



Nurse IV

Salary Group: B25

Class Code: 4414

| <u>CLASS TITLE</u> | <u>CLASS CODE</u> | <u>SALARY GROUP</u> | <u>SALARY RANGE</u> |
|--------------------|-------------------|---------------------|-----------------------------|
| NURSE I | 4411 | B19 | \$42,244 - \$68,960 |
| NURSE II | 4412 | B21 | \$48,278 - \$78,953 |
| NURSE III | 4413 | B23 | \$55,184 - \$90,393 |
| NURSE IV | 4414 | B25 | \$63,104 - \$103,491 |
| NURSE V | 4415 | B27 | \$76,356 - \$129,137 |

GENERAL DESCRIPTION

Performs advanced (senior-level) nursing work. Work involves planning, developing, coordinating, and evaluating nursing activities and providing for the care and treatment of patients. Work may include serving as a resource on nursing practices and education programs by performing consultative and administrative work. May supervise the work of others. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment.

EXAMPLES OF WORK PERFORMED

Oversees and/or conducts inspections, certifications, surveys, and investigations of health care facilities or education programs to determine compliance with state and federal laws, regulations, and rules.

Oversees and/or evaluates nursing services and activities and makes recommendations for improvements.

Oversees and/or evaluates quality assurance programs and processes.

Oversees and/or administers medication, immunizations, and treatment; and observes patients for unusual symptoms and reactions.

Coordinates community outreach and health education presentations.

Conducts physical, developmental, and psychosocial assessments to determine eligibility for health services.

Develops and evaluates in-service training and educational programs.

Develops, reviews, revises, and explains health care program policies and procedures.

Evaluates case management service plans.

Instructs, counsels, and assists patients in meeting their health care needs.

Makes hospital rounds or home visits to ensure that prescribed methods and procedures are followed.

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

Reviews medical records and patient assessments to determine compliance with policies and procedures, correctness of assessment, standards of care, and quality of service.

Serves as a resource on nursing practices and education programs by performing consultative and administrative work.

Assists in developing guidelines to promote compliance with health-related laws, rules, and regulations.

May visit settings for clinical learning experiences.

May supervise the work of others.

Performs related work as assigned.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in nursing work. Graduation from an accredited four-year college or university with major coursework in nursing or from an accredited nursing program is generally preferred. Experience and education may be substituted for one another.

KNOWLEDGE, SKILLS, AND ABILITIES

Knowledge of nursing techniques and procedures; health care laws and regulations; medical diagnoses and procedures; accepted medical treatment programs; community health and nursing care principles, practices, and procedures; program regulations and procedures; and utilization review and control measures.

Skill in the care and treatment of patients, and in the use of a computer and applicable software.

Ability to provide patient care; to prepare and maintain records; to interpret and explain public health laws and regulations; to organize, coordinate, and evaluate nursing activities and the delivery of public health services; to interpret policies and procedures; to interpret health care regulations; to recognize patterns of medical necessity treatment; to communicate effectively; and to supervise the work of others.

REGISTRATION, CERTIFICATION, OR LICENSURE

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