

Advanced Practice Provider I

This is beginning level professional work in a specialized or general patient area. As an employee in this role, the Advanced Practice Provider (APP) has received specialized training to function within a multidisciplinary configuration of providers delivering safe and high-quality patient care. Before performing in this role, the physician assistant, nurse practitioner, or certified nurse midwife must be approved to practice medical acts, tasks, or functions by the appropriate State Board as directed by the associated practice act. Employees obtain a thorough patient history and physical examination, perform appropriate diagnostic and therapeutic procedures, order medications, tests, and treatments, record, develop and maintain health care or therapeutic plans and counsel patients. These employees are practicing in collaboration with a supervising physician who is ultimately responsible for the employee's medical practice. The APP and supervising physician must have a current collaborative practice agreement. The collaborative practice agreement must describe the arrangement for the APP and physician's continuous availability to each other for the ongoing supervision, consultation, collaboration, referral, and evaluation of care provided by the APP. A supervising physician (or backup supervising physician) must be immediately available by telephone, virtually, or physically, if needed, for consultation. The employee always functions in collaboration with the supervising physician. In addition, the employee may also function under the direction of non-medical personnel, i.e., nursing or administration, while performing non-medical acts. This work has been identified in State hospitals, university infirmaries, local government public health and mental health programs, correctional units, and in other agency clinic settings.

I. DIFFICULTY OF WORK:

Variety and Scope - Work is performed in one specialized area, such as family planning, where the employee treats a limited variety of related recurring and non-recurring medical conditions. Or the employee works in a generalized area where patients present with routine, recurring conditions, limiting the variety, scope, and complexity of duties and judgment.

Intricacy - Work requires judgment in the application of accepted patient care protocols and medical guidelines in the area of assignment to determine the appropriate course of action. Employees have the legal scope of practice to make independent and varied decisions that affect the patient's treatment plan and the total care of the patient.

Subject Matter Complexity - The employee must have a complete understanding of the patient care protocols and medical guidelines used in the work area and the knowledge, skills, abilities, and judgment needed to perform the work.

Guidelines - The protocols and guidelines are established and relate to specific work procedures; situations beyond the APP's scope of practice and expertise require consultation with supervising or backup physician as appropriate. Guidelines include the medical protocol approved by the physician, agency policies and procedures, reference manuals, and program guidelines and standards.

II. RESPONSIBILITY:

Nature of Instructions - Daily work is self-planned and performed with considerable independence. Major changes or short-range plans are coordinated with supervising physician and other members of the health care team (i.e., pharmacist, physical therapist, nutritionist, etc.).

Nature of Review - Written histories, medical and therapeutic treatment plans, and drug prescriptions must be reviewed by the supervising physician per collaborative practice agreement and/or agency policy. Employees at this level receive guidance as needed during the work process. The employee makes medical decisions in a limited area and the physician assists as needed. Situations beyond the APP's scope of practice and expertise require consultation with supervising or backup physician as appropriate

Scope of Decisions - Work has a direct effect on the patient population served.

Consequence of Decisions - The consequence of this employee's decisions has substantial impact on the patient's safety and wellbeing.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts- Work requires contacts with specific patient populations and families who may be unfamiliar with the work function, or with special groups as mental patients or prisoners; may also have contact with APPs, physicians, nurses, and other medical personnel.

Nature and Purpose - Contacts frequently require educating and informing patients of options related to medical treatment(s) or other courses of action.

IV. OTHER WORK DEMANDS:

Hazards - Periodically exposed to moderate hazards which could result in injury/illness.

Work Conditions - Some exposure to patients who may be difficult to work with and a mildly disagreeable work environment.

V. JOB REQUIREMENTS:

Knowledges, Skills, Abilities, and Judgments - Thorough knowledge of techniques of interviewing, medical and relevant history taking, principles and practices of general medicine and disease states as they relate to the area of work; considerable knowledge of health appraisal tools, laboratory tests and findings, advanced physical assessment, advanced pathophysiology, advanced pharmacology and therapeutic procedures as related to the area of work; considerable knowledge and ability to plan a regime of care based on assessment and findings; working knowledge of available resources and appropriate referral methods.

Skill in performing clinical functions.

Ability to examine patients and detect abnormalities; ability to record accurately and completely all information necessary to evaluate and plan care and to convey this to the physician; ability to communicate orally; ability to teach and counsel individuals, families, and groups in areas of health maintenance, preventive medicine, and care of the sick; the ability to establish and maintain effective working relationships with staff, and to gain the confidence of patients and families and work effectively with them.

Work requires judgment in the application of accepted patient care protocols and medical guidelines in the area of assignment to determine the appropriate course of action.

Minimum Training and Experience - Licensed as a Physician Assistant by the North Carolina Medical Board or approved to practice as a Nurse Practitioner or Certified Nurse Midwife by the North Carolina Board of Nursing and the North Carolina Medical Board.

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class but may not be applicable to all positions.