

**KING SAUD BIN ABDULAZIZ UNIVERSITY FOR HEALTH SCIENCES  
(KSAU-HS)  
COLLEGES OF NURSING  
(CON)**



**INTERNSHIP PROGRAM**

**Competency Matrix and Certification Requirements**

The following document outlines the minimum certification and competency requirements that CON interns have to achieve in order to satisfactorily succeed internship training.

This document will form the **core** for CON intern **Log Book** which will be distributed to interns at the beginning of their training and will circulate with them to different placement units where their performance will be documented in.

Considering the regionalized implementation of CON internship curriculum, the different recruited clinical sites can provide varied degrees of learning opportunities to interns. Therefore, the three sister colleges acknowledge the possibility to expand this document in some regions. Expanding might be in form of adding additional competencies or in form of identifying sub-competencies under each core competency identified her.

**However, the common understanding is that:**

- The outlined competencies and clinical skills herein are covering phase I only of the program. The detailed competencies are unified for all interns across all regions and it should be achieved satisfactorily during their placement in different rotations in phase I.
- In contrary, Phase II competencies will neither be specified here nor unified across the regions. The reason behind it is basically that, in phase II interns are required to achieve all area of assignment's competencies, clinical skills and all relevant nursing interventions that are expected to be achieved from a regular newly recruited SN1 in this area. Since, interns are placed in a rather wide range of clinical areas with highly varied scope of service that range from outpatient clinics to highly specialized units (such as NICU, hemodialysis, cardiac critical care units, etc.), it will be almost impossible to unify the competency requirement for phase II.
- Therefore, and based on the two points here above, each concerned CON will develop its own competency matrix for each career pathway selected by its interns in phase II in collaboration with the concerned recruited clinical sites.
- Evaluating the interns for the purpose of assigning a fail or pass grade in the clinical skills and competency domain during phase I will rely on the minimum core competencies specified herein.
- Concerned CON may expand some of the unified competencies that are outlined here in by specifically detailing relevant sub-competencies to it. For example; this document outlines oxygen administration as a competency. It can be expanded by identifying the following sub-competencies to it; oxygen administration by face masks, by nasal catheter, by non re-breather mask, and so on.

- When expanding the competency matrix of any placement, and when developing competency matrix for phase II, equity and fairness must be observed to ensure that the clinical placement site is adequately offering concerned interns a fair chance of attaining all outlined requirements.

This document contains two parts. Part one delineates mandatory certification required during internship years, while part two outlines mandatory clinical competencies throughout the entire training period.

### Part one: Mandatory Certification:

No	Topic	Format	Timeline for achievement
1	English Language Proficiency Exam	Paper/computerized test	Before they commence internship. For those who score less than 65% they can rewrite the exam for a maximum of 3 times provided that they furnished the required evidence of self-guided study.
2	Basic Life Support	Exam	Preferably before commencing training. If not, within 2 weeks of commencing the program
3	Fire Safety	Lecture/Demo	First 2 weeks of training
4	Infection Control	Lecture	First 2 weeks of training
5	Safe Body Mechanics	Lecture/Demo	First 2 weeks of training
6	Point of Care Testing	Lecture/Competency Assessment	First 2 weeks of training
7	Sensitive Nursing Outcomes (fall, pressure ulcer...	Lecture	First 2 weeks of training
8	Safety	Lecture	First 2 weeks of training
9	Working with a multicultural team	Lecture	First 2 weeks of training
10	Nursing Documentation including electronic documentation (If applicable)	Presentation and tutorial	First 2 weeks of training
11	End of Life Care	Lecture	First 4 weeks of training
12	Medication Safety	Workshop	First 4 weeks of training
13	Medication Dose Calculation	Exam (X3)	On the first week of Medical/Surgical Placement On the first week of Pediatric Placement On the first week of Phase II Placement
14	Blood & Blood Products	Workshop	First 4 weeks of Phase I.

