

Licensed Practical Nurse

DESCRIPTION OF WORK: Positions in this banded class are characterized by the performance of routine practical nursing work in the care and treatment of patients, under nursing supervision. Employees in this class participate in nursing assessments, provide personal care of patients/inmates, take routine vital signs, feed patients, monitor intake and output, collect specimens, change aseptic dressings, deliver routine respiratory therapy and other treatments, catheter and colostomy care, stock supplies, admit patients, give routine medications and assist the Registered Nurse and Physician as needed.

EXAMPLES OF COMPETENCIES:

CONTRIBUTING:

- **Technical Knowledge:** Ability to apply Practical Nursing knowledge, and knowledge of patient care and treatment. Demonstrated competency in healthcare screening. Knowledgeable of how to perform activities of daily living for patients. Ability to provide basic emergency care.
- **Consulting/Advising.** Ability to provide patient and family information on services provided by the organization, and policies and procedures of the organization. Ability to guide and counsel subordinate staff on daily routines.
- **Client/Customer Service:** Ability to demonstrate a professional, caring approach. Ability to demonstrate patience in dealing with patients' families.
- **Communication:** Ability to communicate with patients at all levels of understanding using layman's terms.

JOURNEY

- **Technical Knowledge:** Knowledge of the 6 rights to medication administration. Understanding the use, contraindications and side effects of the medications they administer and know how to access information regarding medications. Demonstrated competency in obtaining vital signs, collecting specimens and conducting sick call.
- **Consulting/Advising.** Ability to provide feedback and guidance/counsel to nursing staff on care rendered to patients.
- **Client/Customer Service:** Ability to use interview techniques that assist the patient in describing his/her symptoms and assist in discerning the situation, using a systems approach. Ability to communicate with patients and families in a manner they understand, such as verbally, in writing, by demonstration, etc. Ability to document subjective and objective data, action taken and plan of care.
- **Communication:** Ability to use interview techniques that assist the patient in describing his/her symptoms and assist in discerning the situation, using a systems approach. Ability to communicate with patients and families in a manner they understand, such as verbally, in writing, by demonstration, etc. Ability to document subjective and objective data, action taken and plan of care.

ADVANCED

- **Technical Knowledge:** Understanding disease processes as it relates to treatment, care and use of medical equipment. Demonstrated competency in use of specialized medical equipment. Demonstrated competency in performing advanced procedures. Knowledge of group process and group dynamics. Knowledge of high risk behaviors, including those that are subtle of the suicidal and self-injurious patient. Knowledge of barriers or techniques used by patient that inhibit effective communication.
- **Consulting/Advising:** Ability to answer questions from the nursing and medical staff or provide consultation on disease processes, treatment, care, etc. Ability to counsel and advise staff regarding conduct and job performance. Ability to solve complex problems in accordance with applicable policies/procedures.
- **Client/Customer Service:** Ability to anticipate patient needs. Ability to demonstrate compassion but not enable.
- **Communication:** Ability to explain to patient prior to and during the performance of a procedure. Ability to communicate information in a concise and descriptive manner. Knowledge of communication techniques. Skill in dealing with acutely psychotic, suicidal and self-injurious person. Ability to participate in the conducting of group therapies, such as encouraging the patient to talk by asking open-ended questions. Skill in observing behavior and mannerisms. Ability to actively listen.

MINIMUM TRAINING AND EXPERIENCE: Possession of a current North Carolina license to practice as a Practical Nurse.

Special Note: This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.