,000 is 40,909 3 50,000 is 40,909 3 50,000 is 40,909 4 100,000 is 500,000 5 Greater (han 500,000	ar shy 2 tross our sh 1 ditest n area		ato					0(7	= of
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y, and/or	10.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0		<u> </u>				- HAB BAB BAB - HAB - HA	THERE HERE HERE	
	Nighta (8, 10, or 12 to Rotating shifts Other, please specify h, of the following beat employment sating? ration 2 1 Union/Metropolita 2 2 Suburtar 2 3 Rural goldation 3 1 Less than 20,000 2 2 20,000 is: 49,999 3 50,000 is: 49,999 3 50,000 is: 99,989 3 50,000 is: 99,999 3 50,000 is: 99,989 3 50,000 is: 99,999 3 50,000 is: 99	Nighta (R. 10, or 12 hour st Rotating shifts Other, please specify	Nighta (R. 10, or 12 hour shift) Rotating shifts Other, please specify	Nighta (R. 10, or 12 hour shift) Rotating shifts Other, please specify	Nighta (B, 10, or 12 hour shift) Rotating shifts Other, please specify endlaw in of the followeing beat discontens the s employment skifting? endlaw 1 Urban/Webropolitan area 2 Suborban 2 Suborban 3 Rural systation 1 Less than 20,000 2 20,000 is 49,999 3 4 100,000 is 99,999 3 4 100,000 is 99,999 3 50,000 is 99,999 3 50,000 is 99,999 3 6 Don't know COTIVITIES ACTIVITIES	Nighta (B, 10, or 12 hour shift) Rotating shifts Other, please specify into the followerrg best discontees the local employment skifting? isation 31 Other/Webrapolitan area 23 Rural spulation 31 Less than 20,000 2 20,000 is 49,999 3 4 100,000 is 500,000 3 50,000 is 99,999 3 4 100,000 is 500,000 3 50,000 is 99,999 3 4 100,000 is 500,000 3 50,000 is 99,999 3 4 100,000 is 500,000 3 5 Don't know A topological state of the set of the set applicable to your type of humang) there is addition on the last day you worked. Mark 'need these in the last day you worked impared to the performance of other num of unnecessary complications, impairment when the settivity is or would be includied isolart of numering for information about you A - Frequency	Nighta (B, 10, or 12 hour shift) Rotating shifts Other, please specify endless to of the followeing gent discontees the location engloyment skitting? endless 2 Suborbar 2 Suborbar 3 Rural gentation 1 Less than 20,000 2 Suborbar 3 Rural gentation 1 Less than 20,000 2 Suborbar 3	Nighta (B, 10, or 12 hour shift) Rotating shifts Other, please specify in of the following geet discortises the location and employment skitting? settien 1 UnaryNethropolitan area 2 Suburban 2 Suburban 3 Rural systation 1 Less than 20,000 2 Suburban 3 Rural systation 1 Less than 20,000 2 Suburban 3 S	Nighta (B, 10, or 12 hour shift) Rotating shifts Other, pleases specify and the following geet discontees the location and so employment satting? addien 1 Urban/Metropolitan area 2 Suburban 2 Suburban 3 Rural spulation 1 Less than 20,000 2 20,000 to 40,999 3 4 100,000 to 500,000 3 50,000 to 99,999 3 4 100,000 to 500,000 3 50,000 to 99,999 3 4 100,000 to 500,000 3 50,000 to 99,999 3 4 100,000 to 500,000 3 5 Don't know ACTIVITIES ACTIVITIES ACTIVITIES ACTIVITIES A finance to your type of humang) then mark the out adjuity on the last day you verteet. Mark '0 Trans' if ned tence, '3 Trans' if performed three trans, '4 Trans for other times on the last day you worked, ompared to the performance of other nursing activities of unnecessary complications, impairment of function. In the settivity is or would be included in the negliti- tion of nursing for information about pour scope of A frequency B - Pr

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and in case

PLEASE BY NOT WRITE IN THIS AREA.

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L	SECTION 3 PART A: NURSING ACTIVITIES (continued)		_
		A-Frequency 8-7	viority
	Guestion A - II an activity does not apply to your each satisfy merk "Never Performed in work asting" two moves to heat activity. If activity is performed in your vests activity on the top of performing the activity of your last day in work then complete Question 8. Question B - Rate the overall priority of this activity considering client safety, and/or thesat of completations of distribute with 1 = losesst, 2 = lose, 3 = high, and 4 = highest	externed in work untiting Three	
		MEVER porter 0 Times 1 Times 2 Times 4 Times 5 or none Theo 2 = Lives	1111
113	Montor client's hydration status (s.g., intake and output, edems, signs and symptoms of		
	delydration)	COLLECTION DE LE CALLER DE LE C	111
	Aaaat client in the performance of activities of daily living Evaluate and document client's response to medication	TIT TITLE DI	liki
118	Evaluate appropriateness/accuracy of medication order for client	(D) D(C) D(C) D(C) D(C)	N DAT
17.	Administer and document intedications given by common mules (e.g., crail, topical)	(D)	1143
18	Administer and document medications given by parenteral routes (e.g., intravenous, intramoscular, subcutaneous)	and a contraction of the second	an
18	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, check take suction)	TOT TOT TOT TOT	1.1
20	Perform emergency care procedures (e.g., contin-pulmonary resulcitation, Heimlich		
	mansuver, respiratory support, automated external defibrillator)	KENTRIKI INTRACIO	111
	Assess clearfs vital signs	CARCELLINE DI	
	Perture focused assessment or re-assessment (e.g., gastrointestriel, respiratory, cardiac) Provide intracparetive care (e.g., positioning, maintain startle field, operative assessment)	CONTRACTOR DO	ΞĒ
24.	Assess/billingel client(s) to prioritize the order of care delivery	THE PROPERTY OF THE PROPERTY O	AT 1
25	Participate in performance improvement/quality essurance process (e.g., formally collect data or		
-	participate on a team) Collaborate with healthcare members in other disciplines when providing client care	ADATA TO TATA TATA TATA	1717
	Raceive ansion transmise primary healthcare provider orders	BITTTTTTTTTTT	KIN7
29.	Provide client or family with information about advance directives	(B)(D)(D)(D)(D)(D)(D)(D)(D)	in an
29	Report unwale practice of feelibcare personnel to internalisatempt entities (e.p., emotional or	managemana	Jul.
20	physical impairment, substance abuse, improper care) Ensure that client has given informed consent for treatment		1 I I
	Serve as a resource person to other staff	(D) D) D (D) (D) (D) (D) (D) (D) (D) (D)	113
	Integrate advance directives into client's plan of care	CONTRACTOR DATE	112
	Ptan sate, cost-effective pare for the client. Verify appropriateness and/or accuracy of a treatment order	CONTRACTOR OF A DATE OF	46
	Teach clients and families about the safe use of equipment needed for healthcars	A REAL PLACE AND LTD.	
38	Follow procedures for handling biohazardous materials	BITHTICTICTICE	113
	Participale in maintaining institution's eacurity plan (e.g., newborn nursery accurity, bomb threats)		
	Report emprievent/occurrence per protocol (e.g., medication error, client fall) Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	COURSE IN THE REAL PROPERTY OF	
	Ensure proper identification of client when providing care	CRICE CERTIFICATION CONTRACTORS	
	Perform targeted acreening examination (e.g., acciliatia, vision and hearing assessments)	STATICAL CONTRACTOR	
	Provide newborn care Provide information for prevention of high risk health behaviors (e.g., smoking cestation, safe	CONTRACTOR NO.	717
1	sexual practice)	(SCICICICICIES)	
1	Provide information about health maintenance recommendations (e.g., physician visits, immutications, screening examp)	lana a la	pizpia
	Ptovide post-partum care	ana contra contra a la	이파이지
48	Assist client/family to identify/participate in activities fitting his/her age, preference, physical	and and a second	har
47	capacity and psychosocial/behavioriphysical development Provide care, that meets the apecial needs of the newborn/preschool client ages 1 month to 4 years	TOTAL PROPERTY.	
	Provide cars that mosts the special needs of the adult client ages 19 to 54 years	STITIC TRADE	papa
49	Assess client's risk for abuseheighedt	THE COLUMN STREET	
	Assess client for drug/sicohol related dependencies, withdrawal, or toxicities Devide client and family with information about an in and clients, mential iteration		
12	Provide client and family with information about acute and chronic mental itness Provide a herspeutic environment for clients with amotional/behavioral issues	TITTTTTTT	
53	Incorporate client's cultural practice and beliefs when planning and providing care	locitricolocitation (coleaning)	Dictrica
54	Provide end of Me care to clients and families	DEDICTION DESIGNATION	
	Lead group therapy sessions Evaluate and monitor client's height and weight	DIDIDIDIDI	
57	Evaluate and montor clent's tellgrit and weight Provide client nutrition through continuous or intermittent tube feedings	DIDITIONI	
58	Piedom post-montam cane	<b>UDITICOLDITICOLDITIC</b>	DICIDIO
59	Perform migations (e.g., of bladder, ear. eys)	(pitricial and the last of the	CATE I
100	Incorporate alternative/complementary therapies into client's plan of some (e.g., music therapy, relaxation therapy)	minimizaria	cia la
81	Asiat client to complexibile for a sensory impairment (e.g., asatubve devices, compensatory		
18	tectriques)	(E)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)(C)	piccija
LIFE	Maintain client's akin integrity (e.g., skin care, turn client, attentiating pressure mattress)	(approximation) and a prime that	14.283

Page 4

	1	A - Fre	rjiyan	q .	8	+ Pvi	orth
Guestion A - <u>Eiso activity does not activity to your work setting</u> mark "liever Performed in work setting" them move to next activity. <u>II activity is performed in your, work setting</u> mark 0-5+ reflecting the trequency of performing the activity on your last day of work them complete Question 8. Question B - Rele the reveal priority of this activity considering client safety, and/or threat of complications or diatesia with 1 + lowest. 2 = tex, 3 = bigh, and 4 > highest.	fection and the						
	AEVER parties	1	11	Times	a Lowell	-114	the second
		노타		1	15	1	21
repers medication for administration enform calculations needed for medication administration	1227	243	:14	166	14	141	-1
Acceler and maintain influeinn sile(s) and rate(s)				E.F			
sert/emove a perpheral intravenous line				k on			
briefly with regulations governing controlled substances. (e.g., counting sancotics, wasting nancotics	ditricit.	<b>kt</b> k	DIC	<b>kabis</b>	e D	(CD)	co k
Neinten epidural infusion	1 X 1 X	AD:	DA		30	10	CO
Konitor and maintain clients on a ventilator	(X)(I	(CD)	DIC	枕向			(T)
whom or assess with dressing charge (4.g., central line dressing)	apla	(activ	DIC	13	(CD)	(D)	00
asist with invasive procedures (e.g., central line placement, biopsy, debudement)	(E)II	(C)	DAT	120	800	100	CD (
whom one or netepharynpetil succioning	DO	×D.	IKI		84.00	10	(CD)
vovido astomy care	1243	*1*	IC	***	3 1	(D)	CT R
wrion'n gastric Iavags	12012	AL.	1×1	100	9.30	10	αų.
Yovkde postoperative care.				*1.4			
enform peritorisal dialysis	COLOR	*13	T-C	A.T.43	910	121	CE F
erform suctioning via endotracheal or tracheostermy tube	1210	444	141	1210	91.1		1
Yovide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	1201	3-1	-1-			111	-
Yoxide wound care	1 and	241	±15			141	
valuate the results of diagnostic testing and intervene as meeded (e.g., lab results, electrocardiogram) artistm diagnostic testing (e.g., oxygen saturation, glucose meritioning, leating for acoult bitod.		1 1		Lik	T.		
astric pH, urina specific gravity)	THE R	171	114	166	14	1	1
erform an electrocardiogram test askuate and idocument responses to procedures and treatments				126			
vasuare and document responses of processing and machines.	1 miles	THI	TIT		Ser.	T	T
Yovide procomasive care Yovide pre-andior postoperative education				ALC: N			
Verform fatal heart monitoring	The Party	AT I	THE		-	T	T
distante chert and family about home management of care (a.g., tracheostomy and catoms)				100			

