



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
209 E. Musser Street, Room 101 | Carson City, Nevada 89701
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MEMORANDUM
HR#14-16

February 9, 2016

TO: DHRM Listserv Recipients

FROM: Lee-Ann Easton, Administrator *Lee-Ann Easton*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES

Attached are proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Peter Long at plong@admin.nv.gov no later than March 9, 2016.

If no written objections are received in this office by March 9, 2016, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

NOTICE OF PROPOSED CLASSIFICATION CHANGES

Number: Posting #26-16
Posting Expires: March 9, 2016

Per NRS 284.160, the Administrator may make a change in classification without the prior approval of the Commission. The following change(s) are proposed

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EE0-4
10.310	Chief of Nursing Services	47*	A	<i>10.310</i>	<i>Chief of Nursing Services</i>	<i>47*</i>	<i>A</i>
10.300	Director of Nursing Services II	45*	A	<i>10.300</i>	<i>Director of Nursing Services II</i>	<i>45*</i>	<i>A</i>
10.301	Director of Nursing Services I	44*	A	<i>10.301</i>	<i>Director of Nursing Services I</i>	<i>44*</i>	<i>A</i>

* Reflects a 4-grade, special salary adjustment granted by the Legislature to improve recruitment and retention.

Basis for Recommendation

At the request of the Department of Health and Human Services, Aging and Disabilities Division, the Division of Human Resource Management recommends minor revisions be made to the Director of Nursing Services to remove hurtful language and replace it with language currently used by other state and federal entities pursuant to the enactment of Rosa's Law in 2010. Furthermore, the Division of Human Resource Management recommends changes be made to the knowledge, skills and abilities of these classes to maintain consistency in formatting with other class specifications. In addition to these changes, references to the Diagnostic and Statistical Manual of Mental Disorders (DSM) and International Classification of Diseases (ICD) were updated to reflect the most current revision used, 5 and 10, respectively.

The agencies utilizing this series support the changes.

Note: Changes, additions and/or deletions on the class specification are noted in red.

The formal recommendations and specifications are on file with the Division Administrator, Human Resource Management. To view a copy in Carson City, go to 209 East Musser Street, Room 101; in Las Vegas, go to 555 East Washington Avenue, Room 1400. For more information call (775) 684-0130.

Objections to the proposed change(s) must be received in writing by March 9, 2016. Objections should be addressed to Peter Long, Deputy Division Administrator, Compensation, Classification and Recruitment Section of the Division of Human Resource Management, 209 East Musser Street, Room 101, Carson City, Nevada 89701-4204.

POSTING DATE: February 9, 2016



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
CHIEF OF NURSING SERVICES	47*	A	10.310
DIRECTOR OF NURSING SERVICES II	45*	A	10.300
DIRECTOR OF NURSING SERVICES I	44*	A	10.301

SERIES CONCEPT

Under administrative supervision, incumbents oversee and direct the 24-hour, full-time nursing services for psychiatric, mentally retarded or correctional patients in facilities providing inpatient, residential, or a combination of inpatient or residential and outpatient services; perform administrative duties related to the management of direct nursing care; or oversee and direct the Community Medication Clinic program of Southern Nevada Adult Mental Health Services.

Provide a practice environment which promotes effective and efficient quality patient care; develop and interpret policies, procedures, objectives, standards and goals for nursing services including the interpretation and application of theoretical concepts of nursing into the delivery of nursing care; evaluate service delivery and resolve service delivery problems; and ensure the use of accepted nursing practices in compliance with regulatory, community, and/or accreditation standards, and the level of security required.

Participate as a member of the management team including assisting in the development of organizational policies, procedures, and goals; integrate nursing services with other functional areas in cooperation with administration and other division administrators; serve on committees and task forces to develop recommendations which further the organizational mission and assist in the coordination of services.

Prepare narrative and statistical reports for management; participate in budget preparation for areas of responsibility; monitor and control the expenditure of funds for staffing, equipment, supplies and other areas as required.

Develop and implement master staffing plans within the constraints of budget and personnel, applicable accreditation requirements, and/or regulatory requirements; determine appropriate staffing levels to provide for the changing medical needs of the population served.

Function as the Health Care Administrator for the institution to which assigned; plan, organize, direct, coordinate and supervise the delivery of health care to include non-clinical supervision and oversight of providers including scheduling, attendance and compliance with applicable regulations.

Supervise nursing staff including selection, assignment of duties, performance evaluation, counseling, discipline, and termination; provide development and training opportunities to nursing and allied staff to ensure the safety, health and well being of all personnel and patients in the therapeutic environment; monitor the licensure of registered nurses and licensed practical nurses; and supervise allied staff as assigned.

Ensure the safe and secure storage and administration of medications, narcotics, and related supplies including overseeing the inventory and reporting discrepancies as required.

Rotate on-call duties with other health care management and oversee the provision of services at multiple locations as assigned.

*** Reflects special salary adjustments of 4 grades granted by the Legislature to improve recruitment and retention.**

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SERIES CONCEPT (cont'd)

Perform related duties as assigned.

CLASS CONCEPTS

Chief of Nursing Services: Incumbents administer and direct the organized nursing services of multiple prison facilities within a geographic region, one of which may include a large infirmary where inmates with acute conditions are treated; supervise Directors of Nursing Services including overseeing the nursing practice of each correctional facility within the designated region; participate in the development of long-range goals and strategic plans for nursing services throughout the State; serve on committees and work groups to develop and enhance health services provided to inmates; serve as an expert witness regarding issues related to care provided by nurses in a correctional setting; serve as a liaison to community groups and health care specialists.

Director of Nursing Services II: Incumbents oversee and direct the nursing services at either:

- 1) A psychiatric hospital which provides crisis intervention and inpatient mental health services where patients typically receive care until they are stabilized and no longer pose a threat to themselves or others; or
- 2) A large infirmary which provides medical treatment for inmates with acute and chronic conditions and clinic settings specializing in general medical and preventive health care operated by the Department of Corrections. Services are provided to a large inmate population, including receiving and treating inmates with more difficult or serious health conditions who are transferred from other prisons within the State.

Director of Nursing Services II is distinguished from the lower level in the series by responsibility for administration of nursing services provided in a hospital setting; the scope and complexity of illnesses treated; the diversity and volume of patients served; and increased accountability for the nursing practice of a large number of professional staff reporting to subordinate supervisors.

Director of Nursing Services I: Incumbents oversee, direct and participate in nursing service delivery at either:

- 1) A facility which provides services to residential and community placed individuals with **[mental retardation] intellectual disabilities**. Nursing services are provided on a long-term basis to a stable population, some of whom have significant health conditions and problems. These facilities operate on a behavioral model rather than a medical model; or
- 2) A prison facility which typically provides nursing services through a clinic but may maintain a small infirmary for inmates who need extended nursing services but do not require a higher level of care. Outpatient nursing services are provided to camps within the region; or
- 3) A prison facility which provides psychiatric inpatient, extended care and outpatient nursing care. Outpatient psychiatric nursing services are provided to correctional camps and prisons located within the region; or
- 4) Multiple medication clinics located in a metropolitan area serving a large adult population including providing administrative supervision to Psychiatrists, and both technical and administrative supervision to nursing and support staff.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENTS:

- * Pursuant to NRS 284.4066, some positions have been identified as affecting public safety. Persons offered employment must submit to a pre-employment screening for controlled substances.
- * Some positions require a valid driver's license at time of appointment and as a condition of continuing employment.
- * Some positions require CPR certification at time of appointment and as a condition of continuing employment.
- * Licensure as a Registered Nurse in the State of Nevada is required at the time of appointment and as a condition of continuing employment.

INFORMATIONAL NOTES:

- * A Bachelor's degree in nursