



Office of State Human Resources

ROY COOPER
Governor

BARBARA GIBSON
Director, State Human Resources

MEMORANDUM

To: Local Public Health Directors
From: Dominick D’Erasmio, M.A, CPM, Human Resources Manager
Date: January 26, 2022
Re: **Expanded Public Health Nursing (PHN) Experience Areas**

As a result of information received from our partners and subject matter experts with the NC DHHS Public Health Division, the Association of Local Health Directors, and the NC Association of Public Health Nurse Administrators, OSHR is expanding the creditable experience areas for Public Health Nurse (PHN) classifications.

The following Nursing experience will be creditable as **“Public Health Nursing”** experience:

• Faith Community/Parish Nurse	• Case/Care Management Nurse
• Home Health Hospice Nurse from non-PH agency	• Fed Qualified Healthcare Center
• Jail/Prison Nurse	• Rural Health Nurse
• Nurse-Family Partnership/Family Connects Nurse	• Free and Charitable Clinic Nurse
• Baby Love Plus Nurse	• Foster Care Nurse
• Occupational Health Nurse	• Child Abuse Nurse
• Infection Prevention and Control Nurse	• Developmental Pediatric Nurse
• Nursing Officer with US PH Service	• “Population Health” Nurse
• Refugee Camp Nurse	• Hospital based Community Nurse

In addition to the original PHN experience areas listed on the next page, these new experience standards apply to PH departments subject to the State Human Resources Act including Substantially Equivalent counties and are effective retroactive, to October 2021.

Original PHN Nursing Creditable Experience Areas:

1. TB nursing	4. OBCM/CC4C case management services provided in non-HD settings
2. Home Health & Hospice nursing with a PH Agency	5. School nursing
3. Red Cross nursing	6. CDSA CH ERRNs

Please accept my thanks for your cooperation in partnering with OSHR on this first step to improve the PHN hiring process. If you have any questions or concerns, please contact me at dominick.derasmo@nc.gov