



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	Traditional Bachelor of Science in Nursing (TBSN) and Accelerated Bachelor of Science in Nursing (ABSN) Students
Responsible Division	California State University San Marcos, School of Nursing

Policy

All students in the California State University, San Marcos (CSUSM) School of Nursing (SoN), in TBSN and ABSN programs must be able to participate safely in teaching and learning activities in both the classroom and clinical agencies. The SoN requires an annual Health and Physical Examination to document the ability of a student to safely perform clinical functions. [See CSUSM Health Physical Examination Form found in Community and/or Complio].

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

This policy and form have been developed in accordance with the California Code of Regulations CCR Title 22.

Procedure

The CSUSM Health and Physical Exam Form can be found in Community:

1. Log into Community: <https://community.csusm.edu/>
2. Undergraduate Nursing
3. Complio Info & Student Forms
4. CSUSM Health Physical Exam Form

The CSUSM Health and Physical Exam Form can be found in Complio:

1. Log into Complio: <https://sdnahsec.complio.com/>
2. Required Documents

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.

“**Fitness for Clinical Practice**” refers to the readiness of the student to perform the Nursing Essential functions. The healthcare provider approval for clinical practice considers the essential functions listed below:

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), emotional stability, and application of legal/ethical principles and professional standards.
3. For students with a documented disability, the SoN will work with the student and the Disability Support Services (DSS) to provide any reasonable accommodation to meet these essential functions consistent with applicable laws. Clinical agencies have the final decision over whether a particular accommodation is reasonable in the clinical setting. CSUSM will work with the students and agencies to facilitate the interactive process to determine what reasonable accommodations can be provided.
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. Physical Ability, Psychomotor and Sensory Requirements:

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 up to 12 hours per day.
3. Have mobility to twist, bend, stoop/squat, move quickly, climb and walk.
4. Have physical strength to push and pull 25 lbs. frequent, 50 lbs. occasional (e.g., position clients).
5. Lift 25 lbs. frequent, 50 lbs. occasional (transfer clients pick up child). Be able to accurately observe, both close at hand and at a distance, to learn skills and to gather data.
6. Possess functional use of the senses that permit such observation.
7. Attend nursing and other college classes an additional 1-3 days per week, as scheduled in the course catalog.
8. Bimanual Dexterity

b. Work Environment & Safety Requirements:

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, as stated in this policy
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 Health Insurance Portability and Accountability Act (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 risk for assault/violence from patients.
- c. Interpersonal Skills:**
1. Establish professional relationships.
 2. Able to work with others in groups and teams, both formal and informal.
 3. Establish therapeutic rapport with individuals, families and groups.
 4. Embrace, integrate, and adapt to diverse cultural styles.
 5. Engage in dialogue about diversity, equity and inclusion.
 6. Ability to build and sustain trusting relationships with diverse individuals and groups.
 7. Intentionally incorporate voices and perspectives of diverse populations.
 8. Work with others to resolve interpersonal conflict and disagreements in a positive way, through effective communication. Work with others to identify, define and solve problems, which includes making decisions about the best course of action
- d. 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.
- e. 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
- f. Emotional Stability:** Nursing is a mentally, emotionally and physically demanding profession. The student must be able to adapt to and function effectively to stressful situations in both the classroom and clinical settings, including emergency situations. Students will encounter multiple stressors while in the nursing programs. These stressors may be (but are not limited to) personal, patient care/family, faculty/peer, and or program related.
1. Provide clients 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 ability 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.
- g. 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.

<u>Version</u>	<u>Revision Date</u>	<u>Details of Revision</u>	<u>Policy Approval</u>
<u>2</u>	<u>3/5/2024</u>	<u>Add attachment for Physical Exam form; Add requirements for Diversity, Equity, Inclusion; Specify physical weight requirements/frequency; Minor wording changes</u>	
<u>3</u>	<u>11/6/2024</u>	<u>Consult with DSS, add steps on how to obtain Physical Exam Form through Community and Complio; minor wording changes</u>	<u>11/6/2024</u>