2 No if no, what important activity was missing from this survey? (Please specify)

continued --+

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Page 5

_	SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK	
÷	How many hours did you work on your last day of work?	
	100 000         Naumber of Itours worked           00 000         00 000           00 000         00 000           00 000         00 000           00 000         00 000           00 000         00 000           00 000         00 000	
2	How many clients were you responsible for on your fast day of work? This includes clients to whom you direct care, indirect care (provided through others such as licensed practical nurses or nursing assistants other responsibility for care during all in any part of your time in the work setting	
	Austor of cleants for whom you were responsible or provided some type of care (0) (0) (0) (	
3	How much of your time was spent performing each of the following types of activities on your last, day of activities please rate the approximate amount of time you spent on that type of activity on your tast day of For example if you spent about 2 and 114 hours on a set of activities mark the missi of the "2," If you spent of activities, mark the oval of the "4" for that set of activities.	I work rounded to the nearest. I 3 and 3/4 hours on another s
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## SECTION & DESCRIPTION OF YOUR LAST DAY OF WORK (continued)

4. Some nursing activities are fundamental to the practice of nursing and are integrated into most aspects of client care. How much of your tone was apart performing each of the following integrated processes on your last day of work?

		Approximate Amount of Time (Hourt) Street pr. Set of Activities
Sets of Activities		8123458788
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## Appendix B.2: Survey Questionnaire Form 2

