

ESSENTIAL PERFORMANCE REQUIREMENTS FOR NURSING STUDENTS

Students are expected to demonstrate the ability to perform similar functions as would be expected in a nursing employment situation. All students must be able to tolerate physically taxing activities and perform during stressful situations in order to meet the demands of the profession.

Students must assess their own capabilities prior to entering the nursing program. In addition to reading and understanding the physical demands identified in the *Physical Demands Report*, found at www.uvsc.edu/ssh/nurs/docPhysicalDemands.html, certain other abilities are also essential. The following list, although not comprehensive, identifies some of the more basic, minimum of essential skills necessary in the nursing program, as well as in the career.

Hours:

- Perform nursing student functions in a variety of health-care settings, up to 12 hours per shift (day or night), up to two shifts per week
- Attend nursing and other college classes an additional 1-3 days per week, as scheduled in the course catalog

Work Environment & Safety Issues:

- Be aware of potential bio-hazardous risks in health care settings which require wearing safety equipment such as masks, head coverings, glasses, latex or non-latex gloves, shoe coverings and gowns
- Be able to meet clinical agency, University and Department of Nursing performance standards
- Be able to arrange travel to and from academic and clinical sites
- Be aware that exposure to allergens (latex, chemicals, etc.) or other hazardous agents exists
- Follow all state, federal, University, Department of Nursing, clinical agency and HIPAA policies regarding confidentiality of patients' personal, family and health-related information
- Provide for patient safety in various situations and settings which may be physically demanding
- Perform multiple assignments/tasks concurrently
- Tolerate the mental demands of differing shifts, body rhythm changes, increasingly difficult patient workloads, fatigue
- Recognize that any patient could potentially cause you harm

Interpersonal Skills:

- Establish professional relationships
- Establish rapport with individuals, families and groups
- Respect cultural differences
- Negotiate interpersonal conflicts effectively

Communication Skills:

- Teach others appropriately and effectively
- Speak and write English clearly
- Listen/comprehend both spoken and written English
- Work quickly and accurately from both written and verbal orders
- Collaborate with others
- Manage information from multiple sources
- Communicate in English directly, and by electronic methods, including using the telephone
- Clearly and safely delegate to others and follow-up as needed
- Document accurately, clearly and effectively patient condition and response to treatment
- Know how and when to use the *chain of command* to resolve problems

Cognitive Abilities:

- Correctly perform mathematical calculations
- Analyze information from many sources and determine appropriate nursing interventions
- Understand principles/rationale behind nursing interventions
- Follow physicians' orders
- Successfully pass exams and course work
- Perform basic computer functions, including word processing, e-mail and web access
- Continually increase and update knowledge base

Emotional Stability:

- Provide client with emotional support
- Build positive relationships with patients, families, peers, and other healthcare providers
- Manage frustration/anger from unsatisfied patients, families or other healthcare providers
- Focus attention on appropriate tasks
- Successfully cope with personal emotions
- Cope with strong emotions in others
- Continuously be in a functional state of mental health
- Function safely under stressful conditions with the ability to adapt to ever-changing or life-threatening environments
- Acknowledge inability to answer all questions without causing fear, embarrassment, or loss of self-worth
- Acknowledge if you are unable to cope with specific situations and seek assistance
- Have the ability to emotionally detach from situations enough to function effectively, objectively, and professionally
- Recognize one's personal symptoms of stress, fatigue and burnout
- Manage self: fears, time, commitment, health, stress
- Ask for assistance/training when given responsibilities for unknown tasks

Critical/Analytical Thinking:

- Transfer knowledge appropriately from one situation to another
- Process and interpret information from multiple sources
- Analyze and interpret abstract and concrete data
- Determine and evaluate progression toward outcomes goals
- Problem solve effectively
- Prioritize and organize tasks according to patient needs and available resources
- Perform only those tasks/assignments for which you have been appropriately trained and given permission
- Use good judgement when making decisions
- Differentiate normal from abnormal patient situations and responses, and make decisions based on findings
- Recognize, correct (if possible) and report errors as soon as they are discovered
- Access resources as necessary for quality patient care
- Develop appropriate nursing plan of care for individual patients
- Coordinate patient care among health care providers