

## FUNCTIONAL ABILITIES FOR THE CERTIFIED NURSE AIDE

Functional Ability Categories and Representative Activities/Attributes for the Certified Nurse Aide (CNA). The Federal Americans with Disabilities Act (ADA) prohibits discrimination against persons with disabilities. In keeping with this law, The University of New Mexico – Taos makes every effort to ensure quality education for all students. However, we feel obliged to inform students of the functional abilities demanded by a particular occupation. In order to perform the duties associated with the job for which this training is intended, students should have the ability to do the following:

### Gross Motor Skills –

- Able to move in confined spaces
- Maintain balance in standing position
- Twist body from one side to the other
- Reach below the waist and to the front or side of the body to the level of the top of head (examples: adjust overhead lights, plug electrical appliance into wall outlet)
- Able to push, pull, stabilize, twist, and freely move arms to allow movement of 50 pounds (as in moving an object or transferring a client from one place to another)

### Fine Motor Skills –

- Ability to grasp, twist squeeze, pinch, and manipulate fine equipment for at least 5 seconds.

### Tactile Ability –

- Ability to distinguish subtle vibrations through the skin (pulse)
- Ability to identify the subtle difference in surface characteristics (feel a raised rash)
- Ability to detect temperature (skin, liquids, environment)

### Mobility –

- Ability to squat or modified squat (one knee on floor) for at least 1 minute
- Ability to move quickly in case of emergency situations
- Ability to climb and descend a flight of stairs in succession
- Ability to walk independently without the assistance of a cane, walker, crutches, wheel chair or the assistance of another person

### Environment & Physical Endurance –

- Ability to have stamina sufficient to maintain physical activity for a period of time from 5 -8 hours
- Able to tolerate exposure to common allergens such as: pets, body lotions, soaps, and cleaning products
- Ability to work in confined spaces
- Ability to tolerate heat and humidity as high as 90 degrees for up to 30 minutes (shower/bathrooms)

### Speech and Communication –

- Ability to interact with others to report and advocate for the needs of the clients
- Ability to speak, write, and understand English in order to be able to communicate with clients as well as report and document client information

Senses: Smell, Hearing, and Vision –

- Ability to detect differences in body and environmental odors
- Ability to hear and understand voices spoken at a normal speaking volume within a distance of 10 feet
- Ability to hear faint noises such as whispers within a range of 4 feet
- Ability to have depth perception and peripheral vision to allow identification of dangerous objects and client situations within the client room
- Ability to read and interpret written data held at normal reading distance

Emotional Stability –

- Ability to interact and support clients during times of stress and emotional upset
- Ability to adapt to changing situations and emergency conditions while maintaining emotional control
- Ability to cope with strong emotions and physical outbursts of clients while remaining in a reasonable state of calm
- Ability to focus attention on client needs despite interruptions and multiple demands
- Ability to accept constructive feedback and accept responsibility for own actions

Interpersonal Skills –

- Ability to apply knowledge gained in classroom to establish appropriate relationships with clients, families, and coworkers
- Ability to interact as a member of the health care team
- Ability to show respect for diversity in culture, religion, sexual orientation, marital status, socio-economic status, and abilities and disabilities

Clinical Attendance-

- Ability to attend clinical areas on time. Students are responsible for their own transportation to and from affiliated clinical agencies.

Students with disabilities have the right to request reasonable accommodations from the college and the program, as necessitated by their disability. Any potential or enrolled students are encouraged to contact Center for Academic Student Achievement ([CASA](#)) to discuss any accommodation concerns or questions associated with the course.