Nurse

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
NURSE I	4240	B20	$51,158 - $81,351
NURSE II	4241	B22	$57,614 - $93,138
NURSE III	4242	B24	$65,104 - $106,634
NURSE IV	4243	B26	$76,530 - $129,430
NURSE V	4244	B28	$92,600 - $156,612
NURSE VI	4245	B30	$112,047 - $189,499

GENERAL DESCRIPTION

Performs nursing work by involving the assessment, care, and treatment of patients.

EXAMPLES OF WORK PERFORMED

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

Conducts physical, developmental, and psychosocial assessments of patient health needs and implements appropriate action.

Develops and conducts community outreach and health education presentations.

Identifies community services and makes referrals to health care services.

Implements and monitors case management service plans.

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

Makes hospital rounds or home visits.

Prepares, maintains, and reviews patient records, program reports, and patient assessments.

Participates in interdisciplinary healthcare meetings and contributes to the development of comprehensive patient care.

Provides professional oversight and guidance to other occupations or support staff to ensure compliance with and adherence to regulatory standards and established procedures.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level VI may also perform work listed within the previous levels.

Note: *Factors that may distinguish between levels include the degree of independence in performing the work, the complexity of the work, the scope of responsibility, and the employee's related experience. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey level generally manage more routine or standard caseloads using foundational nursing knowledge, while escalating unusual or complex cases to more experienced employees. Journey-level employees (levels I-II) may independently perform the full range of work listed in the examples above or may assist others in more complex work.*

NURSE I: Performs entry-level to routine (journey-level) nursing work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

NURSE II: Performs complex (journey-level) nursing work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Determine eligibility for health services.
- Participate in quality assurance programs and processes.
- Implement new protocols, procedures, and programs to improve overall health and safety of staff and individuals, including implementing infection control measures.
- Respond to emergency situations to ensure safety of patients, staff, guests, and/or other individuals.
- Triage admitted or transferred patients, communicate with admission or unit staff, and review written documentation to verify patient status.

Note*: Senior-level employees (levels III-VI) may serve in a lead, supervisory, or managerial role for those within their own profession, such as junior or less-experienced employee; however, typically, supervisory responsibilities within this job classification series will be found at levels IV, V, and VI, depending on the structure and size of the supervised workgroup. A senior-level employee may perform the full range of work identified in the levels preceding their own, and/or may oversee or coordinate that work for others. Senior-level employees may have more complex or specialized caseloads or have additional management or supervisory authority. Factors that may distinguish between senior levels include the scope of responsibility; oversight and authority; and the nature, complexity, scope, and impact of the work performed. Other factors may include the employee's practice specialization and the type of practice setting.*

NURSE III: Performs highly complex (senior-level) nursing work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop and evaluate nursing services and activities, including program operations, quality assurance programs, in-service training, educational programs, and policies and procedures; and make recommendations for improvements.
- Conduct inspections, certifications, surveys, and investigations of health care facilities or education programs to determine compliance with state and federal laws, regulations, and rules.

- Monitor and review case management service plans, medical records, and patient assessments to determine compliance with policies and procedures, correctness of assessment, standard of care, and quality of service.

NURSE IV: Performs advanced (senior-level) nursing work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Visit settings for clinical learning experiences.
- Establish and oversee a nurse staffing plan.

NURSE V: Performs highly advanced (senior-level) nursing work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may coordinate or oversee a nursing program or department and may:

- Develop guidelines to promote compliance with health-related laws, rules, and regulations.

NURSE VI: Performs highly advanced (senior-level) nursing work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may administer, direct, and oversee the daily operations and business functions of a nursing department or program and may:

- Provide consultation on complex cases, review special investigations, and develop corrective action and quality improvement plans.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Agencies have the discretion to identify the general or specialized experience, education, or certifications required for positions and may tailor qualification requirements to specifically meet the agency's business needs. Agencies may substitute experience, education, military service, apprenticeships, and relevant credentials for one another, if appropriate and allowed by statute.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of nursing techniques and procedures; 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, and to communicate effectively.

Additional for Nurse II - VI levels

- Knowledge of health care laws and regulations**.**
- Ability to explain public health laws and to recognize patterns of medical necessity treatment**.**

Additional for Nurse III – VI levels

- Ability to interpret 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; and to serve as a lead worker providing direction to others.

Additional for Nurse IV – VI levels

- Knowledge of program regulations and procedures; and utilization review and control measures.
- Ability to supervise the work of others.

Additional for Nurse V – VI levels

- Ability to direct program or department activities.

REGISTRATION, CERTIFICATION, OR LICENSURE

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