



Nursing Assistant Program (NUA) Essential Skills and Functional Abilities

Individuals enrolled in the PPCC Nursing Program must be able to perform essential skills. If a student believes that he or she cannot meet one or more of the standards without accommodations, the student should request an ADA Interactive Session by contacting Human Resource Services at 502-2600.

Functional Ability	Standard	Examples of Required Activities in Clinical, Simulation, Skills Lab, and Lab Practice
Motor Abilities	Physical abilities and mobility sufficient to execute gross motor skills, physical endurance, and strength, to provide patient care. Lift and/or support 50 pounds.	Mobility sufficient to carry out patient care procedures such as assisting with ambulation of clients, administering CPR, assisting with turning and lifting patients, providing care in confined spaces such as treatment room or operating suite.
Manual Dexterity	Demonstrate fine motor skills sufficient for providing safe nursing care.	Motor skills sufficient to handle small equipment such as urinary catheters, oxygen tubing and serving utensils.
Perceptual/Sensory Ability	Sensory/perceptual ability to monitor and assess clients.	<ul style="list-style-type: none"> • Sensory abilities sufficient to hear alarms, auscultatory sounds, cries for help, etc. • Visual acuity to read calibrations on a graduated cylinder, assess color (cyanosis, pallor, etc.). • Tactile ability to feel pulses, temperature, palpate veins, etc. • Olfactory ability to detect smoke or noxious odor, etc.
Behavioral/Interpersonal/Emotional	Ability to relate to colleagues, staff and patients with honesty, civility, integrity and in a nondiscriminatory manner. <ul style="list-style-type: none"> • Capacity for development of mature, sensitive and effective therapeutic relationships. • Interpersonal abilities sufficient for interaction with individuals, families and groups from various social, 	<ul style="list-style-type: none"> • Establish rapport with patients/clients and colleagues. • Work with teams and workgroups. • Emotional skills sufficient to remain calm in an emergency situation. • Behavioral skills sufficient to demonstrate the exercise of good judgment and prompt completion

	<p>emotional, cultural and intellectual backgrounds.</p> <ul style="list-style-type: none"> • Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism. • Capacity to demonstrate ethical behavior, including adherence to the professional nursing code and student code of conduct. 	<p>of all responsibilities attendant to the diagnosis and care of clients.</p> <ul style="list-style-type: none"> • Adapt rapidly to environmental changes and multiple task demands. • Maintain behavioral decorum in stressful situations.
Safe environment for clients, families and co-workers	<ul style="list-style-type: none"> • Ability to accurately identify clients. • Ability to effectively communicate with other caregivers. • Ability to operate equipment safely in the clinical area. • Ability to recognize and minimize hazards that could increase healthcare associated infections. • Ability to recognize and minimize accident hazards in the clinical setting including hazards that contribute to client, family and co-worker falls. 	<ul style="list-style-type: none"> • Prioritizes tasks to ensure client safety and standard of care. • Maintains adequate concentration and attention in client care settings. • Seeks assistance when clinical situation requires a higher level of expertise/experience. • Responds to monitor alarms, emergency signals, and call bell from clients in a rapid effective matter.
Communication	<ul style="list-style-type: none"> • Ability to communicate in English with accuracy, clarity and efficiency with clients, their families and other members of the health care team (including spoken and non-verbal communication, such as interpretation of facial expressions, affect and body language). • Required communication abilities, including speech, hearing, reading, writing, language skills and computer literacy. • Communicate professionally and civilly to the healthcare team including peers, instructors, and preceptors. 	<ul style="list-style-type: none"> • Gives verbal directions to or follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care. • Elicits and records information about health status and responses to treatment from clients or family members within scope of practice • Conveys information to clients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner. • Responds to monitor alarms, emergency signals, and call bell from clients in a rapid effective matter. • Establishes and maintain effective working relations with clients and co-workers.

		<ul style="list-style-type: none"> • Recognizes and reports critical client information to other caregivers.
Cognitive/ Conceptual/ Quantitative Abilities	<ul style="list-style-type: none"> • Ability to read and understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis. • Ability to gather data, to develop a plan of action, establish priorities and monitor and evaluate treatment plans and modalities. • Ability to comprehend three-dimensional and spatial relationships. • Ability to react effectively in an emergency situation. 	<ul style="list-style-type: none"> • Calculates intake and output measurement appropriately in the minimum amount of time deemed necessary to promote best patient outcomes. • Analyzes and synthesizes data and participates in an appropriate plan of care within scope of practice. • Collects data, prioritize needs and anticipate reactions. • Recognizes an emergency situation and responds to quickly and effectively to safeguard the client and other caregivers. • Transfers knowledge from one situation to another. • Accurately processes information monitors and equipment calibrations, printed documents, flow sheets, graphic sheets, other medical records and policy procedural manuals.
Punctuality/ Work habits	<ul style="list-style-type: none"> • Ability to adhere to policies, procedures and requirements as described in the Nurse Assistant Student Handbook, PPCC Student Handbook, college catalog and course syllabi. • Ability to complete classroom and clinical assignments and submit assignments at the required time. • Ability to adhere to classroom and clinical schedules. 	<ul style="list-style-type: none"> • Attends class and clinical assignments punctually. • Reads, understands and adheres to all policies related to classroom and clinical experiences. • Contact instructor in advance of any absence or late arrival. • Understand and complete classroom and clinical assignments by due date and time.