

| PHYSICAL & MENTAL REQUIREMENTS/WORKING CONDITIONS City of Virginia Beach, VA | | | | | | | | | |
|--|--|--------------------|----------|---|---|--------------------------------------|---|----------------|-------|
| Job Title: | Registered Nurse | | | | | Position Number(PCN): | B.007845.1 | | |
| Div./Office: | HSD 103 Adult Outpatient Services | Approver's Name | | | | | | | |
| Date of Last Update: | March 11, 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: | Yes | Child Protective Services (CPS) Background: | Yes | VCIN Background: | No | | |
| | | CJS 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 | N/A | |
| Lifting | Up to 10 lbs. | Occasional | Short | | Extreme Dryness | N/A | N/A | N/A | |
| | | | | | Exposure to Traffic | N/A | N/A | N/A | |
| Carrying | Weight: Up to 10 lbs. | Occasional | Short | | Congested Area/Workspace | | N/A | N/A | |
| | Distance: Up to 25 ft. | Occasional | Short | | Confined Space- Permit REQUIRED | | N/A | N/A | |
| Pushing | Estimated weight-resistance equivalency | | | | Working Below Ground | | N/A | N/A | |
| | Up to 10 lbs. | Seldom | Short | | Working at Heights (ft.) | N/A | N/A | N/A | |
| Pulling | Estimated weight-resistance equivalency | | | | Noise Level: > 85 decibels TWA for 8 hrs. | | N/A | N/A | N/A |
| | Up to 25 lbs. | Seldom | Short | | Vibrations | | N/A | N/A | N/A |
| Working Overhead | N/A | N/A | N/A | | Body area(s): Ex- Trunk, shoulders, arms, and hands. | | | | |
| | Weight: N/A | N/A | N/A | | Dust / Dirt / Particulate | | N/A | N/A | |
| Climbing Stairs | N/A | N/A | N/A | | Radiation | | N/A | N/A | |
| Climbing Ladders | N/A | N/A | N/A | | Silica/Fiberglass | | N/A | N/A | |
| Balancing | N/A | N/A | N/A | | Asbestos | | N/A | N/A | |
| Stooping | Occasional | Short | | | Aerosols & Gases | | N/A | N/A | N/A |
| Kneeling/Squatting | N/A | N/A | | | Hazardous Materials /Chemicals | | Cleaning Products | | |
| Bending | Occasional | Short | | | | | Disinfectants | | |
| Crawling | N/A | N/A | | | | | undefined | | |
| Explosive Strength: Short bursts of muscle force to propel oneself. | N/A | N/A | | | Petroleum Products | | N/A | N/A | N/A |
| Trunk Strength: Use of abdominal and lower back muscles. | N/A | N/A | | | Electrical Hazard | | N/A | N/A | |
| Dynamic Strength: Use of muscle force repeatedly or continuously & resistant to fatigue. | N/A | N/A | | | Fire Hazard | | N/A | N/A | |
| Repetitive Limb Movement | Fingers/Wrist | Frequent | Moderate | | Infectious Diseases Exposure Type(s): | | Communicable diseases | Frequent | Short |
| | | | | | | | Air/Blood-borne pathogens | Frequent | Short |
| Dexterity | Use of computer keyboard | Frequent | Moderate | | | | Ex- Repair sewer pipes; empty residence trash cans. | | |
| | Handwriting | Frequent | Moderate | | Symbols: | | < equal to or less than | < less than | |
| Repetitive Twisting | N/A | N/A | N/A | | | | > equal to or greater than | > greater than | |
| Awkward Positions & Motions | N/A | N/A | N/A | | | | | | |

| 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 | |
| Voice | One-on-One | Constant | Short | | More than 5 consecutive days | Seldom | |
| | | | | 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 | Dust mask | Frequent | Short | | | | |
| | | | | | | | |
| 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 Protection | Medical grade exam gloves | Frequent | Short | Hand-Held Power Tools | N/A | N/A | N/A |
| | | | | | | | |
| | | | | | | | |
| 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.

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|---|
| 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. |