

Aleda E. Lutz VA Medical Center
Functional Requirements

LEGEND:
Constant = 67 – 100% of workday
Frequent = 35 – 66% of workday
Occasional = 34% or less of workday

Position Nursing Assistant

Service: Physical Medicine and Rehabilitation Service
Occupational Series: 621

FUNCTION	DESCRIPTION	FREQUENCY
<u>REACHING:</u>	This position requires extension of the hand(s) and arm(s) in any direction including above or below shoulder level, during the provision of patient care, including retrieval of needed equipment, supplies, and to make contact with the patient.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>STANDING:</u>	This position requires the maintenance of an upright position to perform duties such as those associated with patient care, serving food, or working a service counter. This position is typically non-sedentary, and frequently involves being in the standing position.	<input checked="" type="checkbox"/> Constant <input type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>WALKING:</u>	This position requires moving about on foot to accomplish tasks, such as assisting with patient ambulation and moving one patient to the next.	<input checked="" type="checkbox"/> Constant <input type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>LIFTING:</u>	This position requires the raising of objects from a lower position to a higher position or the movement of objects horizontally position to position. Lifting may be done to move a patient from one location to the next, i.e. from the bed to the chair, and in the movement of equipment or supplies. Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>FINGERING/ HANDS:</u>	This position requires writing or otherwise working with fingers and/or hands, including one or both hands. This is done when taking a patient's pulse, utilizing a stethoscope, passing medications, entering information into the computer, etc.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>TALKING:</u>	This position requires the expression of ideas by means of the spoken word, including the provision of education and instruction to patients and the sharing of information with co-workers.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>HEARING:</u>	This position requires the perception of sounds at normal range, including the reception of oral communication shared at interdisciplinary team meetings and oral requests from patients.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>REPETITIVE MOTIONS:</u>	This position requires substantial movements (motion) of the wrists, hands, and/or fingers, as is done when entering information into the computer.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>VISION:</u>	This position requires the ability to see near and far, requires depth perception and the ability to distinguish between basic colors and shades of colors when reading a doctor's order, visualizing hue of a patient's skin, read measurements such as thermometer, IV pumps, computer monitors, etc.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>BALANCING:</u>	This position requires maintenance of equilibrium to prevent falling when assisting patients with activity.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>BENDING:</u>	This position requires bending the body downward and forward to assume appropriate-level position to retrieve items and make contact with patients.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>KNEELING:</u>	This position requires bending legs at knee to come to a rest or kneel in order to assume an appropriate-level position for retrieval of items.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>CROUCHING:</u>	This position requires bending the body downward and forward in order to assume an appropriate-level position to retrieve items.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>PUSHING:</u>	This position requires using the upper extremities to press against something with steady force in order to thrust forward, downward or outward, as in pushing of wheelchair or medication cart. Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional

FUNCTION	DESCRIPTION	FREQUENCY
<u>PULLING:</u>	This position requires using the upper extremities to exert force in order to draw, drag, haul or tug objects in a sustained motion, as in pulling equipment from one area to the next. Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>GRASPING:</u>	This position requires the application of pressure to an object with the fingers and palm, as in the holding of a pen to jot notes, messages, etc.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>FEELING:</u>	This position requires the perception of attributes of objects, such as size, shape, temperature, or texture by touching with skin, particularly that of fingertips and palms such as palpation of a patient's skin for integrity, temperature.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>SITTING:</u>	This position requires the maintenance of a seated position, as when seated to work at the computer and while participating in meetings.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>CARRYING:</u>	This position requires the use of upper extremities to hold or grasp and lower extremities to move about on foot to move objects from position to position, as when carrying medications from the med car to the patient for administration.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>TASTING/ SMELLING:</u>	This position requires exposure to smells that may be strong in nature, such as ammonia, wounds, feces, etc.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>CLIMBING:</u>	This position requires moving from one place to another on foot, utilizing one or both legs, and/or utilizing both legs and arms to change one's position in space, either upward or downward as in when climbing the stairs between floors.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>CRAWLING:</u>	This position requires bending the body downward to a position of being on ones hands and knees to assume appropriate-level position to retrieve items such as pens that have fallen under equipment.	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input checked="" type="checkbox"/> Occasional
<u>REFLEX:</u>	Ability for rapid mental and muscular coordination simultaneously.	<input type="checkbox"/> Constant <input checked="" type="checkbox"/> Frequent <input type="checkbox"/> Occasional
<u>FIRE ARMS:</u>	Ability to use and desirability of using firearms. <input type="checkbox"/> Not Applicable	<input type="checkbox"/> Constant <input type="checkbox"/> Frequent <input type="checkbox"/> Occasional

