

Competency Assessment Checklist: Uniformed Support of COVID-19 Vaccinations

Name:		Position/Job Title:		Facility:	
Assessment Start Date:		Assessment Completion Date:		Initial or Annual Assessment:	
Required Competency or Skill	Self- Assessment *	Validation of Competency			
		Evaluation Method †	Comments		
Customer Service		CRITICAL THINKING: Utilizes appropriate greeting/military courtesy. Determines patient eligibility. Recognizes unique age and language communication needs of patient and responds appropriately. Assures the confidentiality of patient information and their right to privacy (i.e., auditory and visual privacy).			
A. Check-In:					
(1) Welcomes patient/family and introduces self.					
(2) Assures patient confidentiality and right to privacy.					
(3) Validates patient's eligibility:					
a. Checks identification card (driver's license, etc.)					
b. Confirms patient identification using two personal identifiers such as full name and date of birth.					
Validation Completed				Evaluator Initials and Date:	
Patient Screening		CRITICAL THINKING: Understands screening requirements and recommendations for adult and pediatric vaccinations. Documents findings appropriately. Recognizes unique age and language communication needs of patient and responds appropriately. Assures the confidentiality of patient information and their right to privacy (i.e., auditory and visual privacy).			
A. Screens patient records, State Immunization System, and/or paper medical/shot records if available to identify required, recommended, COVID-19 vaccinations in accordance with ACIP recommendations.					
B. Using a standardized list of questions (DHA Form 207, civilian screening form, etc.), screens patient (either verbally or in writing) for the following precautions and contraindications prior to immunization. Follow the counseling guidance on screening form used for any positive responses.					
(1) Currently sick, feels ill, or has a fever over 100°F.					
(2) Have you had an adverse or allergic reaction to a prior COVID-19 vaccine, or allergic reaction to any other vaccine or injectable therapy, or a history of anaphylaxis due to any cause?					
a. Distinguishes between local, systemic, and allergic adverse reactions, to include symptoms and onset timeframes					
b. Rare adverse reactions may include anaphylaxis (i.e., dyspnea or wheezing; swelling of face/throat/tongue; hives; nausea or vomiting; abdominal pain or diarrhea; dizziness or fainting; hypotension; tachycardia; feeling of impending doom; or cardiac arrest), angioedema, lymphadenopathy, or dermatologic conditions such as urticaria or erythema multiforme.					
c. Common adverse reactions may include pain, swelling, or redness at the injection site; fever; fatigue; or head and body/muscle aches. In general, symptom onset is within the first 24 hours, and resolves within 48 to 72 hours.					
d. Documents allergy/hypersensitivity to medications, food, latex, or a vaccine component in patient's record or on screening form.					
(3) Do you have hemophilia or other bleeding disorder or take a blood thinner?					
(4) Are you, or might you be, pregnant or are you nursing (breastfeeding)?					
(5) Do you have an immunocompromising condition (HIV/AIDS, cancer, leukemia, etc.) or take an immunocompromising medicine or treatment (steroids, chemotherapy, radiation therapy, etc.)?					
(6) Will you be able to return for the next shot in the series within 3-6 weeks?					
(7) Have you received any vaccine in the past 14 days or plan to receive any vaccine in the next 14 days?					

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C. PATIENT ACKNOWLEDGMENT: I have read or had explained to me the information in the Coronavirus Vaccine Emergency Use Authorization (EUA) Fact Sheet. I have also had a chance to ask questions, and they were answered to my satisfaction.			
Validation Completed			Evaluator Initials and Date:
Patient Education	CRITICAL THINKING: Recognizes specific patient education requirements prior to vaccination. Documents education provided. Recognizes unique age and language communication needs of patient and provides educational material appropriately.		
A. Provides required education materials to patient / parent / legal guardian:			
(1) Current FDA Emergency Use Authorization document, CDC "What to Expect" handout prior to administration, and any additional educational materials as appropriate (vaccine-specific pamphlets, language appropriate, or audio for visually impaired).			
(2) Offers patient / parent / legal guardian an opportunity to ask questions and provides additional educational information as needed to address concerns associated with planned vaccine.			
(3) Refers patient / parent / legal guardian to a healthcare provider for consultation and/or evaluation prior to vaccine administration, if indicated.			
Validation Completed			Evaluator Initials and Date:
Vaccine Preparation	CRITICAL THINKING: Follows ACIP, OSHA, and manufacturer guidelines. Prepares vaccine in a designated clean medication area not adjacent to areas where potentially contaminated items are placed. Recognizes that different vaccines should never be mixed in the same syringe. Understands that the routine practice of prefilling syringes is discouraged and might result in administration errors or vaccine wastage. Knows there is no requirement to change needle between preparing and administering as long as needle has not been damaged or contaminated.		
A. Selects appropriate product and dose based on patient's age, indication, and screening.			
B. Verbalizes understanding of any applicable standing order and package insert.			
C. Gathers required supplies for vaccine administration (i.e., alcohol pads, needles, gauze, bandages, sharps container, etc.).			
D. Follows ACIP, OSHA, and local Infection Control practices, to include:			
(1) Washes hands with soap and clean water, or uses an alcohol-based hand sanitizer before and after patient contact.			
(2) Wears gloves if skin is broken, risk of contact with patient's body fluids, or if clinic policy.**Per OSHA guidelines, gloves are not required**			
(3) Ensures gloves are changed between patients (if worn).			
E. Prepares vaccine for administration:			
(1) Knows where indicated vaccine and diluent (if required) are stored and ensures storage unit temperature is within range (refrigerator at 2°C-8°C [36°F-46°F], freezer at -50°C to -15°C [-58°F-5°F], Ultra-low freezer at -60°C to -80°C [-122°F to -76°F], or room temperature).			
(2) Removes correct product and inspects for damage or contamination.			
(3) Checks product expiration date, and double checks product label and contents prior to drawing up.			
(4) Selects the correct needle length and gauge based on patient age and/or weight, and injection route (intramuscular [IM]).			
(5) Maintains aseptic technique throughout, to include:			
a. Confirms supplies are not expired.			
b. Ensures sterile needle or syringe adapter does not touch potentially contaminated surfaces.			

