

Functional Ability (Essential Function) Categories
and
Representative Activities / Attributes
for the
Surgical Technology Program

***See important information under environmental statement if you suspect you have a latex allergy or sensitivity.**

A change in your ability to perform any of the Essential Functions must be reported to Darlene Campo, the Associate Dean of the Surgical Technology program at (608) 789-4757 or to your instructor immediately.

Gross Motor Skills:	Move within confined spaces Maintain balance in multiple positions Reach above shoulders (e.g., adjust overhead lights) Reach below waist (e.g., plug electrical appliance into wall outlet) Reach out front
Fine Motor Skills:	Pick up objects with hands Grasp small objects with hands firm and slight (ex. Surgical instruments, sutures) Write with pen or pencil Key/type (e.g., use a computer) Pinch/pick or otherwise work with fingers (e.g., manipulate a syringe) Twist (e.g., turn objects/knobs using hands) Squeeze with finger (e.g., eye dropper) Manual dexterity Finger dexterity Simultaneous use of hands, wrists, fingers Coordinate eye-hand and eye-hand foot (e.g., pumping soap dispenser and surgical scrub)
Physical Endurance:	Stand for long periods of time from 2-4 hours Maintain same position for long periods of time Sustained repetitive movements Function in a fast-paced work environment for hours
Physical Strength:	Push and pull 50 pounds (e.g., carry instrument pans, position client, move equipment) Support 50 pounds of weight (e.g., hold arm or leg) Lift 50 pounds (e.g., pick up a child, transfer client, bend to lift an infant or child) Carry equipment / supplies (e.g., lift instrument pans) Use upper body strength (e.g., retraction, physically restrain a client) Squeeze with hands (e.g., operate fire extinguishers)
Mobility:	Ability to: Stand Walk Twist, turn

Bend, stoop, squat
Sit
Climb stairs
Move quickly

Hearing: Ability to hear normal speaking level sounds (e.g., person to person conversation, request for instrument).
Hear faint voices and body sounds (e.g., heartbeat)
Ability to discriminate speech in presence of background noises
Hear in situations when not able to see lips (e.g., masks are work in the operating room)

Visual: See objects up to 20 inches away (e.g., information on monitor screen, identification of small needles)
See objects up to 20 feet away
Use depth perception
Use peripheral vision
Distinguish color and color intensity (e.g., color codes on supplies)
See in darkened room (e.g., during endoscopic procedures, eye surgery)

Tactile: Feel vibrations (e.g., palpate pulses)
Detect temperature (e.g., solutions)
Feel differences in surface characteristics
Feel differences in sizes, shapes
Detect environment temperature

Environment: Tolerate exposure to allergens (e.g., latex gloves, chemical / substances)

NOTE: You may be unable to attend labs and clinical rotations if you are latex sensitive or have a latex allergy. We do not provide a latex free environment at school or in our clinical hospital sites at this time. You will be required to provide a doctor's written statement confirming it is safe to continue in the program if you are latex sensitive or have a latex allergy.

Tolerate strong soaps
Tolerate strong odors
Exposure and tolerate unpleasant sights and sounds, electrical energy, solvents, grease, oils, slippery or uneven walking surfaces and excessive noises
Tolerate working in confined spaces for extended periods of time
Tolerate wearing protective equipment (e.g., mask, gown, gloves, glasses, laser, radiation)
Tolerate working indoors
Tolerate working in extreme temperatures

Reading: Read and understand written documents
Read digital displays

Math: Ability to count, add, subtract, multiply and divide whole numbers
Compute fractions and decimals
Document numbers in records
Tell and measure time
Read measurement marks (e.g., rulers, scale)

Emotional Stability:	<ul style="list-style-type: none"> Establish professional relationships Adapt to changing environment / stress Deal with the unexpected (e.g., client condition, crisis) Focus attention on task Cope with own emotions Perform multiple responsibilities concurrently Cope with strong emotions in others (e.g., grief, anger, stress) Accept constructive feedback Accept responsibility for own actions
Analytical Thinking:	<ul style="list-style-type: none"> Transfer knowledge from one situation to another Process and interpret information from multiple sources (written or oral) Analyze and interpret abstract and concrete data Evaluate outcomes Problem solve Prioritize tasks (e.g., time management) Use long-term memory Use short-term memory
Critical Thinking:	<ul style="list-style-type: none"> Identify cause-effect relationships Plan / control activities (organizational skills) Sequence information Make decisions independently Adapt decisions based on new information Comprehend and follow instructions Follow a process from start to finish (e.g., 2 or more step instruction)
Interpersonal Skills:	<ul style="list-style-type: none"> Establish rapport with individuals (e.g., surgeons, staff members) and groups Respect / value diversity in others Negotiate interpersonal conflict Demonstrate tolerance in working with others Function as part of a team
Communication Skills:	<ul style="list-style-type: none"> Speak English Write English Listen / comprehend spoken / written word Collaborate with others (e.g., health care workers, peers) Comprehend and exhibit non-verbal communication

This Essential Functions document was developed as part of the transition to an Associate-level degree program, and is shared across all schools in the Wisconsin Technical College System. The Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA) approved these functional abilities as part of that process. Any changes to this document will require review and approval by ARC/STSA.