

9607

NURSE 3

Nature of Work: Under limited supervision, performs professional work at an advanced level providing direct nursing services, administrative review, or program direction. Provides comprehensive services to individuals or groups in a variety of structured or unstructured health care settings. Provides health care including prevention, rehabilitation services, counseling, education, and care of acute and long-term illnesses. Some nursing interventions may be unpredictable in outcome and require frequent reassessment and adaptation of techniques. May provide specialized direct care to patients with complex health problems; intervenes with the emphasis on continuing care. Works inter-dependently with other health professionals. May serve as charge nurse of local health department nursing service or as a head nurse with 24-hour responsibility for a single unit of nursing service and/or supervision of multiple units. Shift work may be required. Travel may be required. Performs related work as required.

Distinguishing Characteristics: This is experienced nursing work where familiarity with the health department programs or the facility unit allows the incumbent to direct the work of licensed and unlicensed staff in addressing patients needs more efficiently. Advanced training or experience in a nursing specialty is recognized as a lead work/ training function for non-supervisory nursing positions.

Examples of Work

- Reviews nursing policies and protocols to evaluate impediments to patient progress; recommends or initiates changes to facilitate health care services.
- Reviews patient records to determine effectiveness of nursing care and recommends modifications to nursing practices at the facility; evaluates the facility and recommends the acquisition of new equipment, instruments or medical goods.
- Oversees patient care in assigned area; directs other licensed and unlicensed staff in the provision of services, functionally or in a line position.
- Interviews patients or their families to complete a medical history and to make psychosocial and physical assessment.
- Identifies and documents changes in patients' health, especially those which interfere with the individuals' ability to meet basic needs.
- Establishes a priority of care based on identified needs.
- Provides direct patient care to individuals with varied health problems in a structured setting or patient home.

NURSE 3 (CONT'D)**Examples of Work (cont'd)**

Uses established criteria to evaluate patient care; modifies plan of care as necessary and documents changes.
Carries out the prescribed care according to established nursing practices; contacts physicians to report significant changes in patient health.
Refers patients to alternative public or private agencies for continuing care; negotiates agreements with local service agencies to better serve the community.
Meets with family, significant others, and members of the nursing team to establish and evaluate short- and long-range treatment goals.
Evaluates nursing research to determine the applicability of findings to current nursing practices.
Writes management reports and other documentation as needed.

Knowledge, Skills and Abilities

Knowledge of the organization's rules and regulations.
Knowledge of the theory, principles, and practices of nursing.
Knowledge of the signs and symptoms of a variety of common and acute health disorders.
Knowledge of medications, their effects, and their side effects.
Knowledge of community and other service resources available to patients.
Skill in the application of nursing techniques and instruments.
Ability to assess and document physical and psychosocial conditions.
Ability to develop patient care plans.
Ability to motivate patients and their families to practice healthier lifestyle behaviors.
Ability to utilize knowledge of the pathology of prevalent diseases and health problems.
Ability to communicate effectively with patients and their families.
Ability to negotiate with service organizations and others.
Ability to evaluate nursing services and recommend solutions.
Ability to write narrative reports.
Ability to provide specialized care for a specific patient population.
Ability to select and apply relevant health information to health needs of individuals or groups.
Ability to supervise nursing personnel.

9607

NURSE 3 (CONT'D)

Minimum Qualifications

Training: Baccalaureate degree in nursing from an accredited four-year college or university and two years of full-time or equivalent part-time paid experience as a registered professional nurse.

OR

Successful completion of an associate degree in nursing from an accredited college or university or a diploma nursing program and three years of experience as a registered professional nurse.

OR

Professional certification from a recognized national nursing certifying organization as a nurse or nurse practitioner in the area of assignment plus two years of full-time or equivalent part-time paid experience as a registered professional nurse.

OR

Successful completion of an associate degree in nursing from an accredited college or university or a diploma nursing program; plus baccalaureate degree in the health sciences or behavioral sciences and two years of full-time or equivalent part-time paid experience in nursing.

OR

Master's degree in nursing from an accredited four-year college or university.

Special Requirement: Current West Virginia license or temporary permit to practice as a registered professional nurse.

9607

NURSE 3 (CONT'D)

AREAS OF ASSIGNMENT/CERTIFICATION

Adult Psychiatry
Child and Adolescent
Community Health
Critical Care Nurse
Emergency Nurse
Gerontology
High-Risk Perinatal
Maternal/Child
Medical/Surgical
Neonatal Nurse Clinician/Practitioner
Neonatal Intensive Care
Nurse Anesthetist
Nurse Midwife
Nursing Administration
Obstetric
Obstetrics/Gynecology
Operating Room Nurse
Pediatric
Psychiatry and Mental Health
School Nurse Practitioner

Established: 7/16/92
Effective: 2/20/04
Revised: 2/20/04