

## Nursing Assistant Essential Functions

The Americans with Disabilities Act (ADA) prohibits discrimination of persons with disabilities. In keeping with this law, MATC makes every effort to insure quality education for all students. It is our obligation to inform students of the essential functions necessary for this program and occupation.

Students requiring accommodation and/or special services to meet the essential functions of the program should contact the MATC Student Accommodation Services at any MATC campus.

The following physical, cognitive and environmental performance standards are encountered by students in this program.

### ESSENTIAL FUNCTIONS

	Sometimes 1-30%	Frequently 31-75%	Always 76-100%
<b>GROSS MOTOR SKILLS</b>			
Move within confined spaces			X
Maintain balance in multiple positions			X
Reach below waist (e.g., plug electrical appliances into a wall outlet)			X
Reach out to front or side of body to level of the top of head			X
Twist body from one side to other			X
Push, pull, twist and lift 50 pounds		X	
Support 50 pounds of weight	X		
Use upper/lower body strength		X	
<b>FINE MOTOR SKILLS</b>			
Grasp, pinch, twist, squeeze object weighing 5 lbs. for at least 5 seconds (e.g., record/chart)			X
Hand/finger/eye coordination (e.g., manipulate equipment)			X
<b>TACTILE</b>			
Feel vibrations (e.g., pulse)	X		
Able to detect temperature (e.g. skin, liquids, environment, equipment)	X		
Able to identify the subtle differences in surface characteristics (raised rash swelling)			X
<b>MOBILITY</b>			
Able to squat or modified squat (one knee on floor), stoop, or bend for at least 1 minute			X
Able to climb and descend a flight of stairs in succession			X
Able to walk independently without the assistance of a cane, walker, crutches, wheelchair or assistance of another person (walk with client)			X
Able to move quickly in emergency Situations			X

	Sometimes 1-30%	Frequently 31-75%	Always 76-100%
<b>SMELL</b>			
Detect body and environmental odors			X
<b>HEARING</b>			
Hear normal level speaking sounds within a distance of 10 feet			X
Hear faint voices/whispers within a range of 3 feet			X
<b>VISION</b>			
See objects clearly within a minimum of 20 feet (computer screen, skin, client in room)			X
Depth Perception and peripheral vision to allow identification of dangerous objects and client situations within the client's room			X
Distinguish color and color intensity			X
Read and interpret written data held at normal reading distance			X
<b>ENVIRONMENT</b>			
Tolerate exposure to allergens (e.g., latex products, chemical substances, lotions, soaps)			X
Tolerate heat as high as 90 degrees and humidity for up to ½ hour (e.g., giving showers)			X
<b>PHYSICAL ENDURANCE</b>			
Maintain physical activity for length of clinical shift			X
<b>READING</b>			
Read and understand written documents (flow sheets, charts, graphs, worksheets)			X
Read and understand digital and computer displays			X
<b>COMMUNICATION</b>			
Interacts with others to report observations and advocate for the needs of clients			X
Speak English in order to communicate with clients as well as report client information			X
Write English in order to communicate with clients as well as document client information			X
Listen and understand spoken and written word			X
<b>MATHEMATICS</b>			
Basic math including add, subtract, multiply, and divide without the use of a calculator			X
Count and understand the meaning of numbers			X
Measure length by reading a tape measure or ruler			X
Tell time on a clock			X

	Sometimes 1-30%	Frequently 31-75%	Always 76-100%
<b>INTERPERSONAL SKILLS</b>			
Able to apply knowledge gained in classroom to establish appropriate relationships with clients, families and coworkers			X
Able to interact as a member of health care team			X
Able to handle interpersonal conflict			X
Able to show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status, and abilities and disabilities			X
<b>EMOTIONAL STABILITY</b>			
Able to interact and support clients during times of stress and emotional upset			X
Able to adapt to changing situations and emergency conditions while maintaining emotional control			X
Able to cope with strong emotions (grief, anger) and physical outbursts of clients while remaining in a reasonable state of calm			X
Able to respond to the unexpected (death, emergencies)			X
Able to focus attention on task or client needs despite interruptions and multiple demands			X
<b>PROBLEM SOLVING</b>			
Able to know the difference between serious and minor problems			X
Able to apply knowledge and skill			X
Able to organize and use information			X