

TNS Functional Job Analysis: Essential Skills, Abilities, and Aptitudes

A TNS must be able to do the following:

Language and communication – verbal and reasoning skills are used extensively

- Communicate effectively (verbal, nonverbal and written) with English language fluency, range, accuracy, and clarity (speak smoothly and freely without the need for extended pauses to think about the grammar, vocabulary or pronunciation needed to communicate).
- Rapidly read, understand, analyze, apply and take action on work-related written messaging, assessments, policies, procedures, forms, publications, and regulations in a time-sensitive manner where there is no extended time or alternate accommodations for receiving, processing or deliberating on the content.
- Write factual, accurate, complete, and timely reports and healthcare-related correspondence that includes all relevant data. This may require a detailed narrative relative to extenuating circumstances or conditions that go beyond what is required on a prescribed form or electronic template.
- Use required communication equipment to concisely and accurately describe verbally their impression of situation and/or patient's condition.

Reasoning skills

All reasonable efforts are made to ensure that assessments of TNS achievement of objectives (quizzes and examinations) are based on job-related knowledge and tasks.

- Demonstrate strong reasoning ability to deal with the complexity and variety of the situations in which a TNS works. This includes providing quality emergency nursing care requiring the use of logic and reason to rapidly define problems and arrive at solutions within their scope of practice.
- Understand and appropriately apply an extensive variety of complex technical and instructional materials.
- Think critically and strive for clarity, precision, accuracy, relevance, depth, breadth and logicalness.
- Solve problems and reach reasonable, ethical, and legally defensible conclusions from abstract variables and information which may be imperfect, ambiguous, conflicting or disjointed.
- Make rapid and accurate independent judgments and assumptions and determine a plan of care within their scope of practice; and implement oral or written medical orders from qualified healthcare practitioners, unless there is a good reason not to. Nurses have an ethical and legal duty to use their own judgment when providing patient care.

Mathematical skills | Numerical aptitude (Perform arithmetic operations quickly and accurately)

- Practically use metric and English units of measure
- Accurately add, subtract, multiply, and divide using whole numbers, common fractions, and decimals
- Determine age from date of birth
- Calculate/confirm accurate drug doses based on the patient's weight, age, and other factors that warrant adjustment of dose/volume
- Prepare/confirm the exact amount of drug/pharmacologic indicated for each patient from approved packaging, and administer fluids, blood products, drugs, and/or pharmacologics over time intervals specified by standing order sets or those prescribed by a qualified healthcare practitioner.

Physical demands and Psychomotor skills –

Considerable health and physical strength is necessary to perform the duties of a TNS

- Safely lift and move patients (no maximum weight) from surface to surface, within their bed/stretchers, on a stretcher or in a wheelchair from one location to another; and support patient ambulation.
- Stand, sit, walk, run, stoop, crouch, squat, bend, climb stairs, lift, pull, push, reach, sustain repetitive movement, and balance self and equipment in a healthcare environment with sufficient strength, stamina, endurance, conditioning, mobility, and motor coordination to complete an entire shift and safely perform all TNS-related duties.
- Demonstrate mental alertness, strength, manual and finger dexterity, hand-eye coordination, and sensory perception sufficient to competently perform all TNS-related assessments and skills within their scope of practice with correct technique, sequencing, timing, and without coaching or critical error

Motor coordination (Ability to make a movement response quickly and accurately and coordinate eye-hand movements):

Finger Dexterity (Ability to move fingers and manipulate small objects rapidly and quickly)

Manual Dexterity (Ability to move the hands easily and skillfully)

Sensory perception to detect texture, moisture, temperature, thickness, swelling, elasticity, contour, lumps/masses/deformities, consistency/density/tenseness, strength, resistance, size, vibration, pulsatility, fasciculations, crepitation and presence of pain.

- Competently operate all emergency and communications equipment within their scope of practice as required at their place of employment.
- Accurately and legibly write and type written communication into an electronic device
- See with (corrected) vision to 20/30 in at least one eye with near and far visual acuity and full visual fields, depth perception, and color discrimination to assess patients, read small print such as, but not limited to, markings/labels/instructions on medications, medication delivery devices, prescription bottles, and emergency equipment, and the ability to differentiate normal and abnormal skin colors and the color of various body tissues/fluids.
- Hear (amplified) adequately to discern, understand, and/or interpret conversational speech, phone communication, equipment alarms, percussion notes, and auscultated sounds.
- Perform at least two minutes of uninterrupted high quality manual CPR with two minute breaks between compression sets for at least 30 minutes

Psychological/Social/Emotional skills

- Perform effectively under stress. Frequently experience mental stressors due to the physical and emotional demands of the job, high levels of responsibility, possible sleep deprivation and fatigue; irregular access to food, workplace culture and conflicts, dynamic working conditions, risks inherent in TNS duties; shift work and unintentional overtime disrupting work-life balance; high patient or work assignment volumes; and frequently changing policies, protocols, procedures, and competencies.

These require a survivor mentality, self-confidence, self-regulation; self-compassion; strong emotional and social intelligence; tolerance, adaptability, and resilience to cope with stress, grief and loss, and the ability to maintain self-care while caring for others. Clinicians must use healthy coping strategies and effectively draw on a reservoir of strength that helps them appropriately respond to stress, hardship and frustration without dysfunctional anxiety, anger, illness, addictions, or harmful behaviors to self or others.

Social intelligence: The ability to understand, engage well, and manage relationships with others, including their feelings, thoughts, and behaviors.

Emotional intelligence: The ability to recognize, understand, and manage one's own emotions, as well as the emotions of others and use emotions effectively to make decisions and enhance thinking.

- Demonstrate intellectual and cultural humility; integrity; fair mindedness; courage; empathy; autonomy; optimism (confidence in reason); and perseverance
- Conform to all legal, ethical, and moral obligations inherent within their scope of practice.

Work environment

Though safety measures are implemented whenever possible and a culture of safety is embraced, there remain numerous unavoidable aspects of a TNS's job that may place the individual at risk of personal illness or injury.

These include, but are not limited to:

- Exposure to hostile or combative patients and other individuals
- Exposure to chemical, electrical, radiologic, or biologic hazards
- Exposure to communicable diseases
- Overexertion: Nurses often stand, move, and lift patients which can lead to injuries from bending, twisting, and repetitive motion.
- Falls, slips, and trips: Can be caused by equipment, liquid on floors, or items falling.
- Exposure to (contaminated) sharps and medical waste
- Performance of certain high-risk procedures in the delivery of patient care
- Noise level is moderate to high

<https://www.ncbi.nlm.nih.gov/books/NBK232400/#:~:text=Frequent%20lifts%20and%20assists%20for,by%20this%20type%20of%20injury.>