



Psychiatric Nursing Assistant

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
PSYCHIATRIC NURSING ASSISTANT I	4350	A10	\$30,910 - \$42,571
PSYCHIATRIC NURSING ASSISTANT II	4351	A12	\$33,840 - \$49,798
PSYCHIATRIC NURSING ASSISTANT III	4352	A14	\$37,144 - \$55,134
PSYCHIATRIC NURSING ASSISTANT IV	4353	A16	\$40,918 - \$61,130
PSYCHIATRIC NURSING ASSISTANT V	4354	A18	\$45,521 - \$71,055

GENERAL DESCRIPTION

Performs habilitative and rehabilitative patient care services work by providing health and personal care services to patients; observing, reporting, and documenting patient conditions and behaviors; and intervening in medical and/or psychiatric emergencies.

EXAMPLES OF WORK PERFORMED

Provides health, personal, and emergency care services to patients.

Observes, reports, and documents patient conditions and behaviors.

Observes patients for signs and symptoms of disease, injury, reactions to medications, or other conditions that warrant medical intervention.

Maintains direct and ongoing therapeutic interactions with patients to promote living and social skills.

Monitors patients and environment to provide for individual safety and health.

Administers first aid to patients as appropriate.

Intervenes in psychiatric emergencies using approved techniques, including treatment intervention protection strategies (TIPS), prevention and management of aggressive behavior (PMAB), de-escalation, and/or the application of restraint or seclusion.

Escorts patients off grounds to activities or appointments.

Assists medical staff in monitoring patient, administering medication or treatment, and taking vital signs, or other tasks as assigned.

Participates in collaborative plan of care meeting concerning patient's progress and treatment.

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: *Journey-level employees may independently perform the full range of work identified within current or previous levels and may assist others performing in work of greater complexity. 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, clinical specialization, and type of care setting in which they work. Journey-level employees generally manage more routine or standard caseloads using foundational patient care knowledge, while escalating unusual or complex cases to more experienced employees.*

PSYCHIATRIC NURSING ASSISTANT I: Performs entry-level to routine (journey-level) habilitative and rehabilitative patient care services work. Works under moderate supervision, with limited latitude for the use of initiative and independent judgment.

PSYCHIATRIC NURSING ASSISTANT II: Performs moderately complex (journey-level) habilitative and rehabilitative patient care services work. Works under general supervision, with limited latitude for the use of initiative and independent judgment. Employees at this level may:

- Implement patient treatment plans and support patient in reaching health goals.
- Implement quality improvement, patient safety, and strategic planning measures and initiatives.

PSYCHIATRIC NURSING ASSISTANT III: Performs complex (journey-level) habilitative and rehabilitative patient care services work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment. Employees at this level may:

- Provide information to medical staff regarding the effectiveness of treatment programs and develops plans for treatment.

Note: *Senior-level employees (levels IV - V) may serve in a lead or supervisory role; however, supervisory responsibilities within this job classification series will normally be found at the V level. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate and/or oversee 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 clinical specialization and the type of care setting in which they work.*

PSYCHIATRIC NURSING ASSISTANT IV: Performs advanced (senior-level) habilitative and rehabilitative patient care services work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Serve as preceptor and instruct staff on program procedures, policies, and laws.

- Prepare reports and maintain documentation on patient behavior, progress, and goals.
- Review and evaluate health, personal, and emergency care services for patients.

PSYCHIATRIC NURSING ASSISTANT V: Performs highly advanced (senior-level) habilitative and rehabilitative patient care services work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Review and evaluate reports prepared by others for completeness.
- Identify training and professional development opportunities for staff.
- Provide consultation and subject matter expertise to direct care staff in the development, implementation, and evaluation of patients' treatment plans.
- Work with facility leadership to develop strategies for direct care recruitment, retention, and training.
- Provide feedback to leadership regarding employee performance and development.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in direct patient care work. Graduation from a standard senior high school or equivalent is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of patient care techniques and treatment, therapy, and developmental programs.
- Skill in the use of a computer and applicable software.
- Ability to provide patient care, to administer first aid or cardiopulmonary resuscitation (CPR), to conduct PMAB, and to communicate effectively.

Additional for Psychiatric Nursing Assistant IV – V levels

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

REGISTRATION, CERTIFICATION, OR LICENSURE

May require certification in CPR, first aid, or PMAB.

May require a valid driver's license.