# Public Health Nurse

| CLASS TITLE | CLASS CODE | SALARY GROUP | SALARY RANGE |
|---|---|---|---|
| PUBLIC HEALTH NURSE I | 4250 | B20 | $51,158 - $81,351 |
| PUBLIC HEALTH NURSE II | 4251 | B22 | $57,614 - $93,138 |
| PUBLIC HEALTH NURSE III | 4252 | B24 | $65,104 - $106,634 |
| PUBLIC HEALTH NURSE IV | 4253 | B26 | $76,530 - $129,430 |
| PUBLIC HEALTH NURSE V | 4254 | B28 | $92,600 - $156,612 |

## GENERAL DESCRIPTION

Performs routine public health nursing work in a clinical or non-clinical setting by providing public health services to individuals, families, and communities through assessment, care, treatment, and education; and plans the delivery of and implements public health services and programs.

## EXAMPLES OF WORK PERFORMED

Administers medications, immunizations, tests, and treatments according to standards and procedures.

Assesses and plans the delivery of direct and essential public health nursing services to individuals, families, and communities.

Conducts community needs assessments and other studies.

Identifies community resources and makes referrals to health care and related services.

Implements and monitors a comprehensive case management service plan for clients and families.

Makes home visits independently.

Performs physical, developmental, and psychosocial assessments of clients and implements appropriate actions.

Provides outreach and health education to individuals, families, and communities through education sessions, presentations, and/or community events.

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

Instructs, counsels, and assists patients in meeting health goals.

Maintains inventory of pharmaceuticals, vaccines, and medical supplies and tools as appropriate.

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 V 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 public health 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.*

**PUBLIC HEALTH NURSE I:** Performs routine (journey-level) public health nursing work in a clinical or non-clinical setting. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

**PUBLIC HEALTH NURSE II:** Performs complex (journey-level) public health nursing work in a clinical or non-clinical setting. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Collaborate with community leaders and epidemiology staff to address community health needs, including the monitoring of and intervention in the spread of communicable diseases and other health conditions and to provide program-specific and public health information.
- Analyze data from community assessments and other studies to make recommendations and prepare reports.
- Consult with agency staff and contractors regarding analysis of statewide health needs; public health program issues; and the interpretation of state and federal rules, regulations, and statutes.
- Develop materials and educational activities and programs for health professionals, agency staff, and contracted providers; and provides consultation and technical assistance as needed.
- Participate in quality assurance monitoring reviews to determine compliance with policies and procedures.

***Note****: Senior-level employees (levels III-V) may serve in a lead, supervisory, or managerial role for those within their own profession, such as junior or less-experience employee; however, typically, supervisory responsibilities within this job classification series will be found at level IV and V 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.*

**PUBLIC HEALTH NURSE III:** Performs highly complex (senior-level) public health nursing work in a clinical or non-clinical setting. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Consult with stakeholders and professional, advocacy, and consumer groups to address regional and statewide health related needs.
- Develop and review standards of performance for public health programs and statewide or regional program policies and procedures.
- Participate in the development of strategic plans at the state or regional level, analyze data from programs and contractors, and consult on and recommend changes in public health program implementation.
- Provide technical assistance to public health programs, regulated health care facilities, stakeholders, and customers.
- Represent the agency on inter- and intra-agency work groups and task forces at the regional or statewide level.
- Review requests for proposals and make recommendations for funding of contracted services.

**PUBLIC HEALTH NURSE IV:** Performs advanced (senior-level) public health nursing work in a clinical or non-clinical setting. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Coordinate community outreach and health education presentations.
- Consult with regional leadership to develop coordinated strategic goals/objectives to support agency's established goals.
- Evaluate in-service training and educational programs.
- Make clinical rounds to public health clinics and outreach settings to ensure that prescribed methods and procedures are followed.
- Conduct inspections, certifications, surveys, and investigations of health care facilities to determine compliance with state and federal laws and regulations.
- Conduct program reviews of contractors that provide services for state-funded public health programs to determine quality of care and compliance with requirements and standards of care.

**PUBLIC HEALTH NURSE V:** Performs highly advanced and/or supervisory (senior-level) public health nursing work in a clinical or non-clinical setting. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Provide public health nursing consultation and technical assistance to regional staff, care recipients, provider agencies, and the medical and public health community, in compliance with state and federal laws and regulations.
- Develop and review written protocols that authorize designated members of the health care team to complete specific clinical tasks without having to first obtain a physician order.

- Coordinate the provision of clinical training, in compliance with state and federal laws and regulations.
- Serve as a resource on public health nursing practices and education programs by performing consultative and administrative work.

## 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; public health laws and regulations; and community health and nursing care principles, practices, and procedures.
- Skill in using reasoning to identify problems, in considering appropriate resolution of situations, and in the use of a computer and applicable software.
- Ability to conduct community assessments, to provide patient care, to prepare and maintain records, and to communicate effectively.

**Additional for Public Health Nurse II – V levels**

- Knowledge of quality assurance principles and procedures.
- Ability to plan the delivery of direct public health services and to provide guidance to others.

**Additional for Public Health Nurse III – V levels**

- Ability to coordinate and evaluate the delivery of direct public health services and related programs, and to supervise the work of others.

### 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.