

## Essential Functions for Nursing Program

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

**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.

**Skills books** shall be used to identify, but are not totally inclusive of, essential skills needed by the nurse.

### **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**