Advanced Practice Registered Nurse

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
ADVANCED PRACTICE REGISTERED NURSE I	4270	B28	$92,600 - $156,612
ADVANCED PRACTICE REGISTERED NURSE II	4271	B29	$101,860 - $172,272
ADVANCED PRACTICE REGISTERED NURSE III	4272	B30	$112,047 - $189,499

GENERAL DESCRIPTION

Performs specialized nursing and/or high-level clinical work by assessing, planning, and providing comprehensive patient care and under the supervision of a licensed physician.

EXAMPLES OF WORK PERFORMED

Performs basic physical assessments using medical observation procedures and practices and obtains and records complete medical history.

Plans and implements nursing care that is consistent with medical care prescribed by a physician.

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

Obtains and interprets laboratory tests according to procedures and practices with the consultation of a supervising physician.

Initiates or modifies medical treatment when and to the extent authorized by the treating physician.

Identifies problems and makes suggestions for change to facilitate continuity of patient care, meeting patient needs, and the mission of a health care facility.

Evaluates nursing services through the analysis of statistical studies and performance evaluation reports.

Develops and implements in-service training and educational programs.

Develops and participates in quality assurance programs.

Creates and maintains accurate records, reports, and legal documents.

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

May prescribe medications under the delegation of a physician.

Performs other duties as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at a level III 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 level 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.*

ADVANCED PRACTICE REGISTERED NURSE I: Performs complex (journey-level) specialized nursing and/or high-level clinical work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment.

ADVANCED PRACTICE REGISTERED NURSE II: Performs advanced (senior-level) specialized nursing and/or high-level clinical work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may oversee the work of others and may:

- Collaborate with interdisciplinary teams of healthcare professionals for comprehensive patient care.
- Evaluate medical records and patient assessments to determine compliance with policies and procedures, correctness of assessment, quality of service, or revenue enhancement.
- Evaluate effectiveness and compliance with quality assurance programs.

ADVANCED PRACTICE REGISTERED NURSE III (Added 9-1-2025): Performs highly advanced (senior-level) specialized nursing and/or high-level clinical work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may direct program activities and may:

- Develop operational policies and procedures for nursing programs.
- Develop advanced clinical guidelines and ensure compliance with federal and state laws.
- Develop and implement healthcare initiatives in coordination with interdisciplinary teams of healthcare professionals.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in advanced practice nursing work. Graduation from an accredited advanced practice registered nurse graduate or post-graduate program that meets the educational requirements for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of advanced practice nursing techniques, principles, and procedures; health care laws and regulations; community health care principles, practices, and procedures; and principles, methods, and procedures for the delivery of medical evaluation, diagnosis, and treatment.

- Skill in the care and treatment of patients, in the use of medical diagnostic and treatment tools and equipment, and in the use of a computer and applicable software.

- Ability to organize, coordinate, and evaluate nursing activities and delivery of health services; to explain public health law; and to communicate effectively.

Additional for Advanced Practice Registered Nurse II – III levels

- Ability to supervise the work of others.

Additional for Advanced Practice Registered Nurse III levels

- Ability to develop and direct policies and guidelines.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be a registered nurse in the State of Texas or in another state that recognizes reciprocity through the Nurse Licensure Compact. Must be certified as an advanced practice registered nurse by the Texas Board of Nursing in accordance with Title 22, Texas Administrative Code, Section 221.3.