



Policy and Procedure

Policy Name: Functional Abilities and Performance Standards

Responsible office: Administration
Electronic copy of policy maintained by: Administration
Date last posted (if applicable): 8/10/2015
Approved by: C. Wynd
Date Policy and Procedure was last updated: 8/10/2015

Policy Statement

Mount Carmel College of Nursing believes that certain essential functional abilities and performance standards are necessary for the safe practice of professional nursing and the successful participation in and completion of a nursing education program.

Students (and prospective students) are encouraged to review these Functional Abilities and Performance Standards. Students will need to demonstrate satisfactory application of these functional abilities and performance standards, with or without reasonable accommodations or academic adjustments, during their course of study in nursing.

The essential functional abilities and performance standards include:

- **Sensory:** The ability to gather accurate and complete data from the physical environment using vision, touch, and hearing. Ability to accurately distinguish between colors and see changes in colors; discriminate, visually, at the millimeter level between technical markings and small type fonts; ability to hear device and overhead alarms, communicate via telephone and other electronic modes of communication, and use a stethoscope to auscultate sounds within the human body; tactile ability to sense changes in the temperature of an object, including the skin of another person, perceive pulsatile forces (such as produced in an artery by the contraction of the heart), and to detect the presence of abnormal bumps, nodules, or masses upon palpation of skin and tissues.
- **Communication:** The ability to communicate verbally and non-verbally with other people, including through the use of telecommunication technologies such as phones, computers, and intercoms. Ability to interpret common non-verbal expressions indicating pain, discomfort, anxiety, and other behavioral states. Effectiveness in communication using both written and spoken English. Ability to give and provide information accurately, quickly, and efficiently. The ability to enter text using a standard computer keyboard and print text and place a signature, in a legible fashion, on paper and other surfaces.



Policy and Procedure

Policy Name: Functional Abilities and Performance Standards

Responsible office:	Administration
Electronic copy of policy maintained by:	Administration
Date last posted (if applicable):	8/10/2015
Approved by:	C. Wynd
Date Policy and Procedure was last updated:	8/10/2015

-
- **Cognitive:** Ability to process multiple sources of information, develop an understanding, make judgments and decisions, and take actions based on this information. Ability to read and understand electronic and paper documents, including technical medical and clinical documents, in English. Ability to develop increasingly complex understandings of cultural, social, scientific, and interpersonal concepts necessary for making sound professional nursing judgments. Ability to take measurements, communicate and describe the physical environment quantitatively, perform advanced arithmetic and numerical operations (such as is necessary for calculating medication dosages and rates), and interpret graphical displays of scientific and real-time physiologic data.
 - **Motor:** Fine and gross motor skills sufficient to operate common clinical equipment such as IV pumps, suction devices, and floor lifts; ability to perform a physical assessment or examination on clients across the lifespan; ability to carry out delicate and/or emergency clinical procedures such as airway suctioning, intravenous line insertion, and giving injections. Ability to lift up to 40 pounds independently. Stamina required to completely satisfy nursing work requirements of during a “shift” of 10 consecutive hours.
 - **Behavioral and emotional:** Ability to work in teams of diverse providers in a positive, non-threatening, and non-discriminatory manner. Ability to develop effective therapeutic relationships with clients. Ability to effectively perform professional duties in stressful situations and under significant time pressures. Ability to regulate emotions in times of stress, anger, or upset. Ability to adhere to and apply ethical and professional codes of conduct and all applicable laws and regulations. Openness to new experiences, revision of existing attitudes, and positive regard for uncertainty and change in work and study settings.