

PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS
City of Virginia Beach, VA

Job Title:	Licensed Practical Nurse (LPN)	Position Number(PCN):	B.005864.4
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Div./Office:	HSD 215 Indian River Road ICF	Approver's Name:	
Date of Last Update:	May 07, 2026	Approver's Title:	

Fields to the right (Y/N): The position's status AND If the background check must be passed by the incumbent	Safety Sensitive:	No	Child Protective Services (CPS) Background:	Yes	VCIN Background:	No
	CJIS Certification:	No	PREA Certification:	No	Subject to Barrier Crime Provisions:	Yes

REQUIREMENTS

FREQUENCY: Seldom = Infrequent, < 5%; Occasional = 5% to 25% of time on job; Frequent = 25% to 75% of time on job; Constant = Over 75% of time on job.

Typical DURATION: Short = < 1 hr per occurrence; Moderate = 1-2 hrs per occurrence; Substantial = 2-6 hrs per occurrence; Long = > 6 hrs per occurrence.

Physical Demands				Working Conditions			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Standing		Occasional	Short	Working Outside: in all weather conditions		N/A	N/A
Walking		Occasional	Short	Working Alone: out of communication w/others		N/A	N/A
Sitting		Frequent	Moderate	Extreme Temperatures	N/A	N/A	N/A
Reaching	Lower than shoulder level	Occasional	Short	Extreme Wetness		N/A	N/A
Lifting	Over 50 lbs. w/assistance	Seldom	Short	Extreme Dryness		N/A	N/A
Carrying	Weight: Up to 50 lbs.	Occasional	Short	Exposure to Traffic	N/A	N/A	N/A
	Distance: Up to 25 ft.	Occasional	Short				
Pushing	Estimated weight-resistance equivalency			Congested Area/Workspace		N/A	N/A
	Up to 50 lbs.	Occasional	Short	Confined Space- Permit REQUIRED		N/A	N/A
Pulling	Estimated weight-resistance equivalency			Working Below Ground		N/A	N/A
	Up to 50 lbs.	Occasional	Short	Working at Heights (ft.)	N/A	N/A	N/A
Working Overhead	N/A	N/A	N/A	Noise Level: > 85 decibels TWA for 8 hrs.	N/A	N/A	N/A
	Weight: N/A	N/A	N/A				
Climbing Stairs		N/A	N/A	Vibrations	N/A	N/A	N/A
Climbing Ladders		N/A	N/A		Body area(s):	Ex- Trunk, shoulders, arms, and hands.	
Balancing		N/A	N/A	Dust / Dirt / Particulate		N/A	N/A
Stooping		Occasional	Short	Radiation		N/A	N/A
Kneeling/Squatting		N/A	N/A	Silica/Fiberglass		N/A	N/A
Bending		Occasional	Short	Asbestos		N/A	N/A
Crawling		N/A	N/A	Aerosols & Gases	N/A	N/A	N/A
Explosive Strength: Short bursts of muscle force to propel oneself.		N/A	N/A	Hazardous Materials /Chemicals		N/A	
Trunk Strength: Use of abdominal and lower back muscles.		N/A	N/A			undefined	
Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue.		N/A	N/A	Petroleum Products	N/A	N/A	N/A
Repetitive Limb Movement	Fingers/Wrist	Frequent	Moderate	Electrical Hazard		N/A	N/A
				Fire Hazard		N/A	N/A
Dexterity	Use of computer keyboard	Frequent	Moderate	Infectious Diseases Exposure Type(s):	Communicable diseases	Frequent	Short
	Handwriting	Frequent	Moderate		Air/Blood-borne pathogens	Frequent	Short
Repetitive Twisting	N/A	N/A	N/A	Ex- Repair sewer pipes; empty residence trash cans.			
				Symbols:	< equal to or less than	< less than	
Awkward Positions & Motions	N/A	N/A	N/A		> equal to or greater than	> greater than	

