

**HELEN AND ARTHUR E. JOHNSON  
BETH-EL COLLEGE OF NURSING AND HEALTH SCIENCES  
RN Refresher Nursing Student Policy and Procedure**

**Policy Title: Technical Standards for Admission, Clinical Placement and Program Completion**

Date of Origin (if available): November 21, 2013

Date(s) of Revision:

Faculty Sponsor(s): Holly Bradshaw

BEES Unit Approval Date(s):

**Policy:** RN Refresher students applying for admission to the RN refresher nursing program must be able to meet these minimum standards with or without reasonable accommodation for successful completion of the course requirements. The BEES Unit will consider any applicant who demonstrates the ability to perform, or to learn to perform the skills listed here. Any applicant with concerns about these technical standards is encouraged to discuss the issue with the Program Coordinator for the program. If appropriate and upon request of the individual, reasonable accommodation for a disability may be provided.

<b>Standards</b>	<b>Necessary Activities</b>
Critical thinking abilities sufficient for clinical judgment	<ul style="list-style-type: none"> <li>• Identify cause/effect relationships in clinical situations.</li> <li>• Select clients with identified problems, prioritize the problems and create appropriate plans of care.</li> <li>• Relate the pathophysiological and psychological basis of disease to client's status.</li> <li>• Identify salient clinical findings, interpret them and initiate appropriate actions in a timely manner.</li> <li>• Incorporate data from multiple patient sources in a prompt manner in order to provide appropriate, safe patient care.</li> </ul>
Interpersonal abilities sufficient to interact with individuals, families, and groups from all backgrounds	<ul style="list-style-type: none"> <li>• Establish and maintain rapport with clients and colleagues;</li> <li>• Apply appropriate psychosocial, spiritual, and cultural concepts with clients.</li> <li>• Participate in clinical group activities and discussions/conferences appropriately</li> <li>• Demonstrate respect for others.</li> </ul>
Abilities sufficient for physical assessment and clinical interventions	<ul style="list-style-type: none"> <li>• Complete physical examination including inspection, auscultation, percussion, and palpation of all systems on assigned clients and document findings according to facility standards.</li> <li>• Possess fine motor coordination and physical ability to perform patient interventions (examples of this may be</li> </ul>

	insertion of a catheter, initiation of an intravenous line, administration of medications, intravenous fluids, and wound care.)
Abilities sufficient to provide safe and effective nursing care.	<ul style="list-style-type: none"> <li>• Move safely in client’s environment, work spaces, and treatment areas.</li> <li>• Calibrate and use equipment as required for each clinical site.</li> <li>• Maintain a sterile field and use aseptic technique when providing care.</li> <li>• Possess the physical strength and stamina required to perform clinical tasks safely. <ul style="list-style-type: none"> <li>○ Provide safe and timely care to all assigned clients, for the required number of clinical hours (up to 12 hours per clinical day).</li> <li>○ Ensure safe lifting and transferring of patients.</li> </ul> </li> <li>• Administer medications safely to include giving intramuscular and subcutaneous injections..</li> <li>• Sufficient motor function to elicit information from patients by: <ul style="list-style-type: none"> <li>○ Tactile palpation</li> <li>○ Auscultation using a stethoscope</li> <li>○ Direct hand percussion</li> <li>○ Indirect percussion using a percussion hammer</li> <li>○ Other diagnostic maneuvers.</li> </ul> </li> <li>• Perform basic patient care procedures (eg. Tracheostomy care, urinary catheterization, insertion of intravenous catheters, and using oxygen/respiratory equipment.</li> <li>• Practice with integrity.</li> </ul>
Oral and written communication abilities sufficient for interactions with others	<ul style="list-style-type: none"> <li>• Communicate clearly and effectively in English with clients, teachers and all members of the health care team.</li> <li>• Document patient information according to the healthcare facility standards.</li> <li>• Discuss treatment procedures, initiate health teaching, identify nursing actions, and interpret client responses.</li> <li>• Be responsible, accountable, and ethical in all interactions.</li> </ul>
Abilities sufficient to assess and monitor health needs.	<ul style="list-style-type: none"> <li>• Modify decisions, and actions when dictated by new relevant data or analysis of existing data.</li> <li>• Communicate relevant data to clinical faculty and clinical site healthcare professionals in a timely manner.</li> <li>• Be able to function in stressful situations.</li> <li>• Recognize and respond to life-threatening emergencies.</li> <li>• <u>Initiate emergency procedures according to site protocol.</u></li> </ul>

Adapted from “Essential Eligibility guidelines for Participation in the Undergraduate Program” Washington State University, Nursing Program.

**Procedure:**

1. If a RN Refresher student is observed by a qualified nursing or other health care profession to be unsafe in the clinical environment due to an inability to meet the Technical Standards, it is the duty of the qualified nursing or other health care personnel to report these observations to the Program Coordinator.
2. The Program Coordinator will research the question and determine if conditions warrant a professional evaluation which may include the assessment of the RN Refresher student in question by a variety of professionals capable of assessing the situation.
3. The Program Coordinator will then respond to the evaluation report from the qualified professional. Responses may range from:
  - a) Taking no action
  - b) Mandatory changes in the RN Refresher student behavior
  - c) Requiring the RN Refresher student to take a Leave of Absence from the program in order to address specific concerns
  - d) Referral to the Office of Disability Services
  - e) Mandatory RN Refresher student withdrawal or administrative withdrawal of the RN Refresher student from the program.
4. If the RN Refresher student does not agree with the decision of the Coordinator, he/she may follow the Grievance Policy.

**Rationale:** The technical standards will assist RN Refresher students and faculty in determining whether accommodation or modification is necessary for successful completion of the program. The American With Disabilities Act requires that reasonable accommodation be considered when a RN Refresher student has a disability.

**Key Words:** Technical standards, Required Skills, Clinical Placement, Disability

ROUTING:      DATE    \_\_\_\_\_  
                    DATE    \_\_\_\_\_