Physician

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PHYSICIAN I	4436	B33	$149,134 - $252,224
PHYSICIAN II	4437	B34	$164,048 - $277,446
PHYSICIAN III	4438	B35	$180,453 - $305,191
PHYSICIAN IV	4439	B36	$198,499 - $335,710

GENERAL DESCRIPTION

Performs medical, clinical, or public health work by conducting medical or public health activities and physical examinations; assessing medical history and physiological, psychological, and/or behavior factors to diagnose diseases, disorders, or injuries; developing treatment plans; and administering specialized medical treatments and procedures.

EXAMPLES OF WORK PERFORMED

Conducts medical or public health activities.

Conducts physical examinations, diagnostic evaluations of patients, and clinical assessments of abnormal test results; and follows up with or refers patients as appropriate.

Orders, performs, and interprets diagnostic tests, including laboratory exams and x-rays; and prescribes, recommends, and administers courses of treatment.

Monitors ongoing medical treatment and reviews diagnostic studies.

Obtains medical histories and updates patients’ medical records.

Counsels patients on diet, hygiene, and preventive health care.

Consults with physicians and other treatment program staff on comprehensive health 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 IV may also perform work listed within the previous levels.

***Note**: Factors that may distinguish between 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 levels generally manage more routine or standard caseloads using foundational medical knowledge, while escalating complex, unusual, or rare cases to senior-level employees. Employees at the journey level may independently perform the full range of work identified within current or previous levels 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, and/or direct that work for others.*

PHYSICIAN I: Performs complex (journey-level) medical, clinical, or public health work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

PHYSICIAN II: Performs highly complex (senior-level) medical, clinical, or public health work. Works under limited supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Monitor medical trends and activities and advise staff on complex medical problems.
- Implement and monitor health policies and programs.
- Present recommendations on hospital policies and new forms of treatment; and the need for equipment, facilities, staff, and budgeting.
- Review patient clinical records and plans for patient rehabilitation.
- Design and communicate clinical guidelines, health education, strategies, and resources for clients and/or direct care staff.
- Design, facilitate, and manage health services or clinical science research protocols.

PHYSICIAN III: Performs advanced (senior-level) medical, clinical, or public health work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Perform clinical and/or managerial work and provide direction and guidance in strategic operations and planning.
- Advise staff on unusual or advanced medical problems.
- Review, recommend, or oversee plans for research projects.
- Develop and evaluate health policies and programs.

PHYSICIAN IV: Performs highly advanced (senior-level) medical, clinical, or public health work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Organize, review, and evaluate patient records and files to determine the progress, effectiveness, and appropriateness of treatment services and treatment programs offered.
- Oversee, design, and review evaluation tools to ensure quality control of state programs.
- Advise staff on new and investigatory medications and treatment techniques.
- Monitor trends and activities in treatment options through the review of publications and research to increase the understanding of various diagnoses.

- Serve as attending team physician.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in medical, clinical, or public health work. Graduation from an accredited college of medicine with a degree as a doctor of medicine (MD) or a doctor of osteopathic medicine (DO). Completion of a residency program accredited by the Accreditation Council for Graduate Medical Education.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of medical methods, procedures, and trends; the principals and practices in the development, implementation, and documentation of individualized care and treatment plans; the principles of public health practices; and disease management and risk analysis.

- Skill in the care and treatment of patients; in the use of medical diagnostic and treatment tools and equipment; in the use of a computer and applicable software; in developing, describing, and communicating medical or public health plans and procedures; and in project management, prioritization, and program evaluation.

- Ability to examine, diagnose, and treat physical or mental disorders; to interpret laboratory analyses and x-rays; to interact effectively and professionally with persons from diverse cultural, socioeconomic, educational, racial, ethnic, and professional backgrounds; and to communicate effectively.

Additional for Physician II – IV levels

- Skill in problem identification, analysis, and resolution.

Additional for Physician III – IV levels

- Knowledge of the principles and practices of clinical or public administration and management.

- Skill in process facilitation techniques, team-building, negotiation, conflict resolution, and strategic planning.

- Ability to direct medical activities; to foster partnerships and agreements with individuals and entities on a national, state, and local level; and to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a physician by the State of Texas in accordance with Texas Occupations Code, Chapter 155, and Title 22, Texas Administrative Code, Chapter 161.