

Nurse Aide Technical Standards

PHYSICAL AND COGNITIVE EXPECTATIONS OF A STUDENT NURSE AIDE

Nursing is a practice discipline with cognitive, sensory, affective, and psychomotor performance requirements. For purposes of Nurse Aide (NA) program compliance with the 1990 Americans with Disability Act, a qualified individual with a disability is one who, with or without reasonable accommodation or modification, meets the essential eligibility requirements for participation in the NA program.

If a student believes that he or she cannot meet Nurse Aide program requirements without accommodations, the Disability Support Services office will determine, on an individual basis, whether or not the necessary accommodations or modifications can be reasonably made.

CFCC provides reasonable accommodations to otherwise qualified students with disabilities, as long as such disabilities, determined on a case-by-case basis, do not preclude the student from meeting the qualifications considered essential to the program. The essential functions (Technical Standards) are listed below.

TECHNICAL STANDARDS

CRITERION	STANDARD	EXAMPLES OF NECESSARY ACTIVITIES (Not all Inclusive)
Critical Thinking	Critical Thinking ability sufficient for clinical judgement.	Identify cause and effect relationships in clinical situations, follow patient's care plans/care maps.
Interpersonal	Interpersonal abilities to interact with individuals, families, and groups from a variety of social, emotional, cultural, and Intellectual backgrounds.	Establish rapport with patients/clients and colleagues.
Communication	Communication abilities sufficient for interaction with others in verbal and written form.	Clearly communicates and documents the Nurse Aide tasks performed and patient's responses.
Mobility	Physical abilities sufficient to move from room to room and maneuver in small places.	Moves around in patients rooms, workspaces, and treatment areas, administers cardiopulmonary procedures.
Motor Skills	Gross and fine motor abilities sufficient to provide safe and effective patient care	Calibrate and use equipment, position patients/clients, and ability to lift/maneuver a minimum of 30 pounds.
Hearing	Auditory ability sufficient to monitor and assess health needs.	Detects monitor alarm, emergency signals, auscultatory sounds, cries for help. Responds to patient in need.
Visual	Visual ability sufficient for observation and assessment necessary for patient care.	Observes patient/client responses (i.e. detects change in skin color, accurately reads and records, Blood Pressure, Height, Weight and Specimen measurements).
Tactile	Tactile ability sufficient for physical assessment during the performance of Nurse Aide procedures and tasks.	Perform palpation, functions of physical examination and/or those related to therapeutic intervention. e.g. NA I – skin care NA II - insertions of a catheter
Emotional	Emotional stability and mental alertness in performance of patient care.	Maintains a calm and effective manner in high stress / pressure situations with patients, staff, supervisor and colleagues. E.g. during emergencies and end of life care.

Students who feel they need accommodations should contact the Disability Support Services office in the Union Station Building (Room U-218) on the Downtown Campus or call 910-362-7012 or 910-362-7158.