PHYSICAL DEMANDS:

- Exerting up to 50 pounds of force occasionally and/or up to 25 pounds of force frequently to move objects. This could include moving objects such as pieces of equipment and assistance in moving clients.

EMOTIONAL DEMANDS:

- Exposure to meeting with patients and relatives needs and expectations. Work with critically ill patients and may observe patient suffering.

VISUAL REQUIREMENTS:

This position requires the:

- Ability to read printed material and distinguish colors, such as reading doctor's orders and visualizing the hue of patient's skin, wounds, etc.
- Ability to conduct visual inspections during patient assessment.
- Ability to accurately read measurements on patient-related equipment; examples include thermometers, mechanical gauges, IV pumps, computer monitors, etc.
- Ability to accurately perceive depth so as to move around work space safely and to appropriately make contact with patients and staff.

INTELLECTUAL/EMOTIONAL REQUIREMENTS:

This position requires the:

- Ability to adapt to successfully perform in high stress environments with constant interruptions, emergency/critical/unusual situations, high volume urgency of issues, and interactions with a wide variety of professionals and personalities as a member of a multidisciplinary team working

with sick patients.

- Ability to perform a variety of duties, changing one task to another without loss of efficiency or composure, and consistently meet department work schedule demands, including direct patient care, documentation and participation in workgroup, committees, etc.
- Ability to communicate effectively, courteously, and cooperatively with co-workers, patients, and visitors of diverse professional, education and lifestyle backgrounds.
- Ability to work independently and assume responsibility for completion of assignments.
- Ability to recognize situations beyond function(s) knowledge/training and request appropriate assistance.
- Ability to maintain confidentiality of information to protect patient rights to privacy.

HAZARDS/ENVIRONMENTAL FACTORS:

- Position requires exposure to communicable diseases, body fluids, and/or hazardous materials.
- Position functions in a Hospital/Clinical environment and may be subject to shift work to include days, evenings, or nights.
- Frequent use of personal protective equipment to prevent exposure to hazardous materials is required.

- Other *environmental factors* include but are not limited to:

- | | | |
|---|--|--|
| <input type="checkbox"/> outside | <input checked="" type="checkbox"/> outside and inside | <input type="checkbox"/> excessive heat |
| <input type="checkbox"/> excessive cold | <input type="checkbox"/> excessive humidity | <input type="checkbox"/> excessive dampness/chilling |
| <input type="checkbox"/> dry atmospheric conditions | <input type="checkbox"/> excessive noise, intermittent | <input type="checkbox"/> constant noise |

- Other *hazards* include but are limited to:

- | | | |
|---|---|--|
| <input type="checkbox"/> dust | <input type="checkbox"/> silica, asbestos, etc. | <input type="checkbox"/> fumes, smoke, or gases |
| <input type="checkbox"/> solvents | | <input type="checkbox"/> electrical energy |
| <input type="checkbox"/> grease and oils | <input type="checkbox"/> radiant energy | <input type="checkbox"/> working around moving objects or vehicles |
| <input type="checkbox"/> slippery or uneven surfaces | | <input type="checkbox"/> working below ground |
| <input type="checkbox"/> working around machinery with moving parts | | |
| <input type="checkbox"/> working on ladders or scaffolding | | |
| <input type="checkbox"/> unusual fatigue factors (specify) | | |
| <input type="checkbox"/> working with hands in water | <input type="checkbox"/> explosives | <input type="checkbox"/> vibration |
| <input type="checkbox"/> working closely with others | <input type="checkbox"/> working alone | |
| <input type="checkbox"/> protracted or irregular hours of work | <input type="checkbox"/> other (specify) _____ | |