

NURSE CLINICIAN I

This is professional nursing work in independently providing specialized nursing and medical treatment and care to a specific group of patients based on direct study and observation of these patients. An employee at this level stays abreast of the area of expertise, identifies needs and initiates action, and serves as a resource to and instructs other staff. Employee spends a small amount of time in staff nurse duties and responsibilities. This work is performed in the institutions in the Department of Human Resources, N. C. Memorial Hospital, and University Infirmaries.

I. DIFFICULTY OF WORK:

Variety, Scope, and Intricacy - Performs a variety of duties and responsibilities in a medical or psychiatric work unit. Develops nursing care plans based on diagnosis and pertinent medical information, patient and family needs, and patient-care problems; independently carries out nursing care process and sets-up an environment to assist patients in obtaining maximum level of functioning or recovery; assumes responsibility for and assures that plans of care for a group of patients are developed, implemented, and evaluated; provides specialized nursing care with complex equipment and advanced nursing procedures, or with individual patient therapy focusing on behavioral change and skill building, or with structured and specific group therapies to increase skills in behavioral areas; teaches patients and families; serves as team leader in conferences and to staff in delivering care; communicates and plans patient and program goals with the treatment team and takes action in unprecedented areas; serves as a role model for staff; and assists with orienting staff and provides some training in the clinical area.

Subject Matter Complexity - Employee must have an in-depth knowledge of professional nursing and program theory, practices, and techniques in the specialty area.

Guidelines - These include professional nursing theory, practices and techniques, program/unit policies and procedures, agency policies and procedures, reference manuals and books, and resource persons.

II. RESPONSIBILITY:

Nature of Instructions - Employee independently plans and performs daily and weekly work, and makes short range changes in nursing care plans or implements some short range changes in procedures. Major changes are planned with the nurse supervisor, program director and/or treatment team.

Nature of Review - Work is reviewed occasional on-site by the supervising nurse and the physician, and frequently through written and oral reports. Work is indirectly reviewed by the treatment team when presenting cases and evaluating the patient's progress.

Scope of Decisions - work directly affects the patient population served and the nursing and health care staff on the work unit.

Consequence of Decisions - Work could have a substantial impact on the patient population served since this employee is developing and implementing a comprehensive nursing and medical care plan.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employee has contact with a specific patient population (prisoners, mentally retarded, physically handicapped, students, etc.), at times with patient families, and with other health professionals.

Nature and Purpose - Employee explains, coordinates and interprets information, and at times will motivate and influence patients and staff to take a certain course of action.

IV. OTHER WORK DEMANDS:

Nature of Working Conditions - Working conditions in a hospital may be mildly disagreeable and stressful due to the types and conditions of the patients.

Nature and Potential of Personal Hazards - Bodily injury is unlikely unless a patient threatens or the employee is exposed to contagious diseases.

V. JOB REQUIREMENTS:

Knowledges, Skills, and Abilities - Considerable knowledge and skill in the application of nursing theory, techniques, and practices in the clinical specialty; considerable knowledge of behavioral concepts and treatment principles, where applicable; considerable knowledge of medications used, proper dosage, and effects and contraindications; considerable knowledge of program or unit philosophies, policies, and procedures; general knowledge of agency policies and procedures; general knowledge of the available resources.

Ability to make psychological and physical nursing assessments and to develop a nursing care plan; ability to organize and present materials to nursing staff and other medical personnel; ability to effectively express oneself in oral and written form, and to explain medical instructions to patients and their families; ability to understand, interpret and relate oral and written instructions, and to maintain nursing records and charts; ability to gain the confidence of patients and to work effectively with them, and to maintain effective working relationships with health care staff.

Minimum Education and Experience - Graduation from a State accredited school of professional nursing and two years of nursing experience to include one year of experience in the specialty area of clinical practice; or an equivalent combination of education and experience.

Necessary Special Qualification - Licensed to practice as a Registered Nurse in North Carolina by the NC Board of Nursing.