

Nursing Student Fitness for Duty Form

Student Name _____

Student ID _____

Program (select one)

BSN-Louisville BSN-Owensboro MEPN MSN-APRN* DNP*

*If MSN-APRN or DNP, specify track _____

Instructions for the Student

As a part of clinical compliance, students must have a fitness for duty exam completed within 6 months prior to the start of the first clinical rotation. To fulfill this requirement, the Nursing Student Fitness for Duty Form must be completed by a primary care provider of the student's choice. Forms completed by a nurse practitioner, physician's assistant, or physician will be accepted.

Prior to the exam, students shall review the minimum criteria listed below and notify the provider of any limitations.

Students who do not possess the ability to meet all duty criteria shall work with the Disability Resource Center and the nursing program director/assistant dean to determine reasonable accommodations in a clinical setting.

Instructions to the Healthcare Provider:

Please review minimum requirements listed below that meet University of Louisville School of Nursing fitness for duty. After reviewing, please complete the table in section A, indicating whether the student does or does not possess the ability to meet each fitness for duty criteria. In the circumstances in which a student does not possess the ability to meet a duty criterion, the provider must use Section B to indicate recommended accommodations.

Minimum Criteria for Fitness for Duty:

Students enrolled at the University of Louisville of Nursing are required to meet the following minimal criteria to ensure fitness for duty:

- a. **Strength:** Lift, carry, push, or pull objects up to 75 pounds.
- b. **Movement:** Use fine motor skills and dexterity for activities such as keyboard data entry, setting physiologic monitors, and measuring medication dosages in syringes. Use gross body movements such as bending, stooping, reaching, balancing, crawling, crouching, kneeling, climbing, standing, sitting, running, walking and repetitive movements.
- c. **Vision:** See far, see near, possess depth perception and ability to distinguish color.
- d. **Hearing:** Distinguish sounds during auscultation and during communication with others.
- e. **Tactile:** Feel and distinguish differences or changes in body tissue temperature, consistency, etc.

- f. **Written & Verbal Communication:** Communicate effectively demonstrating both verbal and written skills.
- g. **Cognitive & Mental Health Function:** Students must possess the cognitive and mental health wellness to critically think, and to assimilate and analyze information to effectuate a timely and appropriate decision amid multiple distractions. Must be able to memorize, analyze, synthesize and transmit information throughout 8- to 12-hour work periods.

Section A: Evaluation of Fitness for Duty Criteria

Skill	Student must be able to	Student possesses this ability	Student <u>does not</u> possess this ability
Strength	Lift, carry, push, or pull objects up to 75 pounds.	HCP Initials_____	HCP Initials_____
Movement	Use fine motor skills and dexterity for activities such as keyboard data entry, setting physiologic monitors, and measuring medication dosages in syringes. Use gross body movements such as bending, stooping, reaching, balancing, crawling, crouching, kneeling, climbing, standing, sitting, running, walking and repetitive movements.	HCP Initials_____	HCP Initials_____
Vision	See far, see near, possess depth perception and ability to distinguish color.	HCP Initials_____	HCP Initials_____
Hearing	Distinguish sounds during auscultation and during communication with others.	HCP Initials_____	HCP Initials_____
Tactile	Feel and distinguish differences or changes in body tissue temperature, consistency, etc.	HCP Initials_____	HCP Initials_____
Written and verbal communication	Communicate effectively demonstrating both verbal and written skills.	HCP Initials_____	HCP Initials_____

Cognitive function	Students must possess the cognitive and mental health wellness to critically think, and to assimilate and analyze information to effectuate a timely and appropriate decision amid multiple distractions. Must be able to memorize, analyze, synthesize and transmit information throughout 8- to 12-hour work periods.	HCP Initials _____	HCP Initials _____
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Section B: Accommodations

This section should be addressed if the student does not possess the ability to meet all duty criteria in Section A. This section can be left blank if not needed.

Instructions to the Healthcare Provider:

Based on your assessment and professional judgment, please list accommodations for all areas identified as “student does not possess this ability”. If the accommodations are temporary, please indicate the duration of the accommodation(s).

University of Louisville School of Nursing (SON) will work in consultation with the student and the University’s Disability Resource Center to determine what specific accommodations may be offered to the student to allow the student to participate in classes/clinical activities.

B. Accommodations		
	<u>Student Requires Accommodations</u>	<u>Student Does Not Require Accommodations</u>
Student requires accommodation	HCP Initials _____	HCP Initials _____

Additional Information/Comments/Suggested Accommodations:

Signature of Health Care Provider: _____

Date: _____

Provider Printed Name and Credentials: _____

Provider Specialty: _____

Provider Contact Number: _____