



Psychiatric Nursing Assistant V

Salary Group: A17

Class Code: 4354

| CLASS TITLE | CLASS CODE | SALARY GROUP | SALARY RANGE |
|--|-------------|--------------|----------------------------|
| PSYCHIATRIC NURSING ASSISTANT I | 4350 | A09 | \$29,781 - \$40,859 |
| PSYCHIATRIC NURSING ASSISTANT II | 4351 | A11 | \$32,332 - \$47,355 |
| PSYCHIATRIC NURSING ASSISTANT III | 4352 | A13 | \$35,439 - \$52,388 |
| PSYCHIATRIC NURSING ASSISTANT IV | 4353 | A15 | \$38,976 - \$58,045 |
| PSYCHIATRIC NURSING ASSISTANT V | 4354 | A17 | \$42,976 - \$64,469 |

GENERAL DESCRIPTION

Performs highly advanced (senior-level) habilitative and rehabilitative patient care services work. Work involves overseeing and coordinating direct care services; providing health and personal care services to patients; observing, reporting, and documenting patient conditions and behaviors; intervening in medical and/or psychiatric emergencies; and providing input on treatment programs and planning. May serve as a lead worker providing direction to others. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Oversees and coordinates direct care services.

Instructs staff on program procedures, policies, and laws.

Prepares reports and maintains documentation on patient behavior, progress, and goals.

Reviews reports prepared by others.

Guides and assists with the professional development of other direct care staff.

Coordinates and reviews health, personal, and emergency care services for patients.

Observes, reports, and documents patient conditions and behaviors.

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

Provides information regarding the effectiveness of treatment programs and develops plans for treatment.

Monitors 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 and/or oversees first aid to clients as appropriate.

Intervenes in psychiatric emergencies using approved techniques, including prevention and management of aggressive behavior (PMAB) and/or the application of restraint or seclusion.

Participates and provides consultation and subject matter expertise to direct care staff in the development, implementation, and evaluation of patients' treatment plans.

Works with facility leadership to develop strategies for direct care recruitment, retention, and training.

Provides feedback to leadership regarding employee performance and development.

May escort clients off grounds to activities or appointments.

May serve as a lead worker providing direction to others

Performs related work as assigned.

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

Knowledge of patient care techniques and of treatment, therapy, and development programs.

Ability to provide patient care, to administer first aid or cardiopulmonary resuscitation (CPR), to conduct PMAB, to communicate effectively, and 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.