

**9608
NURSE 4**

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 assessing, promoting and maintaining the health of individuals/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. Nursing interventions require advanced assessment and evaluation techniques, may be unpredictable in outcome and require frequent reassessment. May supervise other health professionals in providing advanced services. May perform as an assistant director of nursing, quality assurance coordinator or in a similar level of nursing specialty in a large facility. Travel may be required. Performs related work as required.

Distinguishing Characteristics:

This is advanced nursing where familiarity with the health department or a health facility or recognized nursing specialty allows the incumbent significant latitude to address patient care in a statewide program of limited scope, or in a regional or facility-wide program; or to treat patients as a nurse practitioner. This level is intended for use in leadership roles where the incumbent is expected to train and lead other professionals by virtue of training or experience.

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; supervises other licensed and unlicensed staff in the provision of services, functionally or in a line position.
- Reviews patients' medical histories and makes a psychosocial and physical assessment; may diagnose and prescribe treatments within prescribed limits.
- 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.
- 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.

Knowledge, Skills and Abilities

- Knowledge of the organization's rules and regulations.
- Knowledge of the theory, principles, and practices of nursing.

9608
NURSE 4 (CONT'D)

Knowledge, Skills and Abilities (continued)

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 use of 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.

Minimum Qualifications

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

OR

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

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

Established: 07/16/1992
Revised: 07/26/1994; 12/21/2016
Effective: 07/26/1994; 12/21/2016