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c. Uses an alcohol wipe to clean the vial stopper prior to piercing it.			
(6) Correctly prepares a dose a manufacturer multi-dose vial according to the package insert.			
(7) Labels multi-dose vial with beyond-use date (BUD) and initials, and returns it to correct storage unit.			
(8) Ensures any opened multi-dose vial without proper labeling is discarded at the end of duty day.			
Validation Completed		Evaluator Initials and Date:	
Vaccine Administration	CRITICAL THINKING: Follows ACIP and manufacturer guidelines. Administers using the 5Rs (right patient, right vaccine, right dose, right route, and right time). Understands that deviation from the recommended procedure may reduce vaccine effectiveness or increase the risk of local reactions. Recognizes that aspiration before injection of vaccines or toxoids (i.e., pulling back on the syringe plunger after needle insertion, before injection) is not required because no large blood vessels are located at recommended injection sites.		
A. Administers vaccine per ACIP and manufacturer guidelines ensuring proper indication, patient, vaccine, dose, route, and timing:			
(1) Selects appropriate anatomical injection site based on vaccine and patient age/weight (see "Needle Length & Injection Site" table in applicable DHA-IHD SO).			
(2) Locates landmarks specific to IM for COVID-19 Vaccine administration.			
(3) Preps the site with an alcohol wipe, using a circular motion from the center out to a 2" to 3" circle. Allows alcohol to dry.			
(4) Controls the limb with the non-dominant hand; inserts needle quickly at the appropriate angle (90° for IM).			
(5) Injects vaccine using steady pressure, then withdraws needle at angle of insertion.			
(6) Applies light pressure with gauze to injection site for several seconds, then applies bandage.			
(7) Properly disposes of sharps (e.g., needle, syringe, or vial) in sharps container.			
B. Provides post-vaccination instructions			
(1) Instructs patient to remain in the clinic for 15 minutes after vaccination for monitoring of possible adverse reactions. (High risk individuals remain for 30 minutes after vaccination for monitoring)			
(2) Reiterates symptoms of possible adverse reactions.			
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Documentation	CRITICAL THINKING: Understands that appropriate/timely documentation helps ensure that persons in need of vaccine doses receive them and that adequately vaccinated patients don't receive excess doses. Recognizes that EHRs and ITSs are critical tools that track and forecast doses, and can increase/sustain vaccination coverage by consolidating records from multiple providers or locations.		
A. Records immunization information accurately on the COVID Vaccine Card or other local document IAW local immunization documentation guidance at the time of immunization (or no later than 24 hours after administration):			
(1) Includes date, immunization given, dose, anatomical location of administration, lot number, manufacturer, and the identification of the person administering the vaccine.			
B. Correctly records required immunization information on CDC 731 or other applicable document as directed.			

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C. Provides documentation of immunization to the patient / parent / legal guardian.			
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Patient Monitoring	CRITICAL THINKING: Knows that syncope after vaccination is most common among adolescents and young adults, and that patients must be protected from falls and head trauma. Understands that rapid recognition and initiation of treatment for anaphylaxis are required to prevent possible progression to respiratory failure or cardiovascular collapse. Recognizes that VAERS helps establish trends, identify clusters of adverse reactions, and generate hypotheses.		
A. Demonstrates ability to recognize signs and symptoms of syncope or an anaphylactic reaction and responds:			
(1) Verbalizes signs and symptoms of syncopal and anaphylactic reactions.			
(2) In the event of an adverse reaction, positions patient appropriately (e.g., in the supine position on litter/floor, loosens tight clothing, elevates legs, and maintains airway).			
(3) Follows local emergency protocol for medical management of vaccine adverse reactions, to include administering epinephrine, restoring cerebral perfusion, and activating EMS.			
B. Properly documents adverse reaction:			
(1) Documents incident IAW local documentation guidelines.			
(2) Supports completion of a VAERS Report form by local healthcare authorities.			
Validation Completed			Evaluator Initials and Date:

*Self-Assessment: 1 = Experienced 2 = Needs Practice/Assistance 3 = Never Done N/A = Not Applicable † Evaluation / Validation Method: D = Demonstration/Observation I = Interactive Class T = Written Test V = Verbal review

Evaluator Initials	Printed Name	Signature	Evaluator Initials	Printed Name	Signature

I understand the topics listed, and know that I will be allowed to perform only those within my scope of practice, and only after I have successfully demonstrated initial and annual competency.

Printed Name:

Signature:

Date: