

 <p><b>Connecticut Valley Hospital Nursing Policy and Procedure</b></p>	<p><b>SECTION A: NURSING SERVICE ORGANIZATION CHAPTER 3: NURSING COMPETENCIES TO PROVIDE CARE</b></p> <p><b>Policy and Procedure: 3.4 Annual Competence Based Performance Evaluation</b></p>
<p>Authorization: Nursing Executive Committee</p>	<p>Date Effective: May 1, 2018 Scope: Connecticut Valley Hospital</p>

**Standard of Practice:**

Each nursing staff member demonstrates competency in delivering safe and effective nursing care to patients.

**Standard of Care:**

The patient can expect to receive safe and competent nursing care from nursing staff members whose work performance is supervised and evaluated.

**Policy:**

Each nursing staff member is evaluated for individual role related competence as a basis for continuous individual performance improvement.

**Procedure:**

1. The evaluation of the performance of a nursing staff member utilizes a competency based job description in accordance with Operational Policy and Procedure 8.22, Performance Management System, and the Department of Administrative Services (DAS) Performance Appraisal Form.
2. CVH's Competency Based Performance Management System includes three documents:
  - a. Competency Based Job Description
  - b. Competency Based Performance Appraisal
  - c. DAS Performance Appraisal
3. Transcripts of all educational program attended by staff are produced each year by Staff Development for supervisory review as part of the assessment and evaluation process.