



REGISTERED NURSE

DEFINITION

Under general supervision, provides a range of professional nursing functions, including ~~basic health evidence-based preventive care and the performance of disease prevention to individuals and community through outreach, education, and restorative measures in, but not limited to, the individual clinical setting~~ services such as vaccine preventable diseases and immunizations; and performs related duties as assigned.

DISTINGUISHING SUPERVISION RECEIVED AND EXERCISED

Receives general supervision from assigned supervisory or management personnel. May provide direction to lower-level staff.

CLASS CHARACTERISTICS

~~The registered nurse~~ This is an entry-level class of classification in the professional nursing class series. Under close supervision, incumbents perform routine, direct and indirect patient- Incumbents are responsible assessing individuals and systems of care services that assist the individual in coping with difficulties in daily living that are associated with actual or potential health or illness problems or the treatment thereof, order to develop, implement, and evaluate an intervention plan specific to an assigned area where specialized nursing activities are required, including clinical care, education, training, and community assessment, and that require a substantial amount of scientific knowledge or technical skill.

This ~~nursing~~ class is distinguished from the Public Health Nurse I/II in that the latter performs advanced public health and population based intervention, licensed case management, data collection and analysis, and health promotion activities at all levels of prevention in connection with the mitigation of diseases and the development of healthy lifestyles.

EXAMPLES OF SPECIALIZED NURSING FUNCTIONS AT TYPICAL JOB FUNCTIONS (Illustrative Only)

- Implements and oversees the day-to-day vaccine management plan consistent with the individual, family, and community level, requiring a Bachelor of Science degree and current California Public Vaccines for Children Program (VFCP), including providing technical guidance on the administration, storage, and handling of vaccines used for the prevention of disease; mitigation of post exposure to disease; and storage, handling, documentation, and inventory control of supplied biologicals.
- Acts as a County liaison between the State Immunization Branch and Health Nurse Certificate and Human Services Agency, Public Health Division immunization activities, and performs day-to-day grant operations.
- Administers various vaccines, regents, and biologicals through oral, subcutaneous, intradermal, or intramuscular routes.

EXAMPLES OF DUTIES (Illustrative Only)

- Participates as a member of a multi-disciplinary team with other professionals, paraprofessionals, and para-professionals support staff in the delivery of clinical nursing services.
- Assesses the health literacy of individuals, families, and populations served; provides corresponding education regarding health topics, preventable diseases, and associated medications.
- Completes intervention documentation for rendered care for all clients receiving such service; prepares a variety of accurate, concise, and legally appropriate records and reports.
- Formulates and initiates nursing clinical services.
- In partnership with the individual and family, observes signs and symptoms of illness, reactions to treatment, general behavior, and general physical condition.
- In partnership with the individual and family, formulates intervention based on nursing diagnoses, which describes active or potential problems, ideologies, and contributing factors which impact health outcomes.
- Formulates a care plan assessment in collaboration with the client, family, and multi-disciplinary team which provides for the client's safety, comfort, hygiene, and protection, including disease prevention and restorative measures.
- ➤ Implements nursing intervention based on observed abnormalities in accordance alignment with standardized procedures as appropriate, or in response to changes in health status of the client and/or family.
- Provides a focused assessment, counseling, referral & follow up to individuals and families in their home or other agency settings as directed by a Public Health Nurse or in accordance with standardized procedure functions, as outlined in California Code of Regulations, Article 7, Sections 1470-1474.
- Provides teaching to the individual and family in self-care concepts and skills, and assists in modifying the environment to facilitate use of newly acquired knowledge.
- Prepares and administers oral, intramuscular, and subcutaneous medications, vaccines and other biologicals as directed or in accordance to standardized procedures.
- Delegates functions and instructs paraprofessional public health workers as appropriate.
- ➤ Assists in the development and implementation of educational outreach programs.
- Keeps accurate, concise and legally appropriate records and reports.
- Attendance and punctuality that is observant of scheduled hours on a regular basis.
- Monitors immunization levels in the County by looking at data and trends; works with community partners, schools, medical providers, and internal staff to develop strategies to increase immunization rates.
- Promotes, educates, and trains community providers in disease prevention and restorative measures.
- Audits community medical providers and provides technical guidance on the effective implementation of immunization services as established by the VFCP.
- In partnership with the individual and/or family, formulates nursing diagnoses and care plans, which describe active or potential problems, ideologies, and contributing factors that impact health outcomes and puts a plan in place to address them as appropriate.
- Maintains medical and medication supplies; dispenses and administer medications; creates and maintains charts, records, and accurate program reports.
- ➤ Performs related **workduties** as assigned.