Sensory Demands				Working Conditions (cont.)			
Element	Condition/Level/Value	Frequency	Duration	Element	Condition/Level/Value	Frequency	Duration
Vision	20/40 w/correction	Constant	Short	Hazardous Surfaces	N/A	N/A	N/A
Hearing	Conversational level	Constant	Short	Other Hazards	N/A	N/A	N/A
Smell	N/A	N/A	N/A				
Touch	N/A	N/A	N/A	Hours Worked	More than 40 hours/week	Seldom	
					More than 8 hours/day	Seldom	
					More than 5 consecutive days	Seldom	
Voice	One-on-One	Constant	Short	Telework Eligible	No		
Personal Protective Equipment (PPE)				Equipment Operation & Use			
Category	Type	Frequency	Duration	Category	Type	Frequency	Duration
Eye and Face Protection	Safety glasses w/side shields	Frequent	Short	Motor Vehicles	Sedan/Pickup/Van	Occasional	Short
				Heavy Equipment	N/A	N/A	N/A
Respiration Protection	Filtering Facepiece Respirator (e.g. N95 style)	Seldom	Long				
Hearing Protection	N/A	N/A	N/A	Other Equipment or Machinery	N/A	N/A	N/A
Head Protection	N/A	N/A	N/A	Hand-Held Power Tools	N/A	N/A	N/A
Hand Protection	Medical grade exam gloves	Frequent	Short				
Foot Protection	N/A	N/A	N/A	Hand Tools and Instruments	N/A	N/A	N/A
Body, Arm, and Leg Protection	N/A	N/A	N/A	Office Machines & Equipment	Computer	Frequent	Moderate
					Printer/Copier/Fax	Frequent	Short
Operator License				Commercial Driver's License			
NOTE: If CDL is required, show CDL Class in element to right.	Type			VA DMV requires: 20/40 in each eye w/o telescopic lens & ≥140° horizontal vision.	N/A		
	Standard Driver's License						
Other physical or sensory demands, working conditions, equipment, hazards, PPE, etc., not indicated above:	This position requires a nurse's license for Virginia or compact state.						

Mental Requirements

Evaluate based on the level of complexity [least to most] inherent in the job using the examples provided; then select the number from the drop-down list that matches the column which best represents the mental demand required in each element.

1 Comprehend Verbal Communication - Understand information and directions which are provided verbally
Job requires the ability to understand and follow: Complex information where the listener must analyze the information presented, discern the key facts vs. opinions, and make a determination on appropriate recommendation or action.
2 Communicate Orally - Verbally express thoughts and directions
Job requires: Explaining and interpreting specialized, and sometimes sensitive, information to co-workers, customers, citizen groups or higher officials.
3 Comprehend and Follow Written Material or Instructions - Understand written material, interpret appropriately, and adhere to the procedures stated.
Job requires ability to comprehend: Detailed written material such as analytical, statistical, or status reports where information will be interpreted and applied to course of action.
4 Written Communication Skills - Express thoughts and directions in writing
Job requires: Written explanation and interpretation of specialized information to other City agencies, customers, higher officials and authorities.
5 Maintain an Appropriate Work Pace - The flow or rate of incoming work assignments and the expectations for completion of tasks
Job requires ability to adhere to work schedule: In moderately paced environment with some unexpected assignments.
6 Perform Complex or Varied Tasks - The variety of tasks and assignments and the level of complexity of those tasks/assignments
Job requires ability to perform: A variety of tasks at the specialist or leader level.
7 Interact and Relate to Peers, Co-Workers, or the Public - The nature and level of interaction with others required of the job
Job requires interaction: With a variety of individuals or groups outside the immediate unit/agency to collaborate on issues or projects.
8 Decision Making & Reasoning Ability - The extent to which the job requires logic to analyze information, draw conclusions/ generalizations, and make decisions based on facts
Job requires: Considerable reasoning and decision making. Issues and/or data are interpreted and evaluated, alternatives are evaluated, and recommendations are made for resolution of issues.
9 Memory and Recall - The body of stored knowledge required and the retrieval of that information to accomplish duties
Job requires the ability to: Remember information from broad bodies of knowledge (engineering, psychology, biology, law, etc.) and apply it to projects and assignments.
10 Flexibility and Adaptability - The extent to which one must adjust to changing circumstances and expectations, take on new challenges on short notice, and/or deal successfully with changing priorities and workloads
Job requires flexibility and willingness: To be adaptable in assessing customer/client needs and tailoring a non-typical solution.
11 Attention Span - Sustained attention or the time spent continuously on task without becoming distracted to successfully perform duties
Job tasks are: Varied and typically of moderate duration requiring sustained focus. Lapses may result in injury or legal or financial liability.
12 Attention to Detail - Thoroughness and accuracy are required to accomplish tasks
Job tasks: Involve investigation, inspection, auditing, or observation. Inattention to detail could result in confusion and delays.
13 Reaction Time - Describes work that requires an immediate response or decision
Job requires the ability to: Provide an immediate response/decision to maintain normal daily operations, procedures or processes. Untimely response/decision could lead to serious injury, or legal or financial liability.
14 Direct, Control, and Plan the Work of Others - Determine the time, place and sequence of work procedures, operations, and actions. Establish goals and objectives, motivate, and promote cooperation and teamwork in the work group
Job requires: No supervision or management of staff.
15 Influence Others - Obtain cooperation from others to accomplish tasks and objectives
Job requires: Obtaining support from other work groups to accomplish objectives.
16 Stress Tolerance - Ability to perform duties without anxiety when faced with difficulties. Having positive stress tolerance is being able to stay calm in situations of heavy workload, tight deadlines, and/or difficult customers
Job requires the ability to: Handle stress associated with having to work with other people who are in distress.