



ST. JOSEPH'S COLLEGE OF NURSING

at St. Joseph's Hospital Health Center

ESSENTIAL FUNCTIONS/TECHNICAL STANDARDS OF THE STUDENT NURSE

Essential Functions/Technical Standards include non-academic criteria essential to successfully complete the required nursing coursework. The following is a representative list of the Essential Functions/Technical Standards required to be achieved with or without accommodation:

COMMUNICATION: Use good communication skills in interacting with peers, staff, college personnel, and patients. Examples of relevant activity include but are not limited to:

- Effective verbal and non-verbal communication skills
- Effective utilization of the English language
- Recording all information accurately

SENSORY SKILLS & OBSERVATION: Functional use of senses. Examples of relevant activity include but are not limited to:

- Must be able to assess patients in their environment in order to safely deliver nursing care. Examples of relevant activity include but are not limited to:
 - Detect changes in skin color
 - Collect data from recording equipment and measuring devices
 - Detect fire in a client area and initiate emergency action
 - Draw the correct quantity of medication into a syringe
- Must be able to assess patients and their environment and to implement nursing care plans that are developed from such assessments. Examples of relevant activity include but are not limited to:
 - Detect sounds related to bodily functions using a stethoscope
 - Detect audible alarms (e.g. monitors, fire alarms, call bell)
 - Communicate clearly in a telephone conversation
 - Communicate effectively with clients and with other members of the health care team
 - Detect odors of bodily fluids or spoiled foods
 - Detect smoke from burning materials
 - Detect changes in skin temperature
 - Detect unsafe temperature levels in heat-producing devices used internally/externally with clients
 - Detect anatomical abnormalities such as subcutaneous crepitus, edema, infiltrated IV fluids

MANUAL DEXTERITY AND MOTOR SKILLS: Strength and mobility sufficient to perform client care activities and emergency procedures. Examples of relevant activities include but are not limited to:

- Perform Cardiac Pulmonary Resuscitation (CPR)
- Accurately place and maintain position of stethoscope for detecting sound functions
- Manipulate small equipment and containers such as syringes, vials, amp medication packages to administer medications
- Safely transfer clients in and out of bed
- Lift or move clients or objects, turn and position clients as needed to prevent complications due to bed rest
- Hang IV bags at the appropriate level
- Accurately read the volumes in bodily fluid collections devices



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COGNITIVE ABILITY: Ability to collect, analyze and integrate information and knowledge to make clinical judgments and management decisions to promote client outcomes. Examples of relevant activities include but are not limited to:

- Process information accurately, thoroughly and quickly to prioritize tasks
- Perform math computations for medication dosage calculations
- Demonstrate skills of recall using both long and short term memory, inferential reasoning, predicting possible outcomes, applications of knowledge and evaluation of predicted outcomes at appropriate times for point of program
- Learn to use Nursing Process in a systematic way
- Critical thinking in the process of delivering care and comfort to clients

EMOTIONAL STABILITY/BEHAVIORAL/SOCIAL ATTRIBUTES: Student is expected to have the emotional stability required to provide safe nursing care. Examples of relevant activities include but are not limited to:

- Exercise sound judgment, complete assessment and intervention activities and develop sensitive interpersonal relationships with patients/clients/families and other responsible for health care
- Demonstrate flexibility to function effectively under stress and adapt to multiple situations
- Handle strong emotions
- Demonstrate compassion
- Establish therapeutic relationships in a caring manner
- Focus and maintain attention on tasks

PROFESSIONAL BEHAVIOR: Professional behaviors involve a specialized skill set essential to the performance of a unique and professional role. Examples of relevant activities include, but are not limited to:

- Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance and a healthy attitude towards others
- Demonstrate professional communication, appearance and behavior that shows respect for clients and self
- Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
- Handle multiple tasks concurrently
- Perform safe, effective nursing care for clients in a caring context
- Maintain the confidentiality of medical information
- Understand and follow the policies and procedures of the College and clinical agencies
- Understand the consequences of violating the student code of conduct
- Accept responsibility, accountability and ownership of one's actions
- Function effectively in situations of uncertainty and stress inherent in providing nursing care
- Adapt to changing environments and situations
- Remain free of chemical dependency
- Report promptly to all clinical experiences