15	Vascular Access, Fluids & Electrolytes	Workshop	First 4 weeks of Phase I.
16	Pain Management	Workshop	First 4 weeks of Phase I.
17	Mock Code	Participation	at least once in Medical Surgical Placement in Phase I and once in Phase II Placement
18	<b>Special workshops for selected phase II pathways:</b> These workshops are <b>NOT</b> mandatory for all interns. Only interns who are placed in specialized phase II pathways may need it. The required workshops in each region should be identified and approved by the concerned nursing Services & CON according to the nature of the service profile of each specialized path. Here are some of the most commonly offered workshops.		
18.a	CCRT Activation and Code Blue Management		Commonly offered for those in critical care career paths.
18.b	ECG Interpretation		Commonly offered for those in cardiac, ER, PACU & critical care career paths.
18.c	Conscious Sedation (Adult or Pediatrics as relevant)		Commonly offered for those in ER, oncology, pediatrics & critical care career paths.
18.d	End of Life Care		Commonly offered for those in oncology, general medical units with high acuity service profile and critical care career path.
18.e	Other relevant workshops as concerned CON believes it fits.		

### Part two: Competency Matrix (phase I)

Rotation /Achievement Time Line	Mandatory Competencies and Clinical Skills	Assessment Methods
<b>Generic Competencies</b>  These competencies are <b>NOT</b> rotation specific. An intern must complete it satisfactorily within the first 2 months of training regardless of the nature of the placement or area of assignment.	Adult physical assessment	X3 competent performance
	Assessment of vital signs	X3 competent performance
	Pain assessment	X3 competent performance
	O2 administration (via different routs)	X3 competent performance
	Using incentive spirometer	X3 competent performance
	Medication administration:	X3 competent performance
	Oral medication	
	Intra dermal injection	X3 competent performance
	Intramuscular injection	X3 competent performance
	Subcutaneous injection	X3 competent performance
	IV medication	X3 competent performance
	Insulin administration	X3 competent performance
	Measurement of Blood Glucose	X3 competent performance

	Patient hygiene	X3 competent performance
	Managing patient admission	X3 competent performance
	Managing patient discharge	X3 competent performance
<b>Surgical Rotation Specific Competencies and Clinical Skills</b>	Managing a patient going to theater: Pre Operative Care	X3 competent performance
	Preoperative teaching	X3 competent performance
	Managing a patient going to theater: Post Operative Care	X3 competent performance
	Creating and maintaining sterile field	X3 competent performance
	Wound Care (different wound dressing techniques including caring for drains)	X3 competent performance
	Sutures/staples removal	X3 competent performance
	IV cannulation	X3 competent performance
	Care of peripheral access insertion site	X3 competent performance
<b>Medical Rotation Specific Competencies and Clinical Skills</b>	Managing patients having urinary catheterization (insertion, removal and continuous care)	X3 competent performance
	Collecting urine specimens (for routine & C&S tests)	X3 competent performance
	Managing a patient having Naso Gastric Tube (insertion, removal and continuous care)	X3 competent performance
	Managing a patient having a PEG tube	X3 competent performance
	Administering tube feeding	X3 competent performance
	Managing a patient having Tracheostomy	X3 competent performance
	Performing ECG	X3 competent performance
<b>Pediatric Rotation Specific Competencies and Clinical Skills</b>	Child Physical Assessment	X3 competent performance
	Dose Calculation	X3 competent performance
	Medication Administration (All routes)	X3 competent performance
	Oxygen administration	X3 competent performance
	Child physical care and hygiene	X3 competent performance
	Provide health education to mothers on hygiene, feeding, safety, etc.	X3 competent performance
	Demonstrate understanding of the site position statement/policy/guidelines on children safety.	
<b>Maternity Rotation Specific Competencies and Clinical Skills</b>	Antenatal Obstetric Assessment	X3 competent performance
	Measure and record fetal heart rate	X3 competent performance
	Postpartum Assessment	X3 competent performance
	Immediate post partum management in labor	X3 competent performance
	Initial Physical Assessment of the Newborn in Labor and Delivery	X3 competent performance
	Management of newborn child in labor room	X3 competent performance
	Provide health education to postpartum mothers on breast feeding and/or postpartum care	X3 competent performance
	Demonstrate understanding of the site position statement/policy/guidelines on infant safety	