	TATE BOARDS OF NURSING TIVITY FORM 2
tis questionnaire is part of a comprehensive study of the practing performed by the National Council of State Boards of National	Doe of newly licensed nurses in the United States. The study is raing.
INDTRO	ICTIONS
ost questions have several alternative answers. Choose the t	a cycli of the response that most closely represents your answer insiver that applies to your practice and fill in the appropriate our answer legitly in the space provided following the question.
ou will notice that many questions ask you to report what you formation from nurses experiencing both typical and unixual t your <u>last</u> day of work even if that day was not typical.	did on your jast day of work. It is important that we obtain workdays, so please answer questions according to what you did
a used in this questionnairs, the "client" can be an individual, remunity/population, "Clients" are the same as "residents" or	individual plus family/significant other, an apprepate/proup, or "patients."
our answers will be kept confidential. Your individual response	es to the questions will not be released.
<ul> <li>If you want to change an answer and used a pent</li> <li>If you want to change an answer and used a pen, first mark, and III in the oval for your preferred and</li> </ul>	place an "X" over the
I we need additional information in order to charlly the results of this study, we may call antifor e-mail some participants. If you would be willing to enswer a few additional questions by stone or e-mail, please provide a number where you can be suched during the day or narty evening.	3. What type(s) of nursing license do you held? (Select ALL that apply) 0 1 LPN/N 2 2 RN
I this aludy, we may call anillor e-mail some participants. If you would be willing to answer a few additional questions by stone or e-mail, please provide a number where you can be	(Select ALL that apply) ○ 1 LPN/N ○ 2 RN 4. Are you currently working as a Registered Norse in the United Stores? ○ 1 Yes ○ 2 No → Skip to Section S: Demographic Information.
If this study, we may call anylife e-mail some participants. If nou would be willing to answer a few additional questions by toore or e-mail, please provide a number where you can be suched during the day or narty evening.         Image: the day of the day	(Select ALL that apply) ○ 1 LPN/N ○ 2 RN 4. Are you currently working as a Registered Nurse in the United Stores <sup>7</sup> ○ 1 Yes ○ 2 No → Skip to Section 5: Demographic Information. 5. In your current postbor, do you give nursing care directly to clients? Note: Faculty spenvision of student cliencal experience is not considered "Sirect care". ○ 1 Yes, 20 or mote hours per week, on average → Centinue to Section 1: Experience and Orientation
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1. What is the total marker of mentits you have worked in the U.S. as a locanced Regimeed Number?         Example       Image: Comparison of the total state of the U.S. as a Registered Numer?         1. New poor severe vectored outside the U.S. as a Registered Numer?         1. New poor severe vectored outside the U.S. as a Registered Numer?         1. New poor severe vectored outside the U.S. as a Registered Numer?         1. New poor severe vectored outside the U.S. as a Registered Numer?         1. New poor severe vectored toutside the U.S. as a Registered Numer?         1. New poor severe vectored toutside the U.S. as a Registered Numer?         1. Workins         1. Workins         1. Workins         1. Modelfys         1. State of the following legit describes The orientation you indicate the your comment position?         1. Name orientation - Skip to question 5         1. Other the following legit desceptor(s) or mentor(s) with or without additional statestroom or skills lab work?         1. Name orientation - Skip to question 5         1. Other the an orientation resulting lab work?         1. Normal committion period: how long was s?         1. Statemoon sector period: how long was s?         1. Statemoon sector period: how long was s?         1. Statemoon sector period: how long was s?         1. Statematic committee period processories statestroom or skills lab work?         1. Statemoon sector peri	Investing position (e.g., Linit Manager, Team Leader, Charge Nares, Coordinatory?     1 Yies     2.165> Skip to Section 2     If yes, is their your primary position?     1 Yies     2 No     IEECTION 2: WORK ENVIRONMENT     If yes     2 No     IEECTION 2: WORK ENVIRONMENT     If yes     2 No     IEECTION 2: WORK ENVIRONMENT     If yes     2 No     IEECTION 2: WORK Environment     If which of the following jamp describes mans of your cleams on the     last day you worker?     (Beled all that apply)     Of Wall clearts, possibly with manor illnesses     2 OB (Matemb) clients     3 Objects with stabilized chronic conditions     3 Objects with stabilized chronic conditions     3 Objects with stabilized chronic conditions     4 Object of the totowing lagg describes the ages of goal of your     clearts with stabilized chronic conditions     6 Object all that apply)     (I there with stabilized chronic conditions     3 Objects with stabilized chronic conditions     4 Object of the totowing lagg describes the ages of goal of your     clearts with stabilized chronic conditions     6 Object all that apply     1 Disease specify     2 I clearts with stabilized chronic conditions     4 Object of the totowing lagg describes the ages of goal of your     clearts with stabilized chronic conditions     4 Object of the totowing lagg describes the ages of goal of your     clearts and of ife     1 Object all that apply     1 Newborns [lass than 1 month-12 years]     3 Addiescent (ages 13-18)     4 Young Adult (ages 15-85)     1 Object Adult (ages 15-85)     7 Object Adult (ages 15-85)     7 Object Adult (ages 15-85)     1 Object Adult (ages 15-85
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A formal internation period, how long was 1     Section of a minimum of a section of a sect	<ul> <li>Last day you vector??</li> <li>(Belecit all that apply)</li> <li>1 Wall clients, possibly with mater illusses</li> <li>2 OB (Matemity) clients</li> <li>3 Clients with stabilized chronic conditions</li> <li>4 Clients with scale conditions, including clients with medical, surgical or critical conditions</li> <li>6 Clients at end of the</li> <li>7 Clients with behavioral/emotional conditions</li> <li>8 Clients at end of the</li> <li>1 Clients with behavioral/emotional conditions</li> <li>8 Clients at end of the</li> <li>1 Clients with behavioral/emotional conditions</li> <li>8 Other, please specify</li> <li>2 Which of the following togst describes the ages of mate of your clients on the tast day you worked?</li> <li>(Belect all that apply)</li> <li>1 Newborns (lass than 1 month)</li> <li>2 Infantischhiden (1 month-12 years)</li> <li>Additectars (ages 11-32)</li> <li>6 Addit (ages 11-32)</li> <li>6 Addit (ages 11-32)</li> <li>7 Cleier Aduit (over 85 years)</li> <li>1 Which of the following togot discribes your employment, setting/specially and prove togots your sched?</li> </ul>
	<ul> <li>Last day you vector??</li> <li>(Belecit all that apply)</li> <li>1 Wall clients, possibly with mater illusses</li> <li>2 OB (Matemity) clients</li> <li>3 Clients with stabilized chronic conditions</li> <li>4 Clients with scale conditions, including clients with medical, surgical or critical conditions</li> <li>6 Clients at end of the</li> <li>7 Clients with behavioral/emotional conditions</li> <li>8 Clients at end of the</li> <li>1 Clients with behavioral/emotional conditions</li> <li>8 Clients at end of the</li> <li>1 Clients with behavioral/emotional conditions</li> <li>8 Other, please specify</li> <li>2 Which of the following togst describes the ages of mate of your clients on the tast day you worked?</li> <li>(Belect all that apply)</li> <li>1 Newborns (lass than 1 month)</li> <li>2 Infantischhiden (1 month-12 years)</li> <li>Additectars (ages 11-32)</li> <li>6 Addit (ages 11-32)</li> <li>6 Addit (ages 11-32)</li> <li>7 Cleier Aduit (over 85 years)</li> <li>1 Which of the following togot discribes your employment, setting/specially and prove togots your sched?</li> </ul>
ID OF     Point     P	(Select all that apply)     1 Wall clients, possibly with manor libresses     2 OB (Melerally) clients     3 OB (Melerally) clients     3 OB (Melerally) clients     3 OB (Melerally) clients     3 OB (Melerally)     2 OB (Melerally)     3 OB (Melerally)     3 OB (Melerally)     2 OB (Melerally)     3 Additation (1 month-12 years)     3 Additation (1 month-12 years)     3 Additation (1 month-12 years)     3 Additation (1 month-13)     4 Young Adult (ages 15-35)     3 Ob (Melerally)     4 Young Adult (ages 15-35)     3 Ob (Melerally)     4 Young Adult (ages 15-55)     7 Obler Adult (ages 15-65)     3 Obler Adult (ages 15-65)     4 Young Adult (ages 15-65)     4 Young Adult (ages 15-65)     4 Young Adult (ages 15-65)     7 Obler Adult (ages
1 Yes 2 Na → 3 Skip to quantitien 3 m, what is the solal number of months poureched outside U.S. as a Registered Nume? Months Months who of the following <u>best describes</u> the orientation you elect any one: 1 No formal oversitation - Skip to question 8 2 Classroom and/or skills tab boks supervised work with therds. 4 Work with an assigned preceptor(s) or mentor(s) with or without additional disarroom or skills tab work. 5 A formal internation period, how long was 1° 10000 1000 1000 1000 10000 1000 1000 1000 1000	2 OB (Matership) otheria     3 Objects with stabilized chronic conditions     4 Objects with stabilized chronic conditions     4 Objects with south conditions, including clients with medical,     surgical or orbitoal conditions     6 Objects and of the     1 Objects with behaviorallemotional conditions     6 Object at end of the     1 Objects with behaviorallemotional conditions     6 Object at the spot(y)     1 Newborns (lass than 1 month)     2 Infantischilder (1 month-12 years)     4 Young Adult (ages 19-30)     5 Adult (ages 19-30)     5 Adult (ages 19-30)     5 Adult (ages 19-30)     1 Object Adult (over 85 years)     1 Object adult (over 85 years)     1 Which of the following choices laggt describes year employment,     setting/specially ama on the last day you worked?
1 Yes     1	Clerits with stabilized chronic conditions     Clerits with acute conditions (Conditions)     Clerits with acute conditions, including clerits with medical,     surgical or critical conditions     Clerits with behavioral/emotional conditions     Clerits on the tast day you worked?     (Belect all that apply)     Clerits in the tast day you worked?     (Belect all that apply)     Clerits in the tast day you worked?     (Belect all that apply)     Clerits on the tast day you worked?     (Belect all that apply)     Clerits (ages 13-49)     Clerits (ages 13-49)     Clerits Adult (ages 15-85)     T Clerit Adult (ages 15-85)
<ul> <li>2 Ns Skip to question 3 yes, what is the total number of months you worked outside U.S. as a Registered Number?</li> <li>Months</li> <li>Months<!--</td--><td>4 Cients with unstabilized chronic conditions     5 Cients with acute conditions, including clients with medical,     surgical or critical conditions     6 Cients at end of the     T Cients with behavioral/emotional conditions     6 Other, please specify     2. Which of the following legst describes the ages of guilt of your     clients on the latiticity guilt describes the ages of guilt of your     clients on the latiticity of month-12 years)     2. Infantachildren (1 month-12 years)     2. Infantachildren (1 month-12 years)     4. Addrescribes (lass 19-30)     4. Addrescribes 53-65)     7. Other Adult (pres 65-65)     7. Other Adult (pres 65-85)     7. Ot</td></li></ul>	4 Cients with unstabilized chronic conditions     5 Cients with acute conditions, including clients with medical,     surgical or critical conditions     6 Cients at end of the     T Cients with behavioral/emotional conditions     6 Other, please specify     2. Which of the following legst describes the ages of guilt of your     clients on the latiticity guilt describes the ages of guilt of your     clients on the latiticity of month-12 years)     2. Infantachildren (1 month-12 years)     2. Infantachildren (1 month-12 years)     4. Addrescribes (lass 19-30)     4. Addrescribes 53-65)     7. Other Adult (pres 65-65)     7. Other Adult (pres 65-85)     7. Ot
U.S. as a Registered Nume?  Months  M	Surgical or critical conditions     6.6 Clients at and of the     T Clients with behavioral/emotional conditions     0.6 Other, please specify     2. Which of the following loggl describes the eges of goald of your clients on the tast day you worked?     (Belect all that apply)     1.1 Newborns (less than 1 month)     2. Informational loggl 13-18)     2. Informational logge 13-18)     2.4 Young Adult (ages 18-30)     4 Young Adult (ages 18-30)     5. Adult (ages 18-30)     5. Adult (ages 18-35)     7. Other Adult (over 85 years)     7. Other Adult (over 85 years)
Months Mo	
You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1     You had an orientation period, how long was t1	Clients with behavioral/emotional conditions      B Other, please specify      Which of the following legg describes the ages of <u>must</u> of your clients on the last day you worked?      (Belect all that apply)      1 Newborns (less than 1 month)      2 Infanish/hidem (1 month-12 years)      Addiscourse (ages 13-16)      Addiscourse (ages 13-30)      Addiscourse (ages 51-65)      Other Adult (ages 16-65)      T Other Adult (over 85 years)      Which of the following choices leggt describes your employment, setting/specially and on the last day your employment.
A with an assigned proceptor(s) or mentor(s) with or without additional tassroom or skills lab work with clearts.     A formal internation period, how long was I?     Author with an assigned proceptor(s) or mentor(s) with or without additional tassroom or skills lab work     A formal internation period, how long was I?     Author of weeks in orientation	8 Other, please specify      Which of the following begit describes the eges of goald of your clemb on the tast day you worked?     (Belect all that apply)     1 Newborns (less than 1 month)     2 Informational (ages 13-18)     3 Addiescent (ages 13-18)     4 Young Adult (ages 15-30)     4 Young Adult (ages 15-30)     5 Adult (ages 15-35)     7 Obler Adult (ages 15-35)     7 Obler Adult (over 85 years)      1. Which of the following choices begit describes your employment, setting/specially area on 30 million.
th of the following <u>best describes</u> the orientation you even by your ourbent position? act only one) 1 No formel orientation - Skip to question 5 2 Catescoom antiportabilis lab work only 3 Catescoom antiportabilis lab yeas supervised work with dearts 4 Work with an assigned preceptor(s) or mentor(s) with or without additional classroom or skills lab work. 5 A formal internation with or without additional classroom or skills lab work. 6 A homal internation period, how long was I? Number of weeks in orientation for all the following types of contificances have you extred or mes have you competend since graduation?	clients on the tast day you worked? (Belect all that apply) 1 Newborns (issue than 't month) 2 Infaintachildren (1 month-12 years) 3 Addiescent (ages 13-18) 4 Young Adult (ages 13-38) 5 Adult (ages 31-44) 6 Other Adult (ages 15-35) 7 Other Adult
	clients on the tast day you worked? (Belect all that apply) 1 Newborns (issue than 't month) 2 Infaintachildren (1 month-12 years) 3 Addiescent (ages 13-18) 4 Young Adult (ages 13-38) 5 Adult (ages 31-44) 6 Other Adult (ages 15-35) 7 Other Adult
the following <u>Lest describes</u> the orientation you oriented for your outent position?     elect only one)     1 No formal orientation - Skip to question 5     2 Classroom instruction/skibs tab work only     2 Classroom and/or skills tab you supervised work with      charts     4 Work with an assigned preceptor(s) or mentor(s) with or      without additional statsroom or skills tab work     5 A formal internship with or without additional statsroom or      skills tab wirk     6 Other: please specify      pour had an orientation period, how long was if?     Number of weeks in orientation	(Belect all that apply) 1 Newtorms (lass than 1 month) 2 Infantschritten (1 month-12 years) 3 Additecent (ages 13-18) 4 Young Adult (ages 13-50) 5 Adult (ages 31-64) 6 Oder Adult (ages 15-55) 7 Oder Adult (over 65 years) 1. Which of the following choices (age) describes your employment, setting/specially area on the last day you worked? If you
A formal constraints of settlement programs     A with an assigned preceptor(s) or mentor(s) with or     without additional interview for without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s) with or     without additional interview     A formal interview preceptor(s) or mentor(s)	2 Informatchildren (1 month-12 years)     3 Addiescent (ages 13-18)     4 Young Adult (ages 13-36)     4 Young Adult (ages 15-36)     5 Adult (ages 31-64)     6 Otier Adult (ages 65-85)     7 Otier Adult (over 85 years)     7 Otier Adult (over 85 years)     1. Which of the following choices loggt describes your employment, setting/specially area <u>or</u> , <u>the last day you wested</u> ? If you
A second se	2 Addiestant (ages 13-18)     4 Young Adult (ages 19-38)     5 Adult (ages 31-64)     6 Oxier Adult (ages 55-85)     7 Other Adult (over 85 years)     1. Which of the following choices best describes your employment, setting/specially area on the last day you worked? If you
the following <u>set describes</u> the orientation you device the point content position?     Sets to question 5     Classmoon and/or shifts tab plus supervised work with clarits     A Work with an assigned preceptor(s) or mentor(s) with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal antenship with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal internship with or without additional statemoon or skills tab work     A tormal internship with or settership were statemoon or skills tab work     A tormal internship with or settership were statemoon or skills tab work     A tormal internship with or settership were statemoon or skills tab work     A tormal internship with or settership were statemoon or skills tab work     A tormal internship with or settership were statemoon or skills tab work     A tormal anternship with or settership were statemoon or skills tab work     A tormal internship were statemoon or skills tab work     A tormal anternship were statemoon or skills tab work     A tormal anternship were statemoon or skills tab work     A tormal anternship or the statemoon of the statemoon or skills tab work     A tormal anternship or the statemoon of the statemoon or skills tab work     A torma or skills tab work     A tormal internship or skills t	A Young Adult (ages 19-30)     6 Adult (ages 31-44)     6 Adult (ages 31-44)     7 (bder Adult (ages 65-85)     7 (bder Adult (over 85 years)
A formal orientation - Skip to question 8     Classroom instructionisatils lab work only     Alastroom and/or skills lab plus supervised work with     classroom or skills lab work     A formal internation period, how long was IT     Number of weaks in orientation     Number of weaks in orientation	I. Otder Adult (ages 65-85)     7 Otder Adult (over 85 years)     Which of the following choices best describes your employment, setting/specially area on the last day you worked? If you
Development for your current position?     elect anty one)     1 Na formal orientation - Skip to question 5     Development orientation - Skip to question 5     Development or skills lab your appendence work with clarets     A formal internation with or without additional clarets     A formal internation with or without additional classroom or skills lab work     A formal internation period, how long was 81     Pounder of weeks in orientation     Number of weeks in orientation     the following types of certificates have you served or unrease have you competed since graduation?	<ol> <li>7 Other Adult (over 65 years)</li> <li>Which of the following choices least describes your employment, setting/specialty area on the last day you worked? If you</li> </ol>
ed for your ourient position? ct anly one) No formal coventation - Skip to question 5 Classmoon instruction/skills lab plus supervised work with class. Work with an assigned preceptor(s) or mentor(s) with or without additional stagmoon or skills lab work A formal internship with or without additional stassroom or skills lab work Other: please scently	<ol> <li>Which of the following choices begit describes your employment, setting/specially area on the last day you worked? If you</li> </ol>
isot anly one) No formal orientation - Skip to question 5 Classroom instructioniskils lab work only Classroom instructioniskils lab plus supervised work with charts Work with an assigned preceptor(s) or mentor(s) with or without additional stassroom or skills lab work. A formal internation with an automatic stassroom or skills lab work Other: please specify what an orientation period, how tong was if) Wumber of weaks in prientation Wumber of weaks in prientation	setting/specially area on the last day you worked? If you
2 Classroom instruction/skills lab yeak any     3 Classroom and/or skills lab plus supervised work with classic     4 Work with an assigned preceptor(s) or mentor(s) with or without additional ideastroom or skills lab work     5 A formal internative with or without additional ideastroom or skills lab work     6 Other, please specify	
Classroom and/or skills lab plus supervised work with classro     Work with an assigned preceptor(s) or mentor(s) with or without additional statsroom or skills lab work     A formal intensity with or without additional statsroom or skills lab work     Coher, please specify  ou had an orientation period, how long was iff     Number of weaks in orientation     Number of weaks in orientation     humber of weaks in orientation     humber of weaks in orientation	worked menoy in one second, to it and appropriation over to one
clearts 4. Work with an assigned preceptor(s) or mentor(s) with or without additional staturoom or skills lab work 5.6. A formal internship with or without additional statsroom or skills tab work 6.6. Other, please specify	one setting. If you worked in more than one setting, fill in the
without addisonal stassmoorn or skills tab work A formal internaling with an without additional stassmoorn or skills tab work Other, please specify:	appropriate oval for all settings where you sperit at least one-half
A formal internal-p with or without additional classroors or skills lab with Ober. Other. I have seen the second provided the	of your time.
shifte lab work Obsc. please specify	(Select na more than two ensurers) C) 1 Critical care (n.g., ICU, CCU, step-down units.
Cither: please specify:	pediatricmeonatal intensive care, emergency department,
Number of weeks in prioritation	post-anesthesia racovery unit)
Number of weeks in orientation	2 Medical-surpical unit or any of its sub-specialities (#.g.,
D D D D D D D D D D D D D D D D D D D	oncology, orthopedica, neurology) O 3 Padiathos or numery
CD	4 Labor and delivery
Co Co Co Co Co Co Co Co Co Co Co Co Co C	C 5 Poelperturn unit
D D D D D D D D D D D D D D D D D D D	<ul> <li>6 Psychiatry or any of its sub-specialities (e.g., detox)</li> <li>7 Operating room, including outpatient surgery and surgicienter</li> </ul>
The following types of certificates have you exmed or main have you completed since graduation?	A Nursing home, skilled or intermediate care
th of the following types of certificates have you earned or rate have you completed since graduation?	B Other long term care (e.g., residential care, developmental)
trich at the following types of certificates have you exmed or wrate have you completed since graduation?	(fieldbilly care)
top	O 11 Subscute unit
hich of the following types of certificates have you earned or surses have you completed since graduation?	12 Transitional care unit
ourses have you completed since graduation?	O 13 Physician/APRM/dentist's office
surses have you completed since graduation?	<ul> <li>14 Occupational health</li> <li>15 Outpetient clinic</li> </ul>
	16 Home health, including visiting nurses associations
elect all that apply)	17 Public health.
2 1 Advanced Cardiac Life Support 2 2 Basic Life Support	<ul> <li>18 Studentischool health</li> <li>19 Hospice care</li> </ul>
3 2 thasic Life support 3 3 Chemotherapy	
4 Moderate/Conscious Sedation	21 Other, please specify
D 5 Commerly Care	
6 Ontical Care     7 Intravenous Therapy	
E Neonatal Resuscitation Program	
Pediatric Advanced Life Support	
0.10.Pertoneal Dulysis 11.Rehebilitation	
11 Renebliketon	
3 Other, pinase specify:	
CONTRACTOR CONTRACTOR	
	a# 2

