

PRACTICAL NURSE I

This is routine practical nursing work in the care and treatment of clients, under nursing supervision. This work has been identified in inpatient and clinic settings in the Department of Human Resources, Department of Correction, University Infirmaries, and NC Memorial Hospital. In these environments, practical nurses may perform the following basic duties under nursing supervision: personal care of clients, take routine vital signs, feed clients, monitor intake and output, collect specimens, change aseptic dressings, deliver routine respiratory therapy and other treatments, catheter and colostomy care, stock supplies, admit clients, give routine medications, and assist the physician as needed. These employees may assist and observe subordinate employees in the delivery of basic physical care, and observe intravenous fluids and other treatments for changes. In a local health department in the Department of Human Resources, practical nurses participate primarily in screening, referring, information gathering and giving, and client follow-up. In a clinic, under nursing supervision, the practical nurse screens clients and obtains pertinent medical data, collects vital signs and specimens, assists the physician as needed, prepares and cleans the examining area, monitors flow of clients, follows-up on missed appointments, clarifies physicians' orders and RN counseling, and may give injections and immunizations with training and supervision. Employees at this level may have a small amount of time in Home Health and School Health follow-ups and screenings; any unusual condition must be reported to the supervising nurse and/or physician.

I. DIFFICULTY OF WORK:

Complexity-Work assignments are recurring and typically repetitive tasks with little variety and some intricacy. Observing the client's status and for changes in conditions requires the application of practical nursing knowledge, and knowledge of client care and treatment.

Guidelines-Patient care protocols, and unit and agency policies and procedures are well established and understood. Daily or weekly work assignments may vary some of the duties and types of client contacts. The employee may have to deal with an emergency situation and will report to the supervising nurse as soon as possible.

II. RESPONSIBILITY:

Accountability-Employees have some opportunity for taking actions which represent and reflect upon the agency due to contacts with the client population.

Consequence of Action-The employee's actions could result in minor discomfort to the client population served, even though work is performed under direct supervision.

Review-Work is reviewed closely by supervisor while in progress and upon completion for accuracy through observation and examination of results.

III. INTERPERSONAL COMMUNICATIONS:

Subject Matter-The information exchanged between the practical nurse and the client and family may not be accepted or understood.

Purpose-Information is being gathered or explained. Conflicts and problems are referred to others.

IV. WORK ENVIRONMENT:

Nature of Working Conditions-Working conditions may be mildly stressful or disagreeable depending on the work environment and the type of client.

Nature and Potential of Personal Hazards-Clients may be verbally abusive at times due to illness and senility, and on occasion may attempt physical harm.

V. JOB REQUIREMENTS:

Knowledges, Skills, and Abilities-General knowledge of practical nursing techniques in the routine care and treatment of stable, subacute, convalescent, and chronically ill clients; general knowledge of sanitation, personal hygiene, basic health and safety practices applicable to work area.

Ability to make accurate observations of clients and families, and to record and communicate this clearly; ability to understand the special physical and emotional problems of clients, and to establish and maintain effective working relationship with them and their families; ability to work with others in the performance of these duties and assisting with other routine tasks of a reasonably high level of complexity.

Minimum Education and Experience-Graduation from a State accredited program of practical nurse education; or an equivalent combination of education and experience.

Necessary Special Qualifications-Licensed to practice as a practical nurse in North Carolina by the N.C. Board of Nursing.

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