

# Pima Community College Associate Degree Nursing Program

## Technical Standards (Functional Abilities Essential for Nursing Practice)

The purpose of the Nursing Program is to educate students to meet the program outcomes and to ensure that no graduate will pose a danger to the patient. Nursing students will receive both classroom and clinical instruction in multiple nursing specialty areas (Medical/Surgical, Maternal/Child, Pediatric, Mental Health, etc.) and will be required to demonstrate competency in each area.

In order to provide safe and effective patient care in the Nursing Program, the student must be able to demonstrate, with or without reasonable accommodation, physical, cognitive, and behavioral abilities required for satisfactory completion of all aspects of the program curriculum and clinical agency requirements. Any applicant who has met the necessary academic prerequisites and can, with or without reasonable accommodation, meet and/or perform the Nursing Program Technical Standards will be accepted for admission.

Students admitted to the Nursing Program gain experience in many settings that can be physically demanding, e.g., hospitals, long term care facilities, public health and community agencies, school settings and clinics. During each clinical experience, the nursing student is assigned clinical care which may include medication administration and direct patient care. Students will be expected to adhere to the Health Insurance Portability and Accountability Act (HIPAA) of 1996 which safeguards patient confidentiality.

Transportation to and from health care facilities is the responsibility of the student.

### Please carefully read the Nursing Program Technical Standards

Functional Ability	Standard	Examples of Required Activities
Gross Motor Skills	Gross motor skills sufficient to provide the full range of safe and effective patient care activities	<ul style="list-style-type: none"> <li>• Move within confined spaces such as treatment room or operating suite</li> <li>• Assist with turning and lifting patients</li> <li>• Administer CPR</li> </ul>
Fine Motor Skills	Fine motor skills sufficient to perform manual psychomotor skills	<ul style="list-style-type: none"> <li>• Pick up and grasp small objects with fingers such as insulin syringe, pills</li> <li>• Perform tracheotomy suctioning, insert urinary catheter</li> </ul>
Physical Endurance	Physical stamina sufficient to remain continuously on task for up to a 12- hour clinical shift while standing, sitting, moving, lifting, and bending to perform patient care activities	<ul style="list-style-type: none"> <li>• Walk/stand for extended periods of time; turn, position, and transfer patients.</li> <li>• Manually resuscitate patients in emergency situations</li> </ul>
Physical Strength	Physical strength sufficient to perform full range of required patient care activities	<ul style="list-style-type: none"> <li>• Push and pull 250 pounds</li> <li>• Lift/move heavy objects from 35 – 50 pounds</li> </ul>
Mobility	Physical ability sufficient to move from room to room and maneuver in small spaces; full range of motion to twist/bend, stoop/squat, reach above shoulders and below waist and move quickly; manual and finger dexterity; and hand-eye coordination to perform nursing activities	<ul style="list-style-type: none"> <li>• Move around in work area and treatment areas. Position oneself in the environment to render care without obstructing the position of other team members or equipment</li> </ul>

