

**STATE OF FLORIDA**  
**DEPARTMENT OF CORRECTIONS**  
**ESSENTIAL FUNCTIONS FOR HEALTH SUPPORT STAFF**  
**(Correctional Medical Technicians, Health Support Technicians, Health Support Specialists,**  
**Licensed Practical Nurses, Unit Treatment & Rehabilitation Specialists)**

The physical requirements of this position are:

**Heavy Work:** This is defined by the dictionary of Occupational Titles as exerting 50 to 100 pounds of force occasionally and/or 25 to 50 pounds of force frequently, and/or 10 to 20 pounds of force constantly to move objects. Physical demands are in excess of those for Medium Work.

The environmental conditions of this position are:

The worker is normally subject to inside environmental conditions, protection from weather conditions, but not from temperature changes.

In cases of emergency, worker may be exposed to outside, inclement weather to include heat, humidity, precipitation and possible exposure to allergens.

The worker may be exposed to inmate violence.

The worker may be exposed to HIV, hepatitis B viruses, hepatitis C virus, other infections, communicable diseases, and latex.

The worker may be exposed to blood or body fluids.

The worker may experience stress associated with the liability of performing medical procedures.

**ESSENTIAL FUNCTIONS:**

**A Nurse must be able to:**

1. Work up to 16 hours at one time either in an emergency or in any other unusual situation
2. Lift up to 40 pounds
3. Carry up to 40 pounds
4. Push up to 40 pounds
5. Climb stairs
6. Bend, stoop, and squat
7. Stand for extended periods of time
8. Run (in event of emergency or life threatening situation)
9. Read and comprehend written material
10. Understand and process verbal instructions
11. See
12. Hear
13. Have fine motor skills and manual dexterity (in order to manipulate syringes, tourniquets, supplies, equipment and other medical instruments)
14. Communicate effectively verbally and in writing
15. Assist in emergency code situations
16. Work split, rotating, or fixed-shifts, weekends and holidays, as schedule requires
17. Respond at any time when called upon to emergency situations for extended periods of time when necessary
18. Perform crisis intervention, basic first aid or CPR to inmates or staff in emergency or routine situations
19. Be able to make independent decisions and prioritize actions within the scope of their licensure or certification.
20. Be able to wear personal protective equipment to include safety glasses, respirators, gloves, protective clothing, and shoe covers.
21. Maintain a regular and reliable level of attendance.