

Inherent Requirements

Student Resource Nurse (SRN)

Frequency and Duration of Essential Tasks

Essential Tasks	Frequency	Duration
1. Medical Care	Student Registered Nurses (SRN) provide medical care consistently throughout the course of their shift as directed by the Registered Nurse (RN) within the SRN's scope of practice	Typical observations may take up to 10 minutes per patient. Complex medical needs may require a Student Registered Nurse to provide constant attention for the entirety of a shift.
2. Personal Care Assistance	Student Registered Nurses complete showers and hygiene assistance on a daily basis along with other personal care tasks undertaken on a needs basis under the direction of the Registered Nurse	Shower assistance generally takes 20 to 30 minutes per patient while toileting assistance may require only 5 minutes. When supporting patients with particularly high support needs, personal care assistance may take up to one hour to complete.
3. Transfer and Mobility Assistance	Student Registered Nurses provide transfer and mobility assistance on a needs basis through the course of a shift under the direction of the Registered Nurse.	Complex transfers such as hoisting may take up to 15 minutes and may be performed repetitively throughout the course of a shift.
4. Behavioural Management	Student Registered Nurses undertake behavioural management consistently throughout the course of their shift and while completing all other work tasks under the direction of the Registered Nurse	Behavioural Management requires Student Registered Nurses to be attentive and monitoring the needs of patients and escalating care concerns to the Registered Nurse throughout the entirety of their shift.
5. Emergency Management	Student Registered Nurses are required to complete emergency management on a needs basis, under the direction of the Registered Nurse	The duration for Emergency Management varies depending upon the nature of an incident.

6. Administration	Student Registered Nurses attend handover upon the commencement and end of each shift. Documentation is generally completed once a shift. Timely documentation completed throughout the shift in accordance with SRN Scope of Practice	Administration tasks generally require 30 to 45 minutes each shift.
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Student Resource Nurse – Physical Demands

Physical Demands	Rare	Occasional	Frequent	Constant
Sitting		✓		
Standing				✓
Walking				✓
Step up / step down		✓		
Looking Up and Down			✓	
Forward Bending			✓	
Turning and Twisting			✓	
Crouching and Squatting		✓		
Kneeling and Crawling		✓		
Reaching above shoulder			✓	
Reaching forward				✓
Gripping (Hand)			✓	
Fine Motor Movements (Hand)			✓	
Lifting floor-waist		✓ (up to 12kg)		
Lifting overhead		✓		
Carrying		✓		
Pushing and pulling upper limb			✓	
Pushing lower limb		✓		

Frequency	Coding	Definition	Activity Level
Rare	R	0-5% of total work time	A total of 3 minutes of activity in an hour or one lift every hour
Occasional	O	6-33% of total work time	A total of 4-20 minutes of activity in an hour or one lift every 30 minutes
Frequent	F	34-66% of total work time	A total of 21-40 minutes of activity in an hour or one lift every 15 minutes
Constant	C	67-100% of total work time	A total of 41-60 minutes of activity in an hour or one lift every 2-5 minutes

Student Resource Nurse – Cognitive and Psychosocial Demands

Cognitive and Psychosocial Demands	Rare	Low	Moderate	High	Maximal
Attention				✓	
Concentration				✓	
Memory				✓	
Interaction with others					✓
Communication – written				✓	
Communication - verbal					✓
Problem solving				✓	
Decision making				✓	
Planning/sequencing					✓
Reasoning/judgement				✓	

Frequency	Coding	Definition
Rare	R	Three key components are taken into consideration when analysing the cognitive and psychosocial demands associated with a role; 1. The requirement for demands to be sustained for extended periods of time or repetitively undertaken 2. Whether work tasks are undertaken autonomously or as part of a team 3. The escalation hierarchy which exists to support a worker undertaking a role and the level of responsibility that role carries within the hierarchy.
Low	L	
Moderate	M	
High	H	
Maximal/Constant	C	