<b>Functional Ability</b>	<b>Standard</b>	<b>Examples of Required Activities</b>
Hearing	Auditory ability sufficient for physical monitoring and assessment of patient health care needs	<ul style="list-style-type: none"> <li>• Hear normal speaking level sounds</li> <li>• Hear auscultatory sounds</li> <li>• Hear auditory alarms (monitors, fire alarms, call bells)</li> <li>• Hear cries for help</li> </ul>
Visual	Normal or corrected visual ability sufficient for accurate observation and performance of nursing care	<ul style="list-style-type: none"> <li>• See objects up to 20 feet away</li> <li>• Visual acuity to read calibrations on 1 ml syringe</li> <li>• Assess skin color (cyanosis, pallor)</li> </ul>
Tactile	Tactile ability sufficient for physical monitoring and assessment of health care needs	<ul style="list-style-type: none"> <li>• Feel vibrations (pulses)</li> <li>• Detect temperature changes</li> <li>• Palpate veins for cannulation</li> </ul>
Smell	Olfactory ability sufficient to detect significant environmental and patient odors	<ul style="list-style-type: none"> <li>• Detect odors from patient (foul smelling drainage, alcohol breath)</li> <li>• Detect smoke</li> </ul>
Emotional/ Behavioral  Professional Attitudes and Interpersonal Skills	<p>Emotional stability and appropriate behavior sufficient to assume responsibility/accountability for actions</p> <p>Present professional appearance and demeanor; demonstrate ability to communicate with patients, supervisors, co-workers to achieve a positive and safe work environment. Follow instructions and safety protocols</p> <p>Honesty and integrity beyond reproach</p>	<ul style="list-style-type: none"> <li>• Establish rapport with patients, instructors and colleagues.</li> <li>• Respect and care for persons whose appearance, condition, beliefs and values may be in conflict with their own</li> <li>• Deliver nursing care regardless of patient's race, ethnicity, age, gender, religion, sexual orientation or diagnosis</li> <li>• Conduct themselves in a composed, respectful manner in all situations and with all persons</li> <li>• Work with teams and workgroups</li> <li>• Establish and maintain therapeutic boundaries</li> <li>• Demonstrate emotional skills to remain calm and maintain professional decorum in an emergency/stressful situation</li> <li>• Demonstrate prompt and safe completion of all patient care responsibilities</li> <li>• Adapt rapidly to changing environment/stress</li> <li>• Exhibit ethical behaviors and exercise good judgment</li> </ul>
Communication	Oral communication skills sufficient to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team, including non-verbal communication, such as interpretation of facial expressions, affect and body language	<ul style="list-style-type: none"> <li>• Give verbal directions to or follows verbal directions from other members of the healthcare team and participate in health care team discussions of patient care</li> <li>• Elicit and record information about health history, current health state and responses to treatment from patients or family members</li> <li>• Convey information to patients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner</li> <li>• Recognize and report critical patient information to other caregivers</li> </ul>
Cognitive/ Quantitative Abilities	Reading comprehension skills and mathematical ability sufficient to understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis	<ul style="list-style-type: none"> <li>• Calculate appropriate medication dosage given specific patient parameters</li> <li>• Analyze and synthesize data and develop an appropriate plan of care</li> <li>• Collect data, prioritize needs and anticipate reactions</li> <li>• Transfer knowledge from one situation to another</li> <li>• Accurately process information on medication container, physicians' orders, and monitor and equipment calibrations, printed documents, flow sheets, graphic sheets, medication administration records, other medical records and policy and procedure manuals</li> </ul>
Conceptual/Spatial Abilities	Conceptual/spatial ability sufficient to comprehend three-dimensional and spatial relationships	<ul style="list-style-type: none"> <li>• Comprehend spatial relationships in order to properly administer injections, start intravenous lines, assess wounds of varying depths etc.</li> </ul>
Clinical Reasoning	Ability to reason across time about a patient's changing condition and/or changes in the clinician's understanding	<ul style="list-style-type: none"> <li>• Evaluate patient or instrument responses, synthesize data, draw sound conclusions</li> </ul>
Flexibility	Adapt to Nursing Department course scheduling policy	<ul style="list-style-type: none"> <li>• Available to work the hours of an assigned schedule which could include any shift and day of the week</li> </ul>

After admission to the Nursing Program, the student is responsible for notifying their nursing instructor of conditions that impact the student's ability to meet the Nursing program Technical Standards. Any change in the student's ability to meet and/or perform the Nursing Program Technical Standards would require the student to provide appropriate documentation (as identified by the Nursing Program) that they once again meet Technical Standards.

If an accommodation is necessary to participate in the Nursing Program, participation is dependent on the identification of a reasonable accommodation. Reasonableness is determined by the Access and Disability Resources (ADR) Office and the Nursing Program on a case-by-case basis utilizing the Nursing Program Technical Standards. The accommodation needs to be in place prior to the start of the program or it may delay your ability to start the program. Pima Community College provides reasonable accommodations to those students who qualify under the Americans with Disability Act, as amended (ADA). Appropriate documentation will be required to determine eligibility to receive accommodations. It is the student's responsibility to contact the ADR Office and request accommodations in a timely manner.