

NURSE AIDE ESSENTIAL QUALIFICATIONS

All individuals, including persons with disabilities, who apply for admission to the nurse aide program, must be able to perform specific essential functions with or without reasonable accommodation.

The following information outlines the abilities and behavioral characteristics necessary for the student to be admitted to, continue in, and complete, the nurse aide program at NCC and are considered standards of admission.

The applicant should carefully review the essential qualifications for the program and ask questions if not familiar with the activities or functions listed. The applicant must decide if he or she has any limitations that may restrict or interfere with satisfactory performance of any of the requirements. It is ultimately the applicant's responsibility to meet these essential qualifications if accepted into the program.

The applicant should consult with the program coordinator or the director of noncredit healthcare to discuss any individual situation if he or she may not be able to meet these essential qualifications. Requests for reasonable accommodation will be considered. Contact the noncredit healthcare education office @ 610-332-6585 if you have any questions about this matter.

Any candidate *not* meeting these criteria will be denied admission into the program:

• **Hearing** - Able to hear and understand clients and staff, to interpret conversation, to assess and monitor clients.

1. Communicate and interact with clients, staff and families from a variety of cultural backgrounds.
2. Follow verbal instructions.
3. Use a stethoscope to hear blood pressure sounds.
4. Detect and discriminate between sounds of normal conversation.
5. Ability to hear sounds of a variety of equipment alarms; i.e. bed/chair alarms and call bells.

• **Mobility** - Mobile and strong enough to support and move clients. Able to move quickly from place to place to perform client care.

1. Support and transfer clients safely from bed to wheelchair, and modify client position in bed.
2. Lift 50 lbs. to waist level.
3. Reach above shoulder height to manipulate equipment.
4. Reach below waist level to manipulate equipment.

• **Visual** - Able to monitor and assess client, to read fine print on monitors, devices and gauges.

1. Read written instructions.
2. Ability to see and discriminate between a variety of equipment visual alarms.
3. Ability to observe demonstrations and clients close up and at a distance to learn skills and to gather client data (e.g., observe a client and the client's gait, appearance, posture, etc.).

• **Motor Skills (fine and gross)** - Perform multiple motor tasks simultaneously. Fine and gross motor skills sufficient to handle equipment and provide safe and effective client care; steady arm and hand movements while manipulating objects or assisting clients.

1. Operate and manipulate equipment; i.e. mechanical lifts, wheelchairs/gurneys.
2. Push/pull beds; transport clients.
3. Lift and move clients safely.
4. Able to chart/write in medical records/record client data.

• **Tactile** - Able to assess client's vital signs.

1. Distinguish pulse rate, textures, firmness and strength.

• **Communication:** Candidates must be able to communicate orally and in writing with clients and members of the health-care team using correct grammar, punctuation and spelling. Candidates also must be able to read and comprehend written material in English.

• **Intellectual and Cognitive Abilities:** Candidates must be able to measure, calculate, reason, analyze, and apply information.

• **Behavioral and Social Attributes:** Candidates must possess the emotional health required to use their intellectual abilities fully, such as exercising good judgment, promptly completing all responsibilities attendant to the care of clients, and developing mature, sensitive and effective relationships with clients and other healthcare workers. Candidates must be able to tolerate physically taxing workloads and to function effectively under stress. They must be able to adapt to changing environments, to display flexibility, and to learn to function in the face of uncertainties inherent in the clinical problems of many clients. Compassion, integrity, concern for others, interpersonal skills, interest and motivation are personal qualities that will be assessed during the education process.

• **Ethical Standards:** A candidate must demonstrate professional demeanor and behavior and must perform in an ethical manner in all dealings with peers, faculty, staff and clients and their families.

Physical/Mental Requirements:

When physical requirements are not essential job functions, reasonable accommodations may be made for individuals with disabilities. Required to stand and walk continuously. Work is of heavy demand with lifting up to 100 pounds maximum with frequent lifting and/or carrying of objects up to 25-50 pounds. Activities required include frequent stooping, bending, pushing, pulling and reaching and occasional kneeling, crawling and squatting. Ability to see, hear and speak continuously at a level to meet all essential functions of the job. Work is of high attention and mental demands including the ability to prioritize and process with accuracy.

Working/Environmental Conditions:

In the course of performing job duties, the nurse aide is reasonably anticipated to have occupational exposure to bloodborne pathogens, i.e. skin, eye, mucous membrane or parenteral contact with blood or other potentially infectious material. Working schedules include day, evening, night and weekend shifts. May also be required to be on-call, work overtime or shift reduced or cut. Must be prepared to handle physically stressful situations, including acute/medical situations and infectious or hazardous materials.