

Mercer County Community College

Division of Health Professions

Nursing Program

Essential Functions of Nursing Students

Motor Skills

Sufficient motor function is required to be able to execute movements required to provide general care and treatment to clients in all healthcare settings. Such motor functions may include but are not limited to:

- Stand and walk for up to 12 hours/day.
- Sit and maintain balance
- Stand and maintain balance
- Bend, twist, squat, and kneel
- Assist in lifting or moving clients of all age groups and weights
- Reach above shoulders
- Reach below waist
- Use hands for grasping, pushing, pulling, and other fine manipulation
- Move within confined spaces
- Sustain repetitive movements, such as performance of chest compressions

Sensory Skills

Sufficient ability to acquire information with all senses is required; especially sight, hearing, smell, and touch. Such sensory functions may include but are not limited to:

- Possess tactile ability sufficient to:
 - Feel differences in sizes and shapes
 - Feel differences in surface characteristics
 - Feel vibrations
 - Detect temperature
- Possess auditory acuity sufficient to:
 - Hear faint body sounds and voices
 - Hear normal speaking level sounds
 - Hear in situations when unable to see lips move
 - Interpret various equipment signals and use the telephone
 - Distinguish changes in tone and pitch
 - Distinguish sounds and understand verbal communication in environments with multiple auditory inputs

- Tolerate occasional exposure to loud and unpleasant noises
- Possess olfactory ability sufficient to:
 - Detect differences in odor
 - Tolerate occasional unpleasant odors
- Possess visual acuity sufficient to:
 - Use depth perception
 - Use peripheral vision
 - Distinguish color and color intensity
 - Clearly view electronic monitors and scales
 - Visualize small font (6 font) written words and information on paper and computer screens

Communication

Communication skills are required to communicate effectively and sensitively with others. Such communication skills may include but are not limited to:

- Communicate effectively in environments with multiple auditory and visual inputs
- Express ideas and feelings clearly
- Demonstrate a willingness and ability to give and receive feedback
- Effectively read, write, comprehend, and speak the English language
- Exhibits awareness of social and cultural differences
- Prepare written documents that are correct in style, grammar, and mechanics
- Communicate relevant, accurate, and complete information in a clear and concise manner both verbally and in writing to clients and health care team members.

Cognitive Abilities

Cognitive abilities are required to measure, calculate, reason, analyze, integrate, and synthesize in the context of nursing practice. Such cognitive abilities may include but are not limited to:

- Perform mathematical calculations accurately
- Make appropriate rapid decisions in stressful or emergency situations
- Manage multiple priorities and function effectively in stressful situations
- Remember multiple messages and information
- Maintain concentration and focus in professional care setting
- Adapt rapidly to environmental changes and multiple task demands
- Read and comprehend extensive written materials
- Effectively use short term and long term memory abilities
- Solves problems using a logical systematic process
- Establish priorities among several tasks and pieces of data.

Behavioral/Emotional

Emotional health is required for full utilization of intellectual ability, the exercise of good judgement, and the prompt completion of nursing responsibilities. Such behavior and emotional abilities include but are not limited to:

- Assume responsibility and accountability for own actions.
- Function effectively under stress.
- Must possess the emotional stability to function effectively and maintain a calm demeanor under stress and to adapt to an environment that may change rapidly without warning and/or in unpredictable ways.
- Establish therapeutic boundaries.
- Respect differences in others.
- Illustrate insight and awareness of self.
- Experience empathy for the situations and circumstances of others and effectively communicate that empathy.

Professional Conduct

Professional conduct is essential to the practice of nursing in an ethical manner.

- Demonstrate the application of the professional nursing Code of Ethics to clinical practice.
- Adhere to the practice standards of the profession.
- Reflect the values of the nursing profession in practice.
- Demonstrate ethical and professional attitudes and conduct.
- Ability to reason morally.

Occupational Exposure

Work in a healthcare related environment and performance of nursing tasks and procedures involves risk of exposure to blood, body fluids and other bio-hazardous materials by direct predictable or unpredictable exposures.

Accommodations for Special Needs

Mercer County Community College is committed to ensuring the full participation of all students in all activities, programs and services. Some of the essential functions listed above may be accomplished with the use of assistive technology or other reasonable accommodations. If you have a documented differing ability or think that you may have a differing ability that is protected under the American with Disabilities Act, Section 504 of the Rehabilitation Act or college policy, please contact Arlene Stinson of the Center for Inclusion, Transition, and Accessibility at stinsona@mccc.edu for information regarding support services.