

MENTAL HEALTH NURSE II

This is advanced professional nursing work in serving as a primary therapist in a local mental health program in the Department of Human Resources. Employee provides individual supportive, group, family, or other psychotherapy under the supervision of a physician or employee provides after-care services to a specific group of clients, under the supervision of a physician.

I. DIFFICULTY OF WORK:

Variety and Scope - Employee spends the majority of time in serving as a primary therapist, with secondary roles in the following: rotates after-hour coverage with other therapist precepts new nurses, serves as a medical consultant to the staff, manages prolixin and medication clinics, and serves as a consultant and liaison with community groups and hospitals.

Intricacy - Employee gathers medical and psychiatric history, assesses patient's physical condition and mental status, identifies patient's problem(s) and a preliminary diagnosis, works out treatment goals and later presents this plan to the patient and/or treatment team, works with the patient and monitors therapy, records all contacts, and decides when to alter therapy or close out a case.

Subject Matter Complexity - Work requires an in-depth knowledge of behavioral, psycho-social problems and their treatment, psychiatric nursing techniques, and agency and program standards and guidelines.

Guidelines - Employee works from professional agency and program techniques and guidelines which maybe redefined to meet agency needs and goals. The physician delegates duties and responsibilities in standing orders and patient care protocols.

II. RESPONSIBILITY:

Nature of Instructions - Daily and weekly work is self-planned and performed with considerable independence. Employee usually decides when the physician needs to be contacted.

Nature of Review - Work is reviewed occasionally by the supervising physician and/or nurse supervisor through written reports and oral conferences. Work is reviewed by peers in case presentations to the treatment team. Questions or problems concerning therapeutic treatments and medication are referred to the physician as needed; the physician countersigns all evaluations and has the ultimate responsibility for the treatment plan.

Scope of Decisions - Work directly affects the patient population served.

Consequence of Decisions - This employee's work and decisions could have a significant impact on the patient population served since this employee is independently developing and maintaining a therapeutic treatment plan, under physician supervision.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employee has contact with a special group of patients (retarded, mentally ill, alcoholics, etc.) who may not understand the employee's work function. The employee has considerable contact with a client's family, other disciplines, community groups, and with employers to develop resources.

IV. OTHER WORK DEMANDS:

Nature and Purpose - Employees direct, motivate, and persuade patients and others to obtain cooperation.

Hazards - Employee will have periodic exposure to hazards in the field (driving, rural or Inner-city settings, inclement weather, patients) and to a lesser degree in clinic settings.

Work Conditions - These may be mildly disagreeable if working in poor home environments or with difficult patients.

V. JOB REQUIREMENTS:

Knowledges, Skills, and Abilities - Thorough knowledge of and skill in the application of the practices and principles of professional psychiatric nursing; thorough knowledge of medications used in the area of work; thorough knowledge of behavioral and psycho-social problems and their treatment; considerable knowledge of current social and economic problems and their relationship to mental health; considerable knowledge of available resources and organizations; considerable knowledge of and ability to apply educational methods and training techniques related to psychiatric nursing. Ability to ascertain the client's mental status and needs, and to plan an appropriate treatment program; ability to deal tactfully with others and to exercise good judgment in appraising situations and making decisions; ability to secure the cooperation of patients and to elicit needed information; ability to record accurately services rendered and to interpret and explain records, reports, and medical instructions.

Minimum Education and Experience - A master's degree in psychiatric nursing which provides the knowledges, skills, and abilities needed to perform this work; or graduation from a State accredited school of nursing and two years of experience in psychiatric nursing which provides the knowledges, skills, and abilities needed to perform the work; or an equivalent combination of education and experience.

Necessary Special Qualification - Licensed to practice as a Registered Nurse in North Carolina by the N. C. Board of Nursing