



**HEALTH PROFESSIONS DIVISION
VOCATIONAL NURSING
ESSENTIAL PHYSICAL COMPETENCY FORM**

In response to the American with Disabilities Act, a national survey of administrators of health care facilities, which employ nurses, validated a list of essential competencies a nurse must possess in order to function safely and effectively in a variety of clinical settings. Results indicate that relatively high numbers of activities were identified in each essential competency category by the health care agencies as being necessary for nursing practice. The TSC Vocational Nursing program complies with the ADA, and the following provides the standards used by the Vocational Nursing Program in combination with the professional scope of practice, job analysis, other resources, and expert consultation to make decisions related to the ability of the vocational nursing student to perform the essential functions of a vocational nurse. Any student wishing to request reasonable accommodations due to a documented disability must initiate the process by contacting the TSC Disability Services Officer under student Disability Services. The Disability Services office will determine, on an individual basis, whether or not reasonable accommodations can be made that would permit the student to meet these Essential Physical Competencies and Standards and thus, to continue in the vocational nursing program. The TSC Vocational Nursing Program uses independent clinical education sites that may or may not be able to offer the same reasonable accommodations that are made by the College. Please reach each section carefully and answer the questions at the end of the form.

1. Gross Motor Ability
 - Move within confined spaces
 - Sit and maintain balance
 - Stand and maintain balance
 - Reach above shoulders
 - Reach below waist
2. Fine Motor Ability
 - Pick up objects with hands
 - Grasp small objects with hands
 - Write clearly and neatly with pen or pencil
 - Type on a keyboard
 - Enter data using a key pad
 - Pinch/squeeze or pick up objects with fingers
 - Twist knobs with hands
 - Must have adequate manual dexterity as to be capable of maintaining sterility
 - Prepare medications aseptically
3. Physical Endurance
 - Stand at a patient's side during procedures
 - Sustain repetitive movement (example: chest compressions in CPR)
 - Maintain physical tolerance (continue tasks through a 12-hour shift)
 - Work and complete tasks at a reasonable pace



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- Walk/stand for prolonged periods of time (through a 12-hour shift)
4. Physical Strength
- Lift 25 pounds
 - Move light objects up to 10 pounds
 - Restrain combative patient with assistance
 - Carry equipment/supplies
 - Squeeze with hands (example: use of fire extinguisher)
 - Able to push/roll 60 pounds
 - Move heavy object weighing 10-50 pounds
 - Use upper body strength
5. Mobility
- Twist
 - Bend
 - Stoop/Squat
 - Move quickly
 - Climb ladders/stairs/use stools
 - Walk
6. Hearing (permissible to use hearing aids if they enable a student to meet the requirements below)
- Hear normal speaking level sounds
 - Hear faint noises
 - Hear faint body sounds (example: Breath and Heart sounds)
 - Hear auditory alarms
 - Hear telephones
 - Hear sounds with stethoscope
 - Hear in situations not able to see lips (when using masks)
7. Visual
- Visually assess clients
 - See object up to 20 inches away
 - See object more than 20 feet away
 - Use peripheral vision
 - Distinguish color
 - Distinguish color intensity
 - See emergency lights/lamps
 - Use depth perception
8. Tactile
- Feel vibrations (example: pulses)
 - Detect temperature



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- Feel the difference in surface characteristics
 - Feel the differences in sizes, shapes (example: palpate vein)
 - Detect environmental temperature
9. Smell
- Detect odor from patients
 - Detect smoke
 - Detect gas or noxious smells
10. Reading
- Read and interpret physician orders
 - Read and understand written documents
 - Read very fine or small print
11. Arithmetic
- Read and understand columns of writing (example: flow sheets)
 - Read digital displays
 - Read graphic printouts
 - Calibrate equipment
 - Convert numbers to metric
 - Read graphs (example: vital sign sheets)
 - Tell time
 - Measure time (duration)
 - Count rates (example: heart rate, respiratory rate)
 - Use measuring tools
 - Read measurements
 - Able to perform basic arithmetic functions (add, subtract, multiple, divide)
 - Compute fractions
 - Use a calculator
 - Record numbers
12. Emotional Stability
- Establish therapeutic boundaries
 - Provide patients with appropriate emotional support
 - Adapt to changing environment/stress
 - Deal with the unexpected or crisis management
 - Focus attention on tasks despite distractions
 - Monitor own emotions
 - Perform multiple responsibilities concurrently
 - Handle strong emotions (example: grief)
 - Show appropriate compassion through communications
13. Analytical Thinking



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- Transfer/extrapolate knowledge from one situation to another
 - Process information
 - Evaluate outcomes
 - Problem solve
 - Prioritize tasks
 - Use long and short term memory
14. Critical Thinking Skills
- Identify cause-effect relationships
 - Plan/control activities for others
 - Synthesize knowledge and skills
 - Sequence information
15. Interpersonal Skills
- Negotiate interpersonal conflict appropriately
 - Respect differences in patients
 - Establish rapport with patients
 - Establish rapport with co-workers
 - Work effectively with physicians, staff, patients', and patients' families
16. Communication Skills
- Communicate effectively in English
 - Teach (patients and families)
 - Explain procedures
 - Give oral reports
 - Interact with others
 - Speak on the telephone
 - Direct activities to others
 - Convey information through writing
 - Convey information through data entry
 - Speak clearly and distinctly

Please list ANY of the standards above you feel that you may not be able to meet even with correction (example: glasses or hearing aids).



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Please contact the Disability Service Officer for any necessary assessment of reasonable accommodations for any standard you feel you may not meet with correction (glasses or hearing aids). Reasonable accommodations for students with documented disabilities are provided.

Print Name

TSC Student ID number

Signature

Date