



Fitness for Clinical Practice Policy

Definition	Admission to the CSUSM School of Nursing programs is conditional and will depend upon the student's "fitness for Clinical Practice"
Scope	Student
Responsible Division	California State University San Marcos, School of Nursing

Policy

All students must be able to participate safely in teaching and learning activities in both the classroom and various clinical agencies. The School of Nursing requires an annual Health/Physical Examination to document the ability to safely perform clinical functions. [See CSUSM Health Physical Exam Form]. The healthcare provider approval for clinical practice considers the essential functions listed below:

If at any time, there is a change in a student's fitness, in any of the categories listed below, the student is required to

- 1) Email the School of Nursing Associate Director and copy Director.
- 2) Provide a Health/Physical Exam Form which clears the student to safely perform all essential clinical functions identified below.

Failure to report a change in fitness status, and to provide clearance to safely perform clinical functions will result in a disciplinary action taken by the SoN which may include dismissal from the program.

Procedure

"Fitness for Clinical Practice" refers to the readiness of the student to perform the Nursing Essential functions.

1. Students are expected to demonstrate the ability to perform similar functions as would be expected in a nursing employment situation. All students must be able to meet the physical demands of the registered nurse role. Students must assess their own capabilities to meet the essential functions prior to entering the nursing program and throughout the nursing program.
2. Essential functions are categorized as: Sensory (tactile, visual, hearing and smell) communication, psychomotor (gross motor skills, fine motor skills, physical endurance, physical strength, mobility), intellectual and cognitive abilities (reading, arithmetic competence, analytic thinking, and critical thinking), professional and social attributes (interpersonal skills, and communication. and application of legal/ethical principles and professional standards.
3. If necessary, the School of Nursing will work with the student and the Disability Support Services to provide any reasonable accommodation to meet these essential functions. Unfortunately, we are not able to control various accommodation requirements in the clinical agencies. All students are subject to hospital policy and procedures.

4. The following list, although not comprehensive, identifies some of the more basic minimum requirements of the essential skills necessary in the nursing program, as well as in the nursing career.

- a. **Psychomotor and Sensory Issues:**

1. Perform nursing student functions in a variety of health-care settings, up to 12 hours per shift (day or night), up to two shifts per week.
 2. Have physical endurance to stand (during surgical or therapeutic procedures)
 3. Have mobility to twist, bend, stoop/squat, move quickly, climb and walk.
 4. Have physical strength to push and pull 25 pounds (e.g., position clients)
 5. Lift 25 pounds (transfer clients pick up child)
 6. Be able to accurately observe, both close at hand and at a distance, to learn skills and to gather data.
 7. Possess functional use of the senses that permit such observation.
 8. Attend nursing and other college classes an additional 1-3 days per week, as scheduled in the course catalog.

- b. **Work Environment & Safety Issues:**

1. Be aware of potential bio-hazardous risks in health care settings which require wearing safety equipment such as masks, head coverings, glasses, latex or non-latex gloves, shoe coverings and gowns.
 2. Be able to meet clinical agency, University and Department of Nursing performance standards.
 3. Be able to arrange travel to and from academic and clinical sites.
 4. Be aware that exposure to allergens (latex, chemicals, etc.) or other hazardous agents exists.
 5. Follow all state, federal, University, Department of Nursing, clinical agency and HIPAA policies regarding confidentiality of patients' personal, family and health-related information.
 6. Provide for patient safety in various situations and settings which may be physically demanding.
 7. Perform multiple assignments/tasks concurrently.
 8. Tolerate the mental demands of differing shifts, body rhythm changes, increasingly difficult patient workloads, fatigue.
 9. Recognize that any patient could potentially cause you harm.

- c. **Interpersonal Skills:**

1. Establish professional relationships.
 2. Establish rapport with individuals, families and groups.
 3. Respect cultural differences
 4. Negotiate interpersonal conflicts effectively.

Communication Skills:

1. Teach others appropriately and effectively.
2. Speak and write English clearly.
3. Listen/comprehend both spoken and written English.
4. Work quickly and accurately from both written and verbal orders.
5. Collaborate with others.
6. Manage information from multiple sources.
7. Communicate in English directly, and by electronic methods, including using the telephone.
8. Clearly and safely delegate to others and follow-up as needed.
9. Document accurately, clearly and effectively patient condition and response to treatment
10. Know how and when to use the chain of command to resolve problems.

Cognitive Abilities:

1. Correctly perform mathematical calculations
2. Analyze information from many sources and determine appropriate nursing interventions.
3. Understand principles/rationale behind nursing interventions.
4. Follow physicians' orders.
5. Successfully pass exams and course work
6. Perform basic computer functions, including word processing, e-mail and web access.
7. Continually increase and update knowledge base

Emotional Stability:

1. Provide client with emotional support.
2. Build positive relationships with patients, families, peers, and other healthcare providers.
3. Manage frustration/anger from unsatisfied patients, families or other healthcare providers.
4. Focus attention on appropriate tasks.
5. Successfully cope with personal emotions
6. Cope with strong emotions in others
7. Continuously be in a functional state of mental health.
8. Function safely under stressful conditions with the ability to adapt to ever-changing or life-threatening environments.
9. Acknowledge inability to answer all questions without causing fear, embarrassment, or loss of self-worth.
10. Acknowledge if you are unable to cope with specific situations and seek assistance.
11. Have the ability to emotionally detach from situations enough to function effectively, objectively, and professionally.

12. Recognize one's personal symptoms of stress, fatigue and burnout.
13. Manage self: fears, time, commitment, health, stress.
14. Ask for assistance/training when given responsibilities for unknown tasks.

Critical/Analytical Thinking:

1. Transfer knowledge appropriately from one situation to another
2. Process and interpret information from multiple sources.
3. Analyze and interpret abstract and concrete data.
4. Determine and evaluate progression toward outcomes goals.
5. Problem solves effectively.
6. Prioritize and organize tasks according to patient needs and available resources.
7. Perform only those tasks/assignments for which you have been appropriately trained and given permission.
8. Use good judgment when making decisions.
9. Differentiate normal from abnormal patient situations and respond and make decisions based on findings.
10. Recognize, correct (if possible) and report errors as soon as they are discovered.
11. Access resources as necessary for quality patient care
12. Develop appropriate nursing plan of care for individual patients.
13. Coordinate patient care among health care providers.