

## Essential Job Functions for Practical Nursing

Practical nurses have many demands in their workplace and need to be physically able to perform a variety of tasks. The following list contains the physical requirements for many but not all of the tasks nurses would be expected to perform and includes cognitive, psychomotor and affective skills. The Practical Nursing Program could work with students with disabilities who meet all other requirements for admission to determine any reasonable accommodations to meet these essential functions.

### Cognitive:

- Minimal score on admission assessment exam.
- Ability to read and write in English.
- Analytical thinking abilities to perform deductive and inductive reasoning for nursing decisions, for example, priority setting, long and short term memory for data collection or ability to evaluate outcomes.

### Psychomotor:

- Perform physical tasks such as reaching, bending, balancing, carrying pushing, pulling, including being able to stand on feet for up to 12 hours at a time.
- Lift/carry weight up to 50 pounds.
- Ability to visually read calibrated equipment in increments of one hundredth of an inch.
- Ability to visually discriminate, describe and interpret depth and color perceptions.
- Ability to view, read and physically manipulate health record information and pertinent data in a variety of formats including paper handwritten documents, typed reports and computerized records and databases.
- Ability to use tactile senses to feel vibration, and to assess size, shape, temperature and moisture.
- Ability to identify and distinguish odors.
- Hearing abilities sufficient to physically monitor and assess client needs, such as use of a stethoscope to distinguish heart and breath sounds.

### Affective:

- Emotional stability sufficient to assume responsibility and accountability for actions, for example handle strong emotions of others while controlling personal response or adapt to changing environments.
- Interpersonal skills sufficient to interact with individuals and groups respecting social, cultural and spiritual diversity.