



Licensed Vocational Nurse

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
LICENSED VOCATIONAL NURSE I	4260	A16	\$40,918 - \$61,130
LICENSED VOCATIONAL NURSE II	4261	A18	\$45,521 - \$71,055
LICENSED VOCATIONAL NURSE III	4262	A19	\$48,244 - \$76,028
LICENSED VOCATIONAL NURSE IV	4263	A20	\$51,158 - \$81,351

GENERAL DESCRIPTION

Provides vocational nursing work involving providing for the care, treatment, and general welfare of patients.

EXAMPLES OF WORK PERFORMED

Administers medication orally, rectally, internally, or by injection.

Monitors patients' health status, including vital signs, weight, diet, mealtimes, and response to treatments and procedures; and records observations and results.

Collects specimens for laboratory examination and performs routine laboratory tests on samples.

Counsels patients on specific health goals, in accordance with patients' plan of care.

Conducts appropriate screening tests.

Maintains records pertaining to medication, deaths, illnesses, and the transfer of patients.

Makes rounds or home visits

Prepares and monitors patients for tests, therapy, or treatments.

Prepares charts and documentation providing nursing and medical summaries.

Instructs support staff on how to monitor patients after treatment or procedure using established templates; and in proper turning and/or repositioning of patients to administer treatments.

Assists medical staff in examining and caring for patients and communicates relevant medical information to plan of care team.

Participates in conducting therapeutic programs.

Maintains inventory medical supplies or instruments necessary for plan of care, or upcoming procedures or treatments

Responds to emergency situations to ensure safety of patients.

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 IV may also perform work listed within the previous levels.

Note: *Factors that may distinguish between the journey and senior 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 vocational nursing knowledge, while escalating unusual or complex cases to senior-level employees. Employees at the journey level may independently perform the full range of work identified within current level or may assist others performing work of greater complexity. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, oversee, or direct that work for others.*

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

LICENSED VOCATIONAL NURSE II: Provides highly complex (senior-level) vocational nursing work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Provide wound care and breathing treatments to patients.
- Evaluate nursing intervention outcomes and confer with plan of care team.
- Monitor quality assurance initiatives, including reviewing patient records and reports for completeness.
- Implement protocols, procedures, programs, and measures to prevent the spread of disease and improve overall health and safety of staff and individuals.

LICENSED VOCATIONAL NURSE III: Provides advanced (senior-level) vocational nursing work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Provide tracheostomy and gastrostomy/jejunostomy care to patients, including suctioning, feeding, medication administration, and monitoring for complications.
- Develop in-service training and educational programs, including the training of new staff.
- Recommend new or updates to quality assurance and quality improvement initiatives.

LICENSED VOCATIONAL NURSE IV: Provides highly advanced (senior-level) vocational nursing work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop quality assurance and quality improvement programs.
- Consult with management on key initiatives and contribute to employee performance reports.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in vocational nursing work. Graduation from an accredited vocational or practical nursing education program, as recognized by the Board of Nursing or Nurse Licensure Compact.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of nursing procedures and techniques and the principles and processes used in providing appropriate patient care.
- 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 provide patient medical care, to prepare and maintain records, and to communicate effectively.

Additional for Licensed Vocational Nurse II – IV

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

Additional for Licensed Vocational Nurse III – IV

- Ability to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

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