



Nurse III

Salary Group: B24

Class Code: 4413

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
NURSE I	4411	B20	\$51,158 - \$81,351
NURSE II	4412	B22	\$57,614 - \$93,138
NURSE III	4413	B24	\$65,104 - \$106,634
NURSE IV	4414	B26	\$76,530 - \$129,430
NURSE V	4415	B28	\$92,600 - \$156,612

GENERAL DESCRIPTION

Performs highly complex (senior-level) nursing work. Work involves planning, developing, coordinating, and evaluating nursing activities and providing for the care and treatment of patients. Work may include serving as a resource on nursing practices and education programs by performing consultative and administrative work. May serve as a lead worker providing direction to others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Coordinates and/or evaluates nursing services and activities; and makes recommendations for improvements.

Coordinates community outreach and health education presentations.

Coordinates and/or conducts inspections, certifications, surveys, and investigations of health care facilities or education programs to determine compliance with state and federal laws, regulations, and rules.

Administers medication, immunizations, and treatment, and observes patients for unusual symptoms and reactions.

Plans, develops, implements, and monitors program operations and/or quality assurance programs and processes.

Conducts physical, developmental, and psychosocial assessments to determine eligibility for health services.

Develops in-service training and educational programs.

Develops, reviews, revises, and explains health care program policies and procedures.

Instructs, counsels, and assists patients in meeting their health care needs.

Makes hospital rounds or home visits to ensure that prescribed methods and procedures are followed.

Monitors and reviews case management service plans.

Provides consultation, training, and technical assistance to agency staff, care recipients, provider agencies, and the medical community.

Reviews medical records and patient assessments to determine compliance with policies and procedures, correctness of assessment, standard of care, and quality of service.

Serves as a resource on nursing practices and education programs by performing consultative and administrative work.

May assist in developing guidelines to promote compliance with health-related laws, rules, and regulations.

May serve as a lead worker providing direction to others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in nursing work. Graduation from an accredited four-year college or university with major coursework in nursing or from an accredited nursing program is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of nursing techniques and procedures; health care laws and regulations; medical diagnoses and procedures; accepted medical treatment programs; and community health and nursing care principles, practices, and procedures.

Skill in the care and treatment of patients, and in the use of a computer and applicable software.

Ability to provide patient care; to prepare and maintain records; to interpret and explain public health laws and regulations; to organize, coordinate, and evaluate nursing activities and the delivery of public health services; to interpret policies and procedures; to interpret health care regulations; to recognize patterns of medical necessity treatment; to communicate effectively; and to serve as a lead worker providing direction to others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a registered nurse in the State of Texas or a state that recognizes reciprocity through the Nurse Licensure Compact.