7 Don't know     8 I work in a setting other than a hospital or nursing horse     SECTION 3 PART A: I	URSING ACTIVITIES
If you work in a hospital or nursing horne, how large is IT?     (Select only one)     1 Under 50 beds     3 100-199 beds     4 200-299 beds     5 300-499 beds     5 300-499 beds     6 500 pr more beds	C 1 Level than 25,000 C 2 20,000 to 49,898 C 3 50,000 to 99,999 C 4 100,000 to 500,600 C 5 Greater than 500,000 C 5 Den't knew
antployment setting/specially area is localed? (Select anly one) 1 Hespital 2 Long-term care facility 3 Community-based or ambulatory care facility/organization (Including public health department, visiling nurses association, frome health, physician/APRN-idential's office, clinic, school, prison, etc.) 4 Other, please specify	4 Rotating shifts     5 Other, pisase specify      7. Which of the following beel     describes the location and also of     your employment setting?     x Location     0 1 Urban/Metropolitan area     0 2 Suburban     0 3 Rural     b. Propulation
SECTION 2: WORK ENVIRONMENT (continued) Which of the following basis describes the type of facility/organization in which the previously identified	Which of the following best describes the shift year work?     (Select only one)     1 Easys (8, 10, or 12 hour shift)     2 E-weinigs (8, 10, or 12 hour shift)     3 Nights (8, 10, or 12 hour shift)

last day you worked? If the activity is never performed in your work setting (is not applicable to your type of nursing) then mark the oval in

ETION B - PRIORITY: What is the priority of performing this running activity compared to the perform activity relative to other maning activities you perform when considering risk of unvecessary compl		
In the activity on your last day of work. E: inclusion of an activity on this practice analysis questionnaire does not imply that the activity is o acope of practice defined by any specific state. You must refer to your local board of nursing for it os	r would be included in th formation about your so	e registered spe in
CONCERNMENT OF A CONCERNMENT OF	A - Frequency	B - Pylortty
Cruestion A - If an activity does not apply to your work antiting, mark Triever Performed in work setting then move to next activity. If activity is performed in your work setting mark 3-5+ reflecting the hequency of performing the activity on your last day of work then complete Question B. Question B - Rate the overall promity of this activity considering client satisfy, and/or threat of complications or distress with 1 = lowest, 2 = low, 3 = high, and 4 = highest	printed in with setting	
erform procedures necessary for activiting, transferring or discharging a dient.	REVER 0 Timer 1 Time 2 Timer 1 Timer 2 Timer 1 Timer 2 Timer 2 Timer	- 14 -11 -11
trivide and receive report on accigned clients upervise care provided by others (e.g., LPN/VNL assistive personnel, other RNIs) ct as a client advocate	TRADUCTION DE	(DIDDD)
pply principles of infection control (e.g., hand hygiens, room assignment, lastation, assptictitientis ichnique, universalistandard precautions) rolect client from injury (e.g., faits, electrical hazanta, maifunctioning equipment)	THE OCTOBER	DITIO
tevide pre-natal care lan andior participate in the education of individuals in the community (e.g., health fairs, school ducation, drug education, sexually transmitted diseases)	TREESED CON	COLLEGE
tovide intrapartum care (e.g., care provided during labor and tir/th)	DED DED DE	(D)(D)(D)(D)



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#### SECTION 3 PART A: NURSING ACTIVITIES (continued)

Dueation A - If an activity does not activity to your work activity mark. They we Performed in work and not their move to most activity. If activity is performed in your work satiling mark 0-5+ reflecting the trequency of performing the activity on your laid day of work then complete Question B	P								-
Strengthene M. Shake Man and and a strength of the strength of	with tells								
Question E - Rate the overall priority of this activity considering client safety, and/or threat of complications or distress with 1 = lowest, 2 = low, 3 = high, and 4 = highest	-51								
	performed		J.			A			
		Ē	1	Ŧ	ĮĮ	1	Į.	3	\$
	NUTR		Ē (	5	5		1	10	2
Monitor client's hydralion status (e.g., while and output, edama, signs and symptoms of	an	1	1	1	-	1	1	I,	
dehytration) Assist client in the performance of activities of daily living	(aria	D	ark:	I)	DO	D)(3)		(T	D
Evaluate and document client's response to medication	200								
Evaluate appropriateness/accuracy of medication order for client Administer and document medications given by common routes (a.g., crul, topical)									
Administer and document medications given by parenteral toutes (e.g., intravenuux.			1						
intramiscular, autoutaneous)	000	D	TY.	I	DIG	D)2	۴D	(B)	
Monitor and maintain devices and equipment used for dramage (e.g., surgical wound drams, obesit tube surgice)	1000	DE		rk	200	CAR			
Perform emergency care procedures (e.g., centils-pulmonary resuscitation, Heimlich	1.1		61	1				1	
maneuver, respiratory support, automateit external defibritator)	(m)								
Assess client's vital signs Perform focused assessment or re-assessment (e.g., gastrombetival, requiretory, contlact)									
Provide intraoperative care (e.g., positioning, maintain sterbe field, operative assessment)	10010	D	DIC	28	00	DE	100	(T	D
Educate client and family about client's rights and responsibilities	12.12								
Make appropriate referrals to community resources initiate and update plant of care, care map, chrical pathway used to pude and evaluate client name	120				D G				
Maintain continuity of care between/among healthcare agencies	KX10	Dk	CO C	IŔ	ania	DIE		έx	D
Maintain client confidentiality/privacy	0.0								
Recognize teska/assignments you are not prepared to perform and seek assistance	(CR)C	D	COK	邗	DIG	C I S	10	۴	(D)
Comply with state and/or tederal regulations for reporting client conditions (e.g., abuse/neglect, communicable statesse, gun shot wound, dog bite)	ania	204	cok	rk	THE	245		la	
Participate in educating staff (e.g., intervice, orientation)	<b>kapio</b>	Dk	CDIC	τk	æki	DRE	RCD	10	(D)
Apply principles of conflict resolution as needed when working with healthcare staff	120	Pi	98	편	10	다르	12	任	E
Use information technology (e.g., computer, video, books) to enhance the cave provided to a client. Ensure appropriate and safe use of equipment in performing client care procedures and insetments	唐			츐	41	ni:	1	1÷	The second
Educate client/family on home safety issues	10010	D	00	18	CD G	ERE	10	ŧπ	0
Impairment emergency response plane (e.g., internalisational dissalar, fire, emergency plan) Comply with foderalizationstitutional policy regarding the use of ofert restraints and/or safety devices.	000	1		1		1.	1	10	
Educate client/family/staff on infection control measures	146	D.	E.	긠	ik	ENS		ΙĒ	T.
Identify client's allergies and intervene as needed (e.g., food, latex and other environmental allergies)	(R)(C)	D	COK	IŅ	00	C)E	RCD.		
Perform comprehensive health assessment (e.g., physical, psycholaocial and health history) Assess and intervens in client's performance of intervental activities of daily living (e.g.) using Stelephone, shooping, preparing meaks)	10010				mo mo				
Provide education on aga specific growth and development to clients and family	CRIC	D	00	IX	αd	c é s	i CD	12	(T)
Provide peri-natal education	CEN	D	9	카	TIG	145	1	E	Œ
Assess readiness to learn learning preferences and barriers to learning Phovide care that meets the special needs of the citizer adult, over 85 years.	Carles	1		1			1	I÷	Ť
Assist clantifiamily to cope with life transitions	(BA)	D	008	19	D (G	£95		<b>π</b>	633
Psovide care that meets the special needs of the adolescent client ages 13 to 18 years	0.0								
Provide care that meets the special needs of the older adult claim ages 05 to 85 years Assess the need for, initiate, and maintain suicide processions									
Assess family dynamics (e.g., structure, bonding, communication, boundaries, coping mechanisms)	184								
Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role shangs, stress)	4			-	TO	0 2		1	
Assess and pair interventions that meet the clerif's emotional and aprillual needs. Provide care antition support for a client with non-substance related dependencies (e.g., gambing, sessual addrtion, pomography).									
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Apply and maintain devices used to promote vencus return (e.g., anti-embolic stockings, sequential compression devices)	1sk	D	al	2		145	1	12	T
Assess client's need for pain management and intervene as needed using non-pharmacological pondist measures	1.1		1	- 1	TIO	1.		E .	

Page 4

		A	Freq	oen	Ŵ.	T	8-1	Nort	5
Coversion A - <u>1 an activity does not apply to your work acting</u> mark "Never Performed in wark setting" then move to read activity (Lactivity is authorment in your work setting mark 0-0+ reflecting the frequency of performing the activity on your lead day of work then complete Question B. Question B - Rate the overall priority of this activity considering client safety, and/or threat of complications or distress with 1 + lowest, 2 + low, 3 = high, and 4 = highest	othermed in work setting					The			
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dminister blood products and evaluate client's response costs implanted vendus access devices.	P	1		H	2	1		TR	17
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ducets client/family about medications	100	CDA	ma	in the	KO0	dink:	Di d	dirite.	CR
vtiete, maintein antilor evoluale telenetry monitoring enform tracheostomy care		-1		H				15	
dminister oxygen therapy and evaluate response	100	1704	COICT.	жер	100	OF ALL	DEC	ORCD.	ĸл
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fonter and maintain arterial lines erform micro-demabrasion/botos/laser lineatmente									
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i.g., log-rolling, abduction pillow)	03	(D)	a ja	(CD	(E)	134	ъþ	(D	Ċ.
tplament maissures to manage/prevent/lessen possible complications of client's condition and/or rocedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	100	-	cla	-	-	R	-	-	1
ducate client and family about treatments and procedures farform a risk assessment (e.g., sensory repairment, potential for tafs, level of recollily, skin integrit Iblain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, unne specimen	E	8		出		10		8	G G
e activities tisted in Section 3 Part A represent what you actually do in your munking position? 0.1 Yes 0.2 No.									
no, what important activity was missing from this survey? (Please specify)		_		_	_	_	_	_	
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	SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK	
10000000	New many hours did you work on yow last day of seath? Number of hours worked 0 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	
2 H	D.T. ow many clients were you responsible for on your <u>last day of work</u> ?" This includes clients to whore you rept care, indirect care (provided through offsets such as licensed practical numes or nursing assistants her responsibility for care during all or any part of your time in the work setting.	were assigned to provide ), or any performance of task
00000000	D (20) D (20)	
an Fi	ow much of your time was spent performing each of the following types of activities on your <u>last day of</u> clivities please rate the approximate amount of time you spent on that type of activity on your last day of an assemptio if you spont about 2 and 1/4 hours on a set of activities, mark the sval of the "2." If you spent I activities, mark the sval of the "4" for that set of activities.	f work rounded to the nearest
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		Appreciation Account of Time (% Spect or Set of Accivities
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#### SECTION 4: DESCRIPTION OF YOUR LAST DAY OF WORK (continued)

