

## CORE PERFORMANCE STANDARDS/ESSENTIAL FUNCTIONS FOR COMPLETION OF COURSE

The following is a list of essential functions required for the successful completion of the course.

**Issue:** Critical thinking in thoughts, feelings, and behavior sufficient to plan and implement safe nursing care to multiple clients.

**Standard:** Critical thinking ability sufficient to:

**Examples of Necessary Activities\*:** Identify cause-effect relationships in clinical situations, display ability to concentrate, display ability to solve problems, and calculate appropriately, dosages and measurements.

**Issue:** Interpersonal skills

**Standard:** Demonstrate positive interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of backgrounds.

**Examples of Necessary Activities\*:** Establish rapport with patients/clients and colleagues of all cultures and backgrounds.

**Issue:** Communication (Oral expression and reception, reading and writing)

**Standard:** Communication abilities sufficient to interact in order to communicate needs promptly

**Examples of Necessary Activities\*:** Initiate health teaching, document and interpret nursing actions and patient/client responses to the client's best interests, and follow oral directions.

**Issue:** Mobility

**Standard:** Physical abilities sufficient to move from room to room, to maneuver in small spaces, and to assist patient/clients in activities of daily living.

**Examples of Necessary Activities\*:** Moves around in patient's rooms, work spaces, and treatment areas; administers cardiopulmonary procedures, and assists in ambulation.

**Issue:** Motor Skills

**Standard:** Gross and fine motor abilities sufficient to respond promptly, manipulate equipment required in meeting health needs, and implement essential nursing skills.

**Examples of Necessary Activities\*:** Calibrate and use equipment and position patients/clients.

**Issue:** Hearing

**Standard:** Corrected auditory ability sufficient to hear verbal communication from patients and members of the health team as well as responding to emergency signals.

**Examples of Necessary Activities\*:** Responds appropriately to monitor alarm, emergency signals, auscultatory sounds, cries for help, tape recorded transmissions, oral reports and other auditory stimuli typically monitored through audition.

**Issue:** Observational skills.

**Standard:** Corrected visual ability sufficient to accurately prepare and administer medications, and for the observation necessary for patient assessment and nursing care.

**Examples of Necessary Activities\*:** Observe and assess patient/client responses. Observe and read equipment. Preparation and administration of medications including the "five rights" and other activities that are typically accomplished through vision.

**Issue:** Tactile.

**Standard:** Tactile ability sufficient to perform physical assessment.

**Examples of Necessary Activities\*:** Perform palpation, functions of physical examination and/or those related to therapeutic intervention, e.g. insertion of a catheter.

The examples listed are not intended to be all-inclusive but merely a sampling of necessary activities within each standard.

### **Examples of Physical Requirements:**

It is necessary to have the ability to:

- Walk the equivalent of five miles per day
- Reach above shoulder level
- Hear tape recorded transcription and emergency monitors
- Distinguish colors
- Adapt to shift work
- Grip
- Sit for periods of time
- Climb stairs
- Stand for long periods of time
- Lift 50 pounds
- **Perform CPR**