

Primary Care Provider / Nurse Core Competency Tool

Competency	Rating 1=low 5=high
Domain 1: Clinical Practice Skills	
1. Applies principles of population-based care to preventive and chronic care services.	
2. Applies principles of population-based care to MH problems.	
3. Defines role accurately.	
4. Shows understanding of relationship between medical and psychological systems.	
5. Refers a broad range of patients to BHC.	
6. Rapid problem identification for BHC referral.	
7. Uses appropriate assessment tools.	
8. Notes functional impact of problem.	
9. Supports self-management, home-based practice.	
10. Supports interventions recommended by BHC.	
11. Demonstrates basic knowledge of best practice guidelines for common behavioral health problems.	
12. Ready to work with BHC in group medical visits.	
13. Ready to work with BHC in providing PC lifestyle groups or classes.	
Domain 2: Practice Management Skills	
14. Uses BHC referral to reduce length of medical visit.	
15. Uses BHC visit to save a medical visit.	
16. Shows capacity to use BHC for continuity visits.	
17. Refers to BHC groups, classes and workshops.	
18. Uses BHC to link with ACO, CCO, hospital, school or other staff not co-located.	
19. Uses BHC to link patients with community resources.	
20. Uses BHC to make phone contacts with patients.	

21. Works effectively with PCBH registries.	
22. Uses BHC to assess and as appropriate to triage to MH and chemical dependency.	
Domain 3: Consultation Skills	
23. Understands consultative nature of BHC services.	
24. Expects BHC consultation to focus on one problem or answer a question.	
25. Seeks curbside consultations with BHC.	
26. Willing to interrupt BHC visit, when indicated.	
27. Asks BHC to research questions about patient care.	
Domain 4: Documentation Skills	
28. Documents referral to BHC and referral problem in chart note.	
29. Makes time for BHC to give 1-minute feedback when needed.	
30. Clarifies responsibilities for charting curbside conversation results.	
Domain 5: Team Performance Skills	
31. Provides/supports standing orders for BHC services.	
32. Supports PCBH pathway design and implementation.	
33. Knows multiple ways to access BHC services, both same-day and scheduled.	
Domain 6: Administrative Skills	
34. Has copy of PCBH program manual and appendix.	
35. Knows what services BHC does not provide.	
Notes:	

Use a rating scale of 1 (low) to 5 (high) to assess skill competence in attributes within each of the six domains. Place rating in the "Rating" column corresponding to the skill rating that best describes current skill level. Note: A PCP or RN may use this tool for self-assessment and career development planning and/or an expert trainer or clinical supervisor may use it as part of a training and evaluation process.

Figure 6.1. Primary Care Provider / Nurse Core Competency Tool.