MINIMUM QUALIFICATIONS

~~Education and Experience:~~

~~Where college degrees and/or college course credits are required, degrees and college units must be obtained from an accredited college or university. Courses from non-accredited institutions will not be evaluated for this requirement.~~

Education:

~~A Bachelor's of Science degree in Nursing from an accredited college~~

~~-and-~~

Experience:

~~One (1) year experience as a registered nurse which must have been in the practice setting of an acute care hospital specific to medical, surgical, or emergency room nursing, and/or an organized ambulatory primary care clinic.~~

~~OR~~

Education:

~~An Associate degree in Nursing from an accredited college~~

~~-and-~~

Experience:

~~Three (3) years' experience as a Registered Nurse, two years of which must have been in the practice setting of an acute care hospital specific to medical, surgical, or emergency room nursing, and/or an organized ambulatory primary care clinic.~~

Other Requirements:

~~Must be eligible for licensure as a Registered Nurse in the State of California. Must possess a valid driver's license. Must be available to attend off-hour meetings. Bilingual skills may be required for specific positions.~~

Knowledge of:

- ~~➤ Basic intervention skills in preventive, remedial, supportive, and rehabilitative nursing, including, but not limited to, medical surgical, maternal child, mental health, psychiatric, and geriatric nursing.~~
- ~~Human sexuality, human development, child abuse, age/gender based abuse, cultural diversity, and pharmacology.~~
- ~~Basic symptoms and treatment of communicable diseases.~~
- ~~Standard medical recordkeeping.~~
- ~~Interviewing techniques.~~
- ~~➤ Principles, practices, and standards for vaccinating infants, children, and adults.~~
- ~~Physical, behavioral, and social aspects of human development from birth through all age levels.~~
- ~~➤ Ordinance, rules, State of California laws and regulations governing on registered nursing practice.~~

Skilled in:

- ~~Conducting focused physical assessment.~~
- ~~Selecting appropriate nursing interventions and/or application of standardized procedure consistent with that assessment.~~
- ~~Providing Professional registered nursing principles, procedures, and techniques.~~
- ~~Proper handling and administering of biologicals.~~
- ~~Detection, prevention, intervention, and reporting requirements for family violence, including child, spouse, and elder abuse and neglect.~~
- ~~Principles, practices, and techniques of developing and delivering health education and counseling outreach.~~
- ~~Principles and techniques for working with groups and fostering effective team interaction to improve health outcome for ensure teamwork is conducted smoothly.~~
- ~~Techniques for providing a high level of customer service by effectively dealing with the individual and family public, vendors, contractors, and County staff.~~
- ~~The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.~~
- ~~Modern equipment and communication tools used for business functions and program, project, and task coordination.~~
- ➤ ~~Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.~~

Ability to:

- ~~Communicate, including verbal, written and group.~~
- ~~Develop collegial~~
- ~~Manage and prioritize the provision of professional nursing intervention to individuals, families, communities, and at-risk populations.~~
- ~~Identify individual, family, community, and population-based assets, needs, values, beliefs, resources, and influencing environmental factors.~~
- ~~Identify and interpret the impact of cultural differences on public health care practices.~~
- ~~Perform focused physical assessments, apply selected diagnostic testing and disease detection screening, and develop effective interventions.~~
- ~~Exercise sound, independent judgment within legally established parameters and best practice standards.~~
- ~~Prepare complete and concise documents and reports.~~
- ~~Understand and follow oral and written instructions.~~
- ~~Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed.~~
- ~~Effectively represent the department and the County in meetings with governmental agencies; community groups; various business, professional, and regulatory organizations; and in meetings with individuals.~~
- ~~Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks.~~
- ~~Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.~~
- ~~Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines.~~
- ~~Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.~~

Education and Experience:

~~health care providers~~ Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Possession of a bachelor's degree from ~~other disciplines~~ an accredited four-year college or university with, major coursework in nursing, and

Six (6) months of experience as a Registered Nurse in an acute care setting.:

OR

- ~~Exercise sound, interdependent judgment within established guidelines.~~

Possession of an associate degree from an accredited educational institution, with major coursework in nursing, and

Two (2) years of experience as a Registered Nurse in an acute care setting.

Licenses and Certifications:

- Possession of, or ability to obtain, a valid California or Nevada Driver's License and a satisfactory driving record.
- Possession of California Registered Nurse license issued by the California State Board of Registered Nursing.
- Possession of CPR certification.

ENVIRONMENTAL CONDITIONS/PHYSICAL DEMANDS

Must possess mobility to work in a standard office, clinical, or community field setting, and use standard office and various health care related equipment, including computer, stethoscope, blood pressure device, otoscope, hypodermics, specimen collection equipment; vision to assess emergency situations, conduct physical assessments, and identify adverse environmental conditions, and to read printed material and a computer screen; hearing to perform auscultatory tasks and client interpersonal communication dynamics; and speech to communicate in person, before groups, and over the telephone. Depending on assignment, standing in work areas and walking between work areas may be required, and travel to visit various cultural, physical, behavioral, and environmental settings may be required. Finger dexterity is needed to access, enter, and retrieve data using keyboard technology, and to operate standard office and health care related equipment. Positions in this classification occasionally bend, stoop, kneel, reach, push, and pull objects while carrying out nursing practice tasks. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 45 pounds. Reasonable accommodations will be made for individuals on a case-by-case basis.

ENVIRONMENTAL CONDITIONS The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential job functions.

Environment: Work is primarily performed indoors in a standard office setting, clinical environment, or residential setting, with occasional exposure to weather during travel to and from

~~client's residence.~~

~~**Physical:** Primary functions require sufficient physical ability to work in an office setting and operate office equipment; vision in the normal visual range with or without correction sufficient to read computer screens and printed documents and to operate equipment; hear in the normal audio range with or without correction. **Frequent** sitting; wrist and arm motions and upward/downward flexion of neck; fine finger dexterity of both hands, ability to grasp and hold. **Occasional** standing and bending, walking and reaching; lifting, carrying or pushing objects that weigh up to 16 lbs. **Infrequent** climbing; lifting, carrying or pushing objects that weigh more than 16 lbs.~~

HISTORY

JCN: 8113

~~Created: APR 2000~~

~~Revised: NOV 2001~~

~~Revised: MAR 2013 – HRD~~

~~Employees work in a standard office, clinical, or community field environment with moderate noise levels; controlled and uncontrolled temperature conditions; and direct exposure to potentially hazardous physical conditions or environments, chemicals, biopharmaceutical substances, and bloodborne/aerosolized communicable diseases. Positions require vaccination for communicable diseases as stipulated in Cal/OSHA regulations and may be subject to violence in the workplace related to interaction with clientele afflicted with behavioral disorders or in exercising a public health enforcement role. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.~~

WORKING CONDITIONS

~~As required by Internal Revenue Service Publication 1075, individuals in positions that have access to Federal Tax Information (FTI), will be subject to a background investigation and a criminal history check. In addition, individuals hired into positions that have access to FTI will be re-investigated at least once every ten (10) years.~~