4. Some numbing activities are fundamental to the practice of numbing and are integrated into most aspects of client care. How much of your time was speci performing each of the following integrated processes on your tast day of work?

			impta A pecil pr				tours)
	Sets of Appivilies	0.1	11	4.1	5.6	7.1	E (b-
process? is: apprearing clients is: analyzing client data and identifying c. plenning client care d. implementing client care is: evaluating client care is: evaluating client care		88888	88			00	
2 How many hours during your last day of a	work were aport loaching clients thamilies, groups i?	00-00	CD CD	0.0.0	10-00-	00.0	(1) (0)
<ol><li>How many hours during your last day of a</li></ol>		100.00	a a	000	10.00	000	0.1
<ol> <li>How many hours during your last day of a local inclusion therapeutic communication</li> </ol>	work were apent communicating verbally about client core	an an		the		in a	De

SECTION 5: DEMOGR	APHIC INFORMATION	-
In this section you are sailed to provide background information that will be summarized to describe the group that completed this quastionnairs. No individual responses will be reported.  1. Did you wink as a numbing assistant/take, etc. prior to becoming a RM?  1. Did you wink as a numbing mesistant/take, etc. prior to becoming a RM?  1. Did you wink as a numbing mesistant/take, etc. prior to becoming a RM?  1. Did you wink as a numbing mesistant/take, etc. prior to becoming a RM?  1. Did you wink as a transition at the prior to becoming a RM?  2. Did you work as a LPNVM prior to becoming a RM?  2. Did you work as a LPNVM prior to becoming a RM?  3. Did you work as a LPNVM prior to b	Age in years     Year	
	2 Mo     7. Type of tagging munsing education program most recently completed.     1 RN - Diptoma in U.S.     2 RN - Associate Degree in U.S.     3 RN - Benefic Master's Degree in U.S.     4 RN - Generic Doctorate in U.S. (n.g., ND)     6 Any numbing program NDT located in the U.S.     7 Other program (please spectry)	1111111111
3. Gender 1 Main 2 Femain	How many months has it been since you graduated from the above nursing education program?      Marths since graduation     D	
Pag		Ξ

1	SECTION 6: COMMENTS	
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	Thank you for participating in this important work!	
		CP19-4094
		C Contradient

# Appendix C

Activities	s Rank C	Ordered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
142	1	Perform microdermabrasion/botox/laser treatments	0.31
117	2	Provide care and/or support for a client with nonsubstance related depen- dencies (e.g., gambling, sexual addiction, pornography)	0.47
100	3	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	0.48
76	4	Perform peritoneal dialysis	0.51
138	5	Implement and monitor phototherapy	0.52
140	6	Connect and maintain pacing devices (e.g., pacemaker, biventricular pace- maker, implantable cardioverter defibrillator)	0.53
139	7	Remove sutures or staples	0.54
131	8	Start a peripherally inserted central catheter (PICC)	0.57
94	9	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)	0.59
113	10	Assess the need for, initiate, and maintain suicide precautions	0.63
58	11	Perform post-mortem care	0.69
29	12	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	0.70
74	13	Perform gastric lavage	0.74
96	14	Apply principles of conflict resolution as needed when working with health care staff	0.78
134	15	Perform tracheostomy care	0.81
20	16	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	0.82
95	16	Participate in educating staff (e.g., inservice, orientation)	0.82
38	18	Report error/event/occurrence per protocol (e.g., medication error, client fall)	0.86
111	19	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	0.95
129	19	Administer blood products and evaluate client's response	0.95
68	21	Maintain epidural infusion	0.97
122	22	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces casts)	0.99
11	23	Participate in group sessions (e.g., support groups)	1.00
89	24	Make appropriate referrals to community resources	1.02
59	25	Perform irrigations (e.g., of bladder, ear, eye)	1.03
143	26	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	1.08
73	26	Provide ostomy care	1.08
71	28	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	1.09
107	29	Provide perinatal education	1.13

Activities	s Rank C	Ordered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
55	30	Lead group therapy sessions	1.16
144	31	Monitor client's physiologic response during and after moderate/conscious sedation	1.18
41	32	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	1.22
51	32	Provide client and family with information about acute and chronic mental illness	1.22
106	34	Provide education on age specific growth and development to clients and family	1.24
54	35	Provide end of life care to clients and families	1.25
8	36	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	1.26
136	37	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	1.28
87	38	Educate client and family about home management of care (e.g., tracheos- tomy and ostomy)	1.29
7	39	Provide prenatal care	1.32
99	39	Educate client/family on home safety issues	1.32
82	41	Perform an electrocardiogram test	1.38
32	42	Integrate advance directives into client's plan of care	1.42
37	42	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	1.42
105	42	Assess and intervene in client's performance of instrumental activities of daily living (e.g., using telephone, shopping, preparing meals)	1.42
101	45	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	1.44
60	46	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	1.45
121	47	Insert/remove nasogastric, urethral catheter or other tubes	1.46
141	48	Monitor and maintain arterial lines	1.47
84	49	Provide preoperative care	1.49
28	50	Provide client or family with information about advance directives	1.53
9	51	Provide intrapartum care (e.g., care provided during labor and birth)	1.54
110	52	Assist client/family to cope with life transitions	1.56
61	53	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	1.62
50	54	Assess client for drug/alcohol related dependencies, withdrawal, or toxicities	1.65
77	55	Perform suctioning via endotracheal or tracheostomy tube	1.69
43	56	Provide information for prevention of high risk health behaviors (e.g., smok- ing cessation, safe sexual practice)	1.71

Activities	s Rank C	Ordered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
25	57	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	1.76
86	58	Perform fetal heart monitoring	1.77
45	58	Provide post-partum care	1.77
137	58	Provide therapies for comfort and treatment of inflammation, swelling (e.g., apply heat and cold treatments, elevate limb)	1.77
52	58	Provide a therapeutic environment for clients with emotional/behavioral issues	1.77
114	62	Assess family dynamics (e.g., structure, bonding, communication, boundar- ies, coping mechanisms)	1.82
19	63	Monitor and maintain devices and equipment used for drainage (e.g., surgi- cal wound drains, chest tube suction)	1.83
146	64	Use precautions to prevent further injury when moving a client with a musculoskeletal condition (e.g., log-rolling, abduction pillow)	1.84
10	64	Provide care that meets the special needs of the school age client ages 5 to 12 years	1.84
145	64	Obtain blood specimens peripherally or through central line	1.84
125	64	Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	1.84
91	68	Maintain continuity of care between/among health care agencies	1.87
130	69	Access implanted venous access devices	1.90
69	69	Monitor and maintain clients on a ventilator	1.90
102	71	Educate client/family/staff on infection control measures	1.91
78	72	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	1.93
72	72	Perform oral or nasopharyngeal suctioning	1.93
70	74	Perform or assist with dressing change (e.g., central line dressing)	1.94
57	74	Provide client nutrition through continuous or intermittent tube feedings	1.94
85	76	Provide pre and/or postoperative education	1.95
23	76	Provide intraoperative care (e.g., positioning, maintain sterile field, opera- tive assessment)	1.95
44	76	Provide information about health maintenance recommendations (e.g., physi- cian visits, immunizations, screening exams)	1.95
150	79	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	1.96
75	79	Provide postoperative care	1.96
46	81	Assist client/family to identify/participate in activities fitting his/her age, preference, physical capacity and psychosocial/behavioral/physical development	1.98
115	82	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	2.01
88	83	Educate client and family about client's rights and responsibilities	2.05
116	83	Assess and plan interventions that meet the client's emotional and spiritual needs	2.05

Activities	s Rank C	Ordered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
47	85	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	2.06
49	86	Assess client's risk for abuse/neglect	2.11
53	87	Incorporate client's cultural practice and beliefs when planning and providing care	2.14
35	88	Teach clients and families about the safe use of equipment needed for health care	2.19
30	89	Ensure that client has given informed consent for treatment	2.21
123	89	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequential compression devices)	2.21
93	91	Recognize tasks/assignments you are not prepared to perform and seek assistance	2.25
31	92	Serve as a resource person to other staff	2.26
120	93	Assess and intervene with the client who has an alteration in elimination	2.27
109	94	Provide care that meets the special needs of the older adult, over 85 years	2.28
42	95	Provide newborn care	2.29
126	96	Assess client's need for sleep/rest and intervene as needed	2.30
119	96	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	2.30
79	98	Provide wound care	2.33
1	99	Perform procedures necessary for admitting, transferring or discharging a client	2.46
108	100	Assess readiness to learn, learning preferences and barriers to learning	2.48
66	101	Insert/remove a peripheral intravenous line	2.49
56	102	Evaluate and monitor client's height and weight	2.69
97	103	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	2.70
128	104	Adjust/titrate dosage of medication based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	2.80
103	105	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	2.83
104	106	Perform comprehensive health assessment (e.g., physical, psychosocial and health history)	2.83
3	107	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	2.88
135	108	Administer oxygen therapy and evaluate response	2.90
24	109	Assess/triage client(s) to prioritize the order of care delivery	2.96
12	110	Assess psychosocial, spiritual, cultural and occupational factors affecting care	2.97
148	111	Educate client and family about treatments and procedures	2.98
36	111	Follow procedures for handling biohazardous materials	2.98
132	113	Educate client/family about medications	2.99

Activities	s Rank C	ordered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
64	114	Perform calculations needed for medication administration	3.00
112	115	Provide care that meets the special needs of the older adult client ages 65 to 85 years	3.02
133	116	Initiate, maintain and/or evaluate telemetry monitoring	3.03
90	117	Initiate and update plan of care, care map, clinical pathway used to guide and evaluate client care	3.09
33	118	Plan safe, cost-effective care for the client	3.21
14	119	Assist client in the performance of activities of daily living	3.28
2	120	Provide and receive report on assigned clients	3.33
4	121	Act as a client advocate	3.35
80	121	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electrocardiogram)	3.35
118	123	Use therapeutic communication techniques to provide support to client and/or family	3.40
147	124	Implement measures to manage/prevent/lessen possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	3.41
67	124	Comply with regulations governing controlled substances, (e.g., counting narcotics, wasting narcotics)	3.41
39	126	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	3.42
124	127	Assess client's need for pain management and intervene as needed using non-pharmacological comfort measures	3.50
48	128	Provide care that meets the special needs of the adult client ages 19 to 64 years	3.54
149	129	Perform a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity)	3.56
34	130	Verify appropriateness and/or accuracy of a treatment order	3.57
26	131	Collaborate with health care members in other disciplines when providing client care	3.58
27	132	Receive and/or transcribe primary health care provider orders	3.64
83	133	Evaluate and document responses to procedures and treatments	3.72
6	134	Protect client from injury (e.g., falls, electrical hazards, malfunctioning equipment)	3.73
98	135	Ensure appropriate and safe use of equipment in performing client care procedures and treatments	3.81
62	136	Maintain client's skin integrity (e.g., skin care, turn client, alternating pres- sure mattress)	3.84
81	136	Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, test- ing for occult blood, gastric pH, urine specific gravity)	3.84
65	138	Monitor and maintain infusion site(s) and rate(s)	4.08
18	139	Administer and document medications given by parenteral routes (e.g., intravenous, intramuscular, subcutaneous)	4.14

