

Certified Nursing Assistant (CNA) Essential Functions

Program Overview: Core physical, sensory, cognitive, and behavioral standards required to provide safe, direct bedside patient care, personal hygiene support, and daily living assistance.

Domain	Technical Standard Definition	Contextual Classroom / Lab / Field Examples
Strength & Movement	Deploy sustained muscular force, postural balance, and cardiorespiratory endurance to move patients and manage equipment.	• Patient Transfers: Pivot, adjust, and guide patients from beds to wheelchairs; push or pull objects up to 40–50 lbs independently. • Shift Endurance: Walk, stand, and bend continuously over a 6-to-8-hour clinical shift without frequent sit-down breaks. • Emergency Response: Administer continuous chest compressions and manual rescue breathing techniques during emergency CPR actions.
Small Hand Skills	Exercise refined physical finger control and precision hand manipulation to provide sensitive personal care and use medical tools.	• Tool Handling: Fasten small tabs, manipulate blood pressure dial knobs, and position fine tips on digital or analog thermometers. • Bedside Maintenance: Bathe fragile skin surfaces, feed patients carefully, and guide limbs gently through range-of-motion routines.

Domain	Technical Standard Definition	Contextual Classroom / Lab / Field Examples
Seeing & Hearing	Use intact visual, auditory, and tactile perception pathways to check status indicators and verify patient environment safety.	• Visual Monitoring: Read microscopic graduated markings on fluid cups; look closely at skin surface indicators or changes in respiration patterns. • Auditory Monitoring: Hear faint mechanical alarms, patient call lights down a hallway, and low pulse clicks during blood pressure checks. • Tactile Monitoring: Check wrist artery pulses, verify skin temperature variances (fevers or cold spots), and evaluate skin turgor.
Thinking & Talking	Process fluid information accurately under time pressure and transfer updates explicitly to the care team.	• Task Prioritization: Decide which patient call light to answer first based on urgent safety profiles across multiple assigned rooms. • Critical Reporting: Identify unusual breathing sounds or rapid weakness and report details immediately to the supervising nurse. • Record Keeping: Write down exact liquid intake volumes, note clear entries in behavioral charts, and describe procedures clearly to anxious patients.
Behavioral Standard	Control internal emotional responses, uphold patient dignity rights, and interact ethically with teams.	• Crisis Containment: Maintain a calm, organized mental focus and complete tasks quickly during an emergency like a patient fall. • Respect & Care: Give nonjudgmental personal support to diverse individuals; protect patient dignity during bathing routines. • Privacy Compliance: Keep patient histories confidential and discuss health details only with authorized clinical staff.

Institutional Accommodations & Universal Access Note

In accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), reasonable accommodations are provided to eligible students with documented physical, psychological, sensory, or learning disabilities.

To request accommodations, discuss environmental or instructional barriers, or obtain alternative format configurations of institutional materials, please coordinate directly with the specialized support office:

- Office of Disability Services (ODS): Student Life Center, Room S207
- Phone Contact: (540) 857-6488
- Institutional Email Portal: disabilityservices@viriniawestern.edu