**Essential Functional Abilities**

The National Council of State Boards of Nursing, Inc. has determined that the following categories of functional abilities are essential for licensure and job performance of Certified Nurse Aides and Patient Care Assistant.

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| **CATEGORY** | **DESCRIPTION** |
| Gross Motor Skills | Gross motor skill sufficient to provide the full range of safe and effective health care activities, such as moving within confined spaces, reaching above shoulders, reaching below waist, standing and maintain balance. |
| Fine Motor Skills | Fine motor skills sufficient to perform psychomotor skills, such as grasping small objects with hands, keying/typing, pinching, picking, twisting and squeezing with fingers. |
| Physical Endurance | Physical stamina sufficient to perform client care activities for entire length of work role, such as standing during health care procedures or performing CPR. |
| Physical Strength | Physical strength sufficient to perform full range of required client care activities, such as pushing and pulling, supporting and lifting, and moving objects weighing up to 50 pounds; squeezing with hands to operate a fire extinguisher. |
| Mobility | Physical abilities sufficient to move from place to place in a quick manner and to maneuver by twisting, squatting, climbing and walking. |
| Hearing | Auditory ability sufficient for physical monitoring and assessment of client health care needs, which includes hearing faint body sounds, faint voices, hearing in situations when not able to see lips, and hearing auditory alarms. |
| Visual | Visual ability sufficient for accurate observation and performance of nursing care, which includes seeing objects up to 20 inches away and 20 feet away, depth perception, peripheral vision, and ability to distinguish color and color intensity. |
| Tactile | Tactile ability sufficient for physical monitoring and assessment of health care needs, which includes feeling differences in surface characteristics, sizes, and shapes. |
| Smell | Olfactory ability sufficient to detect significant environmental and client odors. |
| Reading | Reading ability sufficient to comprehend the written word at a minimum of a tenth grade level. |
| Arithmetic | Arithmetic ability sufficient to do computations at a minimum of an eighth grade level which includes reading and understanding columns of writing, reading graphic printouts and digital displays, calibrating equipment, converting numbers to and/or from the Metric System, measuring time, counting rates, using measuring tools, reading measurement marks, computing fractions, and using a calculator. |

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| **CATEGORY** | **DESCRIPTION** |
| Emotional | Stability Emotional stability sufficient to assume responsibility/accountability for actions, which includes establishing therapeutic boundaries, dealing with the unexpected, adapting to a changing environment/stress, focusing attention on a task, performing multiple responsibilities concurrently, and handling strong emotion. |
| Analytical Thinking | Reasoning skills sufficient to perform deductive and inductive thinking for health care decisions, which includes transferring knowledge from one situation to another, processing information, problem solving, evaluating outcomes, prioritizing tasks, and using short term and long-term memory. |
| Critical Thinking | Skill Critical thinking skill sufficient to exercise sound judgment, which includes identifying cause‐effect relationships, planning/controlling activities for others, synthesizing knowledge and skills, and sequencing information. |
| Interpersonal Skills | Interpersonal abilities sufficient to interact with individuals, families and groups respecting social, cultural, and spiritual diversity. |
| Communication Skills | Communication abilities sufficient for interaction with others in written and oral form, which includes teaching, explaining procedures, giving oral reports, and conveying information through writing. |