Activities	s Rank C	Prdered by Average Setting-Specific Frequencies	
Activity #	Rank	Activity	Average Frequency Setting-Specific (0-5)
22	140	Perform focused assessment or reassessment (e.g., gastrointestinal, respira- tory, cardiac)	4.22
15	141	Evaluate and document client's response to medication	4.28
127	142	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	4.29
13	143	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	4.31
16	144	Evaluate appropriateness/accuracy of medication order for client	4.31
17	145	Administer and document medications given by common routes (e.g., oral, topical)	4.47
92	146	Maintain client confidentiality/privacy	4.48
63	147	Prepare medication for administration	4.55
21	148	Assess client's vital signs	4.64
40	149	Ensure proper identification of client when providing care	4.69
5	150	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)	4.77

## Appendix D

Activity #	Rank	Activity	Average Frequency Total Group
142	1	Perform microdermabrasion/botox/laser treatments	0.03
138	2	Implement and monitor phototherapy	0.16
76	3	Perform peritoneal dialysis	0.17
55	4	Lead group therapy sessions	0.18
11	5	Participate in group sessions (e.g., support groups)	0.20
9	6	Provide intrapartum care (e.g., care provided during labor and birth)	0.21
117	6	Provide care and/or support for a client with nonsubstance related dependen- cies (e.g., gambling, sexual addiction, pornography)	0.21
131	6	Start a peripherally inserted central catheter (PICC)	0.21
7	9	Provide prenatal care	0.23
107	10	Provide perinatal education	0.24
140	10	Connect and maintain pacing devices (e.g., pacemaker, biventricular pacemaker, implantable cardioverter defibrillator)	0.24
86	12	Perform fetal heart monitoring	0.36
139	12	Remove sutures or staples	0.36
45	14	Provide post-partum care	0.37
8	14	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	0.37
100	14	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	0.37
143	17	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	0.40
74	18	Perform gastric lavage	0.41
10	19	Provide care that meets the special needs of the school age client ages 5 to 12 years	0.43
113	20	Assess the need for, initiate, and maintain suicide precautions	0.44
94	21	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)	0.45
58	21	Perform post-mortem care	0.45
111	23	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	0.47
68	24	Maintain epidural infusion	0.48
29	25	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	0.50
41	26	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	0.58
95	27	Participate in educating staff (e.g., inservice, orientation)	0.59
47	28	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	0.61
134	29	Perform tracheostomy care	0.62

Activities R	ank Ordere	d by Average Total Group Frequency	
Activity #	Rank	Activity	Average Frequency Total Group
20	30	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	0.63
42	31	Provide newborn care	0.65
96	32	Apply principles of conflict resolution as needed when working with health care staff	0.67
122	33	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces casts)	0.70
71	34	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	0.72
144	35	Monitor client's physiologic response during and after moderate/conscious sedation	0.73
38	36	Report error/event/occurrence per protocol (e.g., medication error, client fall)	0.75
141	37	Monitor and maintain arterial lines	0.76
82	37	Perform an electrocardiogram test	0.76
59	39	Perform irrigations (e.g., of bladder, ear, eye)	0.78
51	40	Provide client and family with information about acute and chronic mental illness	0.80
73	41	Provide ostomy care	0.81
106	42	Provide education on age specific growth and development to clients and family	0.83
129	43	Administer blood products and evaluate client's response	0.83
89	44	Make appropriate referrals to community resources	0.82
69	45	Monitor and maintain clients on a ventilator	0.87
87	46	Educate client and family about home management of care (e.g., tracheostomy and ostomy)	0.91
54	47	Provide end-of-life care to clients and families	0.92
60	48	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	0.99
105	49	Assess and intervene in client's performance of instrumental activities of daily living (e.g., using telephone, shopping, preparing meals)	1.03
23	50	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	1.05
37	51	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	1.06
136	52	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	1.08
84	53	Provide preoperative care	1.12
32	54	Integrate advance directives into client's plan of care	1.14
99	55	Educate client/family on home safety issues	1.16
25	56	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	1.19

Activities R	ank Ordere	d by Average Total Group Frequency	
Activity #	Rank	Activity	Average Frequency Total Group
77	57	Perform suctioning via endotracheal or tracheostomy tube	1.21
61	58	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	1.26
28	58	Provide client or family with information about advance directives	1.26
101	60	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	1.28
43	61	Provide information for prevention of high risk health behaviors (e.g., smoking cessation, safe sexual practice)	1.32
52	62	Provide a therapeutic environment for clients with emotional/behavioral issues	1.36
121	62	Insert/remove nasogastric, urethral catheter or other tubes	1.35
110	64	Assist client/family to cope with life transitions	1.37
78	64	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	1.37
50	66	Assess client for drug/alcohol related dependencies, withdrawal, or toxicities	1.39
75	67	Provide postoperative care	1.44
46	68	Assist client/family to identify/participate in activities fitting his/her age, pref- erence, physical capacity and psychosocial/behavioral/physical development	1.46
44	69	Provide information about health maintenance recommendations (e.g., physi- cian visits, immunizations, screening exams)	1.55
145	69	Obtain blood specimens peripherally or through central line	1.56
19	69	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	1.56
91	72	Maintain continuity of care between/among health care agencies	1.57
130	72	Access implanted venous access devices	1.57
85	74	Provide pre and/or postoperative education	1.58
57	74	Provide client nutrition through continuous or intermittent tube feedings	1.58
146	76	Use precautions to prevent further injury when moving a client with a musculo- skeletal condition (e.g., log-rolling, abduction pillow)	1.59
114	77	Assess family dynamics (e.g., structure, bonding, communication, boundaries, coping mechanisms)	1.60
137	78	Provide therapies for comfort and treatment of inflammation, swelling (e.g., apply heat and cold treatments, elevate limb)	1.62
72	78	Perform oral or nasopharyngeal suctioning	1.62
70	80	Perform or assist with dressing change (e.g., central line dressing)	1.66
125	81	Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	1.68
109	82	Provide care that meets the special needs of the older adult, over 85 years	1.81
102	82	Educate client/family/staff on infection control measures	1.81
150	84	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	1.88
115	85	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	1.89

Activities Ra	ank Ordere	ed by Average Total Group Frequency	
Activity #	Rank	Activity	Average Frequency Total Group
49	85	Assess client's risk for abuse/neglect	1.89
116	87	Assess and plan interventions that meet the client's emotional and spiritual needs	1.92
88	88	Educate client and family about client's rights and responsibilities	1.94
24	89	Assess/triage client(s) to prioritize the order of care delivery	1.99
53	90	Incorporate client's cultural practice and beliefs when planning and providing care	2.00
123	91	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequential compression devices)	2.00
119	92	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	2.01
35	92	Teach clients and families about the safe use of equipment needed for health care	2.01
31	94	Serve as a resource person to other staff	2.02
30	95	Ensure that client has given informed consent for treatment	2.05
120	96	Assess and intervene with the client who has an alteration in elimination	2.12
126	96	Assess client's need for sleep/rest and intervene as needed	2.11
79	98	Provide wound care	2.16
133	99	Initiate, maintain and/or evaluate telemetry monitoring	2.17
93	100	Recognize tasks/assignments you are not prepared to perform and seek assistance	2.21
66	101	Insert/remove a peripheral intravenous line	2.25
108	102	Assess readiness to learn, learning preferences and barriers to learning	2.30
1	103	Perform procedures necessary for admitting, transferring or discharging a client	2.38
56	104	Evaluate and monitor client's height and weight	2.39
112	105	Provide care that meets the special needs of the older adult client ages 65 to 85 years	2.51
3	107	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	2.55
97	106	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	2.57
128	108	Adjust/titrate dosage of medication based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	2.63
104	109	Perform comprehensive health assessment (e.g., physical, psychosocial and health history)	2.72
103	110	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	2.75
135	111	Administer oxygen therapy and evaluate response	2.77
12	112	Assess psychosocial, spiritual, cultural and occupational factors affecting care	2.81
36	113	Follow procedures for handling biohazardous materials	2.80

#### Activities Rank Ordered by Average Total Group Frequency Average Frequency Activity # Rank Activity Total Group 132 114 Educate client/family about medications 2.87 64 115 Perform calculations needed for medication administration 2.89 Educate client and family about treatments and procedures 148 116 2.90 Initiate and update plan of care, care map, clinical pathway used to guide and 90 116 evaluate client care 2.90 33 118 Plan safe, cost-effective care for the client 2.93 14 119 Assist client in the performance of activities of daily living 3.02 Provide care that meets the special needs of the adult client ages 19 120 3.03 48 to 64 years Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, 80 121 3.17 electrocardiogram) Comply with regulations governing controlled substances, (e.g., counting 122 narcotics, wasting narcotics) 3.24 67 Implement measures to manage/prevent/lessen possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, 147 123 raise side rails, suicide precautions) 3.27 2 124 Provide and receive report on assigned clients 3.29 125 Act as a client advocate 3.30 4 Use ergonomic principles when providing care (e.g., assistive devices, 39 125 proper lifting) 3.30 Use therapeutic communication techniques to provide support to client 118 127 and/or family 3.32 Assess client's need for pain management and intervene as needed using non-124 128 pharmacological comfort measures 3.41 Collaborate with health care members in other disciplines when providing 26 129 client care 3.44 Perform a risk assessment (e.g., sensory impairment, potential for falls, level 130 149 of mobility, skin integrity) 3.43 34 131 Verify appropriateness and/or accuracy of a treatment order 3.49 27 132 Receive and/or transcribe primary health care provider orders 3.51 83 133 Evaluate and document responses to procedures and treatments 3.56 Maintain client's skin integrity (e.g., skin care, turn client, alternating pressure 134 3.60 62 mattress) Protect client from injury (e.g., falls, electrical hazards, malfunctioning 135 3.61 6 equipment) Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, test-136 ing for occult blood, gastric pH, urine specific gravity) 81 3.67 Ensure appropriate and safe use of equipment in performing client care 3 78 98 137 procedures and treatments 65 138 Monitor and maintain infusion site(s) and rate(s) 3.83 Administer and document medications given by parenteral routes (e.g., intra-

venous, intramuscular, subcutaneous)

4.04

18

139

Activities R	ank Ordere	d by Average Total Group Frequency	
Activity #	Rank	Activity	Average Frequency Total Group
22	140	Perform focused assessment or reassessment (e.g., gastrointestinal, respiratory, cardiac)	4.07
15	141	Evaluate and document client's response to medication	4.21
127	142	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	4.26
16	143	Evaluate appropriateness/accuracy of medication order for client	4.27
13	144	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	4.28
17	145	Administer and document medications given by common routes (e.g., oral, topical)	4.37
92	146	Maintain client confidentiality/privacy	4.48
63	147	Prepare medication for administration	4.52
21	148	Assess client's vital signs	4.61
40	149	Ensure proper identification of client when providing care	4.64
5	150	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)	4.76

