

Ambulatory Clinical New Hire Skills and Training- Manager Guide

Will your clinical new hire perform one or more of the following tasks?	LMS Training:	Competency	Policy	Procedure
Blood and/or Blood product administration	2024 Blood Administration	Demonstrate initial skill competency in simulated environment with designated Mandatory Skill Super User or Clinical Nurse Educator during a Mandatory Skill Fair. Skill competency demonstration (real time or simulated) will then be required 6 months from hire and annually.	CM B-07: Blood and Blood Product Administration	CM B-07A: Blood and Blood Product Administration
Phlebotomy	2024 Annual Phlebotomy & Lab Collect for Nursing Staff (Online Pre-Work)		CM C-46: Clinical Competencies for New York State Department of Health	PROC CM C-46B: Phlebotomy Competency Process
Restraints (chemical, mechanical, physical restraints)	If you staff in your ambulatory clinic perform this skill, please email ClinEd@upstate.edu		CM R-25: Acute Care Medical-Surgical/Non Violent Restraints for Non Psychiatric Patient Care Units	
Zoll			CM E-15: Emergency Medical Response Teams: Code Blue, EMS	
Central Lines (Port, PICC lines)	N/A	Schedule to attend: Ambulatory Central Line Management and Introduction to PORT Competency	CM C-34 - Central Lines	PROC CM C-34C - Port Access, De-access, Care and Maintenance
IV placement	*Alaris IV Pump Training *IV Placement	Adults	CM P-04 - Peripheral Intravenous Therapy	PROC CM P-04A - Peripheral Intravenous Therapy
		Peds		PED P-07 - Guidelines for Peripheral Intravenous (PIV) Placement in Pediatric Patients
Immunizations	N/A	N/A	CM V-01 - Vaccinations/Immunization: Documentation of Administration and Recording of Adverse Effects	PROC CM V-01A - Vaccine Administration
Vocera	N/A	Staff will be scheduled for in person Vocera training	V-14 - Vocera System Policy	

Last Revised: 7/25/2024