

**XXXX Hospital**  
**Age Appropriate Competencies**

EMPLOYEE:

Job Title: Respiratory Therapist

Category: Inhalation Therapy

<b>DOMAIN</b>	<b>BEHAVIORS DESIRED</b>	<b>ADOLESCENT</b>	<b>ADULT</b>	<b>GERIATRIC</b>
Knowledge of Growth & Development Principles	Pass Written Test with at least a score of 80%	Score:		
Ability to Assess Appropriate Data	Assess respiratory rate, effort, oxygen saturation; Assess ability & desire to follow directions; Assess ability to utilize equipment;	Expect few co-morbidities; Expect ability to tolerate treatments well; Expect some resistance to authority figure pressure to do something they don't want to do; appearance & peer acceptance is important	Generally follow directions well; Begin to have more co-morbidities which could interfere with effectiveness of treatments; Oxygen saturation may begin to lower with age;	May be confused & not understand /remember what they are expected to do; Have multiple co-morbidities; May not be able to tolerate mouthpiece; May experience side effects due to other medications & disease process
Ability to Interpret/Apply Data	Utilize appropriate inhalation therapy mechanism for age & condition; Utilize appropriate medications for condition & age	Tolerate treatment mouthpiece well; Able to tolerate medications which may speed up the cardiac functions, but open the respiratory passages quicker ; can tolerate higher doses;	May not tolerate the treatment mouthpiece as well; May be beginning to loose teeth which decreases the ability to utilize the mouth piece; If so, switch to mask for treatments;	Most can not tolerate mouthpiece; Utilize mask for more effective treatment; Utilize more Albuterol and Atrovent due to less cardiac effects; Use Ventimask rather than nasal canula for specific FiO2 levels;
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 information.	Assess hearing and speaking ability	Speak deeply and slowly ; Assess hearing and speaking ability;
Ability To Evaluate Effectiveness	Assess respiratory changes following treatment and modify treatment plan accordingly	Assess the toleration of the medication as well as the effective relief; Expect relief to be faster than older ages due to the types of medications utilized, higher doses & other factors;	Evaluate whether the mouthpiece is effective in providing the treatment, or if the mask should be utilized in the future. Assess the toleration of the medication as well as the effective relief;	Evaluate the cardiac functioning following therapy since medications may affect the cardiac muscles; determine if medication & administration method is appropriate.

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.

Must be completed during Orientation to a new position, and again on an annual basis.

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.