

**XXXX Hospital
Age Appropriate Competencies**

EMPLOYEE:

Job Title:

Category: Medication Administration

DOMAIN	BEHAVIORS DESIRED	ADOLESCENT	ADULT	GERIATRIC
Knowledge of Growth & Development Principles	Pass Written Test with at least a score of 80%	Score:		
Ability to Assess Appropriate Data	Assessment of Allergies; Other Medications the pt is on; Body Mass of pt; Food/Drug & Drug/Drug Interactions; Ability to swallow medications;	Typically able to tolerate pills; Typically on few other medications outside of immediate treatment needs; Has a need for independence & control; Can self report meds taken at bed side but need to consider need for control when allowing to do so;	Typically able to swallow pills; Frequently on meds other than those required for the immediate treatment needs (ie: diabetes, hypercholesterolemia,); <u>May</u> be a reliable self-medicator;	Frequently has difficulty swallowing; Frequently has multiple co-morbidities that require a variety of medications which may interact with medications required for treatment of immediate needs; May be confused or a wanderer and may not be reliable self medicator; Potential for falls is higher at this age so must assess if meds would increase this risk; Potential for Sundowners Syndrome;
Ability to Interpret/Apply Data	Correct method of delivery of medication based on patient factors; Education of pt & family regarding interaction of medications;	Most often dispense as pill unless current condition requires otherwise; If possible, give a choice as to when is best time to take medication (ie: with breakfast, lunch, or dinner) and best form of administration for pt. (may not like pills);	Alter method of administration based on ability to swallow; Educate patient of any potential interactions with regular meds;	Alter method of administration based on ability to swallow; Offer meds in alternate forms if available; Educate patient and significant other of any potential interactions with regular meds; Avoid self-medication & bedside medications if at all possible; If pt does wander, lock up any bed side meds to avoid any potential mistaken administration by patient;
Ability to Communicate with patient / significant other	Demonstration of ability to alter communication style based on condition of patient & age;	Assess hearing and speaking ability; Communicate with patient as an adult, but do not forget that the pt may not be able to comprehend all info.	Assess hearing and speaking ability	Speak deeply and slowly ; Assess hearing and speaking ability;

Ability To Evaluate Effectiveness	Patient/Significant Other verbalizes an understanding of potential drug / drug interactions; Identifies other forms of medication as appropriate;	Evaluation of Adolescent's understanding of medication regime; Assess compliance with medication administration;	Evaluation of pt's understanding of potential drug interactions;	Evaluate the need for substitution of method of administration of med, based on patient needs & ease of administration; Monitor side effects to determine if they enhance confusion, disorientation, weakness, etc; Observe for Sundowner's Syndrome and report such to physician;

Must be completed during Orientation to a new position, and again on an annual basis. Evaluate Employee's competency in each age group, for each domain. Insert date achieved/demonstrated competency and Supervisor's initials in the appropriate column & row.

The above listed employee has demonstrated competency in all of the above age appropriate behaviors.

SUPERVISOR :

DATE COMPLETED:

Submit to HR on at the end of the orientation period and on an annual basis thereafter.