## Appendix E

Activity #	Rank	Activity	Average Setting- Specific Priority 1-4
142	1	Perform microdermabrasion/botox/laser treatments	2.14
11	2	Participate in group sessions (e.g., support groups)	2.21
139	3	Remove sutures or staples	2.24
117	4	Provide care and/or support for a client with nonsubstance related dependencies (e.g., gambling, sexual addiction, pornography)	2.29
55	5	Lead group therapy sessions	2.33
8	6	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	2.34
105	7	Assess and intervene in client's performance of instrumental activities of daily living (e.g., using telephone, shopping, preparing meals)	2.37
60	8	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	2.40
89	9	Make appropriate referrals to community resources	2.42
106	10	Provide education on age specific growth and development to clients and family	2.44
58	11	Perform post-mortem care	2.46
96	12	Apply principles of conflict resolution as needed when working with health care staff	2.48
41	12	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	2.48
25	14	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	2.52
46	15	Assist client/family to identify/participate in activities fitting his/her age, prefer- ence, physical capacity and psychosocial/behavioral/physical development	2.54
31	16	Serve as a resource person to other staff	2.61
95	16	Participate in educating staff (e.g., inservice, orientation)	2.61
51	18	Provide client and family with information about acute and chronic mental illness	2.62
59	19	Perform irrigations (e.g., of bladder, ear, eye)	2.63
114	19	Assess family dynamics (e.g., structure, bonding, communication, boundaries, coping mechanisms)	2.63
7	21	Provide prenatal care	2.64
28	21	Provide client or family with information about advance directives	2.64
91	23	Maintain continuity of care between/among health care agencies	2.66
97	23	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	2.66
44	25	Provide information about health maintenance recommendations (e.g., physician visits, immunizations, screening exams)	2.67
43	26	Provide information for prevention of high risk health behaviors (e.g., smoking cessation, safe sexual practice)	2.68
14	27	Assist client in the performance of activities of daily living	2.69

Activitie	s Rank (	Drdered by Average Setting-Specific Priority	
Activity #	Rank	Activity	Average Setting- Specific Priority 1-4
111	28	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	2.70
138	28	Implement and monitor phototherapy	2.70
107	30	Provide perinatal education	2.71
73	30	Provide ostomy care	2.71
116	32	Assess and plan interventions that meet the client's emotional and spiritual needs	2.72
122	33	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces casts)	2.73
10	34	Provide care that meets the special needs of the school age client ages 5 to 12 years	2.74
108	34	Assess readiness to learn, learning preferences and barriers to learning	2.74
126	34	Assess client's need for sleep/rest and intervene as needed	2.74
74	37	Perform gastric lavage	2.75
56	37	Evaluate and monitor client's height and weight	2.75
61	39	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	2.76
88	39	Educate client and family about client's rights and responsibilities	2.76
90	39	Initiate and update plan of care, care map, clinical pathway used to guide and evaluate client care	2.76
119	42	Incorporate behavioral management techniques when caring for a client (e.g., positive reinforcement, setting limits)	2.77
12	43	Assess psychosocial, spiritual, cultural and occupational factors affecting care	2.78
137	43	Provide therapies for comfort and treatment of inflammation, swelling (e.g., apply heat and cold treatments, elevate limb)	2.78
110	45	Assist client/family to cope with life transitions	2.80
3	45	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	2.80
150	47	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	2.84
99	47	Educate client/family on home safety issues	2.84
1	47	Perform procedures necessary for admitting, transferring or discharging a client	2.84
76	50	Perform peritoneal dialysis	2.85
121	51	Insert/remove nasogastric, urethral catheter or other tubes	2.87
52	52	Provide a therapeutic environment for clients with emotional/behavioral issues	2.88
125	52	Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	2.88
45	52	Provide post-partum care	2.88
32	55	Integrate advance directives into client's plan of care	2.89
136	56	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	2.90

Activity #	Rank	Activity	Average Setting- Specific Priority 1-4
53	57	Incorporate client's cultural practice and beliefs when planning and providing care	2.91
50	58	Assess client for drug/alcohol related dependencies, withdrawal, or toxicities	2.94
9	59	Provide intrapartum care (e.g., care provided during labor and birth)	2.95
109	59	Provide care that meets the special needs of the older adult, over 85 years	2.95
115	61	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	2.96
145	62	Obtain blood specimens peripherally or through central line	2.97
47	63	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	2.98
123	63	Apply and maintain devices used to promote venous return (e.g., antiembolic stockings, sequential compression devices)	2.98
131	63	Start a peripherally inserted central catheter (PICC)	2.98
112	66	Provide care that meets the special needs of the older adult client ages 65 to 85 years	2.99
87	67	Educate client and family about home management of care (e.g., tracheostomy and ostomy)	3.00
35	67	Teach clients and families about the safe use of equipment needed for health care	3.00
82	69	Perform an electrocardiogram test	3.03
71	69	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	3.03
120	71	Assess and intervene with the client who has an alteration in elimination	3.04
84	72	Provide preoperative care	3.05
70	73	Perform or assist with dressing change (e.g., central line dressing)	3.06
48	73	Provide care that meets the special needs of the adult client ages 19 to 64 years	3.06
78	73	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	3.06
33	73	Plan safe, cost-effective care for the client	3.06
68	77	Maintain epidural infusion	3.09
85	77	Provide pre and/or postoperative education	3.09
118	77	Use therapeutic communication techniques to provide support to client and/or family	3.09
26	77	Collaborate with health care members in other disciplines when providing client care	3.09
134	81	Perform tracheostomy care	3.10
49	82	Assess client's risk for abuse/neglect	3.11
148	83	Educate client and family about treatments and procedures	3.12
42	84	Provide newborn care	3.13
54	84	Provide end of life care to clients and families	3.13
37	86	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	3.14

Activitie	s Rank (	Drdered by Average Setting-Specific Priority	
Activity #	Rank	Activity	Average Setting- Specific Priority 1-4
29	86	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	3.14
79	86	Provide wound care	3.14
66	86	Insert/remove a peripheral intravenous line	3.14
57	90	Provide client nutrition through continuous or intermittent tube feedings	3.15
94	90	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)	3.15
2	90	Provide and receive report on assigned clients	3.15
19	90	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	3.15
100	94	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	3.17
102	95	Educate client/family/staff on infection control measures	3.18
39	95	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	3.18
101	95	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	3.18
23	98	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	3.19
132	99	Educate client/family about medications	3.20
38	100	Report error/event/occurrence per protocol (e.g., medication error, client fall)	3.21
24	101	Assess/triage client(s) to prioritize the order of care delivery	3.22
130	101	Access implanted venous access devices	3.22
86	103	Perform fetal heart monitoring	3.23
72	104	Perform oral or nasopharyngeal suctioning	3.25
104	105	Perform comprehensive health assessment (e.g., physical, psychosocial and health history)	3.27
75	106	Provide postoperative care	3.28
146	107	Use precautions to prevent further injury when moving a client with a musculosk- eletal condition (e.g., log-rolling, abduction pillow)	3.29
140	108	Connect and maintain pacing devices (e.g., pacemaker, biventricular pacemaker, implantable cardioverter defibrillator)	3.31
149	108	Perform a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity)	3.31
83	108	Evaluate and document responses to procedures and treatments	3.31
77	111	Perform suctioning via endotracheal or tracheostomy tube	3.33
141	111	Monitor and maintain arterial lines	3.33
81	111	Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, testing for occult blood, gastric pH, urine specific gravity)	3.33
27	114	Receive and/or transcribe primary health care provider orders	3.34
13	114	Monitor client's hydration status (e.g., intake and output, edema, signs and symptoms of dehydration)	3.34

Activitie	s Rank (	Ordered by Average Setting-Specific Priority	
Activity #	Rank	Activity	Average Setting- Specific Priority 1-4
36	115	Follow procedures for handling biohazardous materials	3.35
113	117	Assess the need for, initiate, and maintain suicide precautions	3.36
133	118	Initiate, maintain and/or evaluate telemetry monitoring	3.37
4	119	Act as a client advocate	3.39
80	120	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electrocardiogram)	3.40
124	120	Assess client's need for pain management and intervene as needed using non- pharmacological comfort measures	3.40
30	122	Ensure that client has given informed consent for treatment	3.41
98	122	Ensure appropriate and safe use of equipment in performing client care proce- dures and treatments	3.41
67	123	Comply with regulations governing controlled substances, (e.g., counting narcot- ics, wasting narcotics)	3.42
147	125	Implement measures to manage/prevent/lessen possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	3.44
93	126	Recognize tasks/assignments you are not prepared to perform and seek assistance	3.45
62	127	Maintain client's skin integrity (e.g., skin care, turn client, alternating pressure mattress)	3.47
144	128	Monitor client's physiologic response during and after moderate/ conscious sedation	3.48
15	128	Evaluate and document client's response to medication	3.48
34	130	Verify appropriateness and/or accuracy of a treatment order	3.50
143	130	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	3.50
135	132	Administer oxygen therapy and evaluate response	3.51
103	132	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	3.51
69	134	Monitor and maintain clients on a ventilator	3.53
22	135	Perform focused assessment or reassessment (e.g., gastrointestinal, respiratory, cardiac)	3.54
21	135	Assess client's vital signs	3.54
17	135	Administer and document medications given by common routes (e.g., oral, topical)	3.54
18	138	Administer and document medications given by parenteral routes (e.g., intrave- nous, intramuscular, subcutaneous)	3.56
65	139	Monitor and maintain infusion site(s) and rate(s)	3.59
92	139	Maintain client confidentiality/privacy	3.59
64	141	Perform calculations needed for medication administration	3.60
129	142	Administer blood products and evaluate client's response	3.64
16	142	Evaluate appropriateness/accuracy of medication order for client	3.64

Activitie	Activities Rank Ordered by Average Setting-Specific Priority				
Activity #	Rank	Activity	Average Setting- Specific Priority 1-4		
128	144	Adjust/titrate dosage of medication based on assessment of physiologic param- eters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	3.65		
63	144	Prepare medication for administration	3.65		
6	146	Protect client from injury (e.g., falls, electrical hazards, malfunctioning equipment)	3.66		
20	147	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, Heim- lich maneuver, respiratory support, automated electronic defibrillator)	3.72		
127	147	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	3.72		
40	149	Ensure proper identification of client when providing care	3.79		
5	150	Apply principles of infection control (e.g., hand hygiene, room assignment, isola- tion, aseptic/sterile technique, universal/standard precautions)	3.80		

# Appendix F

Activitie	s Rank Or	dered by Average Total Group Priority	
Activity #	Rank	Activity	Average Total Group Priority 1-4
142	1	Perform microdermabrasion/botox/laser treatments	1.73
55	2	Lead group therapy sessions	1.81
11	2	Participate in group sessions (e.g., support groups)	1.81
8	4	Plan and/or participate in the education of individuals in the community (e.g., health fairs, school education, drug education, sexually transmitted diseases)	2.07
7	5	Provide prenatal care	2.10
117	5	Provide care and/or support for a client with nonsubstance related dependencies (e.g., gambling, sexual addiction, pornography)	2.11
9	7	Provide intrapartum care (e.g., care provided during labor and birth)	2.15
139	8	Remove sutures or staples	2.20
10	8	Provide care that meets the special needs of the school age client ages 5 to 12 years	2.20
105	10	Assess and intervene in client's performance of instrumental activities of daily living (e.g., using telephone, shopping, preparing meals)	2.28
45	10	Provide post-partum care	2.28
41	12	Perform targeted screening examination (e.g., scoliosis, vision and hearing assessments)	2.29
60	13	Incorporate alternative/complementary therapies into client's plan of care (e.g., music therapy, relaxation therapy)	2.30
138	14	Implement and monitor phototherapy	2.31
106	15	Provide education on age specific growth and development to clients and family	2.33
107	16	Provide perinatal education	2.34
89	17	Make appropriate referrals to community resources	2.37
58	17	Perform post-mortem care	2.37
96	19	Apply principles of conflict resolution as needed when working with health care staff	2.44
25	20	Participate in performance improvement/quality assurance process (formally collect data or participate on a team)	2.45
46	21	Assist client/family to identify/participate in activities fitting his/her age, prefer- ence, physical capacity and psychosocial/behavioral/physical development	2.46
47	21	Provide care that meets the special needs of the preschool client ages 1 month to 4 years	2.46
76	23	Perform peritoneal dialysis	2.51
51	24	Provide client and family with information about acute and chronic mental illness	2.53
95	25	Participate in educating staff (e.g., inservice, orientation)	2.54
42	25	Provide newborn care	2.54
111	27	Provide care that meets the special needs of the adolescent client ages 13 to 18 years	2.56
59	27	Perform irrigations (e.g., of bladder, ear, eye)	2.56

Activitie	s Rank Or	dered by Average Total Group Priority	
Activity #	Rank	Activity	Average Total Group Priority 1-4
86	29	Perform fetal heart monitoring	2.59
114	30	Assess family dynamics (e.g., structure, bonding, communication, boundaries, cop- ing mechanisms)	2.60
91	31	Maintain continuity of care between/among health care agencies	2.61
31	31	Serve as a resource person to other staff	2.61
28	33	Provide client or family with information about advance directives	2.62
44	33	Provide information about health maintenance recommendations (e.g., physician visits, immunizations, screening exams)	2.62
122	35	Apply, maintain or remove orthopedic devices (e.g., traction, splints, braces casts)	2.64
74	35	Perform gastric lavage	2.64
43	35	Provide information for prevention of high risk health behaviors (e.g., smoking ces- sation, safe sexual practice)	2.64
73	35	Provide ostomy care	2.64
14	39	Assist client in the performance of activities of daily living	2.65
97	40	Use information technology (e.g., computer, video, books) to enhance the care provided to a client	2.65
131	41	Start a peripherally inserted central catheter (PICC)	2.66
61	42	Assist client to compensate for a sensory impairment (e.g., assistive devices, compensatory techniques)	2.70
116	42	Assess and plan interventions that meet the client's emotional and spiritual needs	2.70
126	42	Assess client's need for sleep/rest and intervene as needed	2.70
119	45	Incorporate behavioral management techniques when caring for a client (e.g., posi- tive reinforcement, setting limits)	2.71
108	45	Assess readiness to learn, learning preferences and barriers to learning	2.71
56	47	Evaluate and monitor client's height and weight	2.73
88	48	Educate client and family about client's rights and responsibilities	2.74
90	49	Initiate and update plan of care, care map, clinical pathway used to guide and evalu- ate client care	2.74
3	50	Supervise care provided by others (e.g., LPN/VN, assistive personnel, other RNs)	2.75
137	50	Provide therapies for comfort and treatment of inflammation, swelling (e.g., apply heat and cold treatments, elevate limb)	2.75
110	52	Assist client/family to cope with life transitions	2.76
12	52	Assess psychosocial, spiritual, cultural and occupational factors affecting care	2.76
99	54	Educate client/family on home safety issues	2.78
52	55	Provide a therapeutic environment for clients with emotional/behavioral issues	2.81
150	55	Obtain specimens other than blood for diagnostic testing (e.g., wound cultures, stool, urine specimens)	2.81

Activity #	Rank	Activity	Average Total Group Priority 1-4
68	57	Maintain epidural infusion	2.83
1	58	Perform procedures necessary for admitting, transferring or discharging a client	2.84
125	58	Intervene with the client who has an alteration in nutritional intake (e.g., adjust diet, change delivery to include method, time and food preferences)	2.84
121	60	Insert/remove nasogastric, urethral catheter or other tubes	2.85
32	61	Integrate advance directives into client's plan of care	2.86
136	61	Maintain desired temperature of client using external devices (e.g., cooling and/or warming blanket)	2.86
109	63	Provide care that meets the special needs of the older adult, over 85 years	2.87
82	64	Perform an electrocardiogram test	2.88
87	65	Educate client and family about home management of care (e.g., tracheostomy and ostomy)	2.89
53	65	Incorporate client's cultural practice and beliefs when planning and providing care	2.89
71	67	Assist with invasive procedures (e.g., central line placement, biopsy, debridement)	2.90
50	68	Assess client for drug/alcohol related dependencies, withdrawal, or toxicities	2.92
112	68	Provide care that meets the special needs of the older adult client ages 65 to 85 years	2.92
145	68	Obtain blood specimens peripherally or through central line	2.92
115	71	Provide support to client and/or family in coping with life changes (e.g., loss, new diagnosis, role change, stress)	2.93
123	72	Apply and maintain devices used to promote venous return (e.g., antiembolic stock- ings, sequential compression devices)	2.94
78	73	Provide pulmonary hygiene (e.g., chest physiotherapy, spirometry)	2.96
84	74	Provide preoperative care	2.98
35	74	Teach clients and families about the safe use of equipment needed for health care	2.98
134	76	Perform tracheostomy care	2.99
48	77	Provide care that meets the special needs of the adult client ages 19 to 64 years	3.01
70	77	Perform or assist with dressing change (e.g., central line dressing)	3.01
120	79	Assess and intervene with the client who has an alteration in elimination	3.02
85	80	Provide pre and/or postoperative education	3.03
54	80	Provide end of life care to clients and families	3.03
23	82	Provide intraoperative care (e.g., positioning, maintain sterile field, operative assessment)	3.04
33	82	Plan safe, cost-effective care for the client	3.04
57	84	Provide client nutrition through continuous or intermittent tube feedings	3.07
37	84	Participate in maintaining institution's security plan (e.g., newborn nursery security, bomb threats)	3.07
118	86	Use therapeutic communication techniques to provide support to client and/or family	3.08

Activitie	s Rank Or	dered by Average Total Group Priority	
Activity #	Rank	Activity	Average Total Group Priority 1-4
29	86	Report unsafe practice of health care personnel to internal/external entities (e.g., emotional or physical impairment, substance abuse, improper care)	3.08
140	88	Connect and maintain pacing devices (e.g., pacemaker, biventricular pacemaker, implantable cardioverter defibrillator)	3.09
49	88	Assess client's risk for abuse/neglect	3.09
26	88	Collaborate with health care members in other disciplines when providing client care	3.09
19	88	Monitor and maintain devices and equipment used for drainage (e.g., surgical wound drains, chest tube suction)	3.09
100	88	Implement emergency response plans (e.g., internal/external disaster, fire, emergency plan)	3.09
24	93	Assess/triage client(s) to prioritize the order of care delivery	3.10
94	93	Comply with state and/or federal regulations for reporting client conditions (e.g., abuse/neglect, communicable disease, gun shot wound, dog bite)	3.11
148	95	Educate client and family about treatments and procedures	3.11
79	96	Provide wound care	3.12
66	96	Insert/remove a peripheral intravenous line	3.12
143	98	Evaluate invasive monitoring data (e.g., pulmonary arterial pressure, intracranial pressure)	3.13
141	99	Monitor and maintain arterial lines	3.14
2	100	Provide and receive report on assigned clients	3.15
102	100	Educate client/family/staff on infection control measures	3.15
101	102	Comply with federal/state/institutional policy regarding the use of client restraints and/or safety devices	3.16
130	102	Access implanted venous access devices	3.16
132	104	Educate client/family about medications	3.17
39	104	Use ergonomic principles when providing care (e.g., assistive devices, proper lifting)	3.17
38	106	Report error/event/occurrence per protocol (e.g., medication error, client fall)	3.19
72	106	Perform oral or nasopharyngeal suctioning	3.19
75	108	Provide postoperative care	3.20
77	109	Perform suctioning via endotracheal or tracheostomy tube	3.22
146	110	Use precautions to prevent further injury when moving a client with a musculoskel- etal condition (e.g., log-rolling, abduction pillow)	3.23
69	110	Monitor and maintain clients on a ventilator	3.23
104	112	Perform comprehensive health assessment (e.g., physical, psychosocial and health history)	3.25
113	113	Assess the need for, initiate, and maintain suicide precautions	3.26
133	113	Initiate, maintain and/or evaluate telemetry monitoring	3.26
149	115	Perform a risk assessment (e.g., sensory impairment, potential for falls, level of mobility, skin integrity)	3.29

Activitie	s Rank Or	dered by Average Total Group Priority	
Activity #	Rank	Activity	Average Total Group Priority 1-4
83	116	Evaluate and document responses to procedures and treatments	3.31
81	116	Perform diagnostic testing (e.g., oxygen saturation, glucose monitoring, testing for occult blood, gastric pH, urine specific gravity)	3.31
36	118	Follow procedures for handling biohazardous materials	3.33
144	119	Monitor client's physiologic response during and after moderate/conscious sedation	3.34
13	119	Monitor client's hydration status (e.g., intake and output, edema, signs and symp- toms of dehydration)	3.34
27	119	Receive and/or transcribe primary health care provider orders	3.34
80	122	Evaluate the results of diagnostic testing and intervene as needed (e.g., lab, electro- cardiogram)	3.38
124	122	Assess client's need for pain management and intervene as needed using non-phar- macological comfort measures	3.38
4	124	Act as a client advocate	3.39
67	125	Comply with regulations governing controlled substances, (e.g., counting narcotics, wasting narcotics)	3.40
30	125	Ensure that client has given informed consent for treatment	3.40
98	127	Ensure appropriate and safe use of equipment in performing client care procedures and treatments	3.41
147	128	Implement measures to manage/prevent/lessen possible complications of client's condition and/or procedure (e.g., fluid restriction, sodium restriction, raise side rails, suicide precautions)	3.42
62	129	Maintain client's skin integrity (e.g., skin care, turn client, alternating pressure mattress)	3.45
93	129	Recognize tasks/assignments you are not prepared to perform and seek assistance	3.45
15	131	Evaluate and document client's response to medication	3.47
135	131	Administer oxygen therapy and evaluate response	3.47
34	133	Verify appropriateness and/or accuracy of a treatment order	3.50
103	134	Identify client's allergy and intervene as needed (e.g., food, latex and other environmental allergies)	3.51
22	135	Perform focused assessment or reassessment (e.g., gastrointestinal, respiratory, cardiac)	3.52
17	135	Administer and document medications given by common routes (e.g., oral, topical)	3.52
21	137	Assess client's vital signs	3.53
18	138	Administer and document medications given by parenteral routes (e.g., intravenous, intramuscular, subcutaneous)	3.55
65	139	Monitor and maintain infusion site(s) and rate(s)	3.57
92	140	Maintain client confidentiality/privacy	3.59
129	140	Administer blood products and evaluate client's response	3.59
64	142	Perform calculations needed for medication administration	3.60

Activitie	Activities Rank Ordered by Average Total Group Priority			
Activity #	Rank	Activity	Average Total Group Priority 1-4	
128	142	Adjust/titrate dosage of medication based on assessment of physiologic parameters (e.g., giving insulin according to blood glucose levels, titrating medication to maintain a specific blood pressure)	3.60	
16	144	Evaluate appropriateness/accuracy of medication order for client	3.64	
20	145	Perform emergency care procedures (e.g., cardio-pulmonary resuscitation, Heimlich maneuver, respiratory support, automated electronic defibrillator)	3.64	
6	145	Protect client from injury (e.g., falls, electrical hazards, malfunctioning equipment)	3.64	
63	147	Prepare medication for administration	3.65	
127	148	Review pertinent data prior to medication administration (e.g., vital signs, lab results, allergies, potential interactions)	3.71	
40	149	Ensure proper identification of client when providing care	3.79	
5	150	Apply principles of infection control (e.g., hand hygiene, room assignment, isolation, aseptic/sterile technique, universal/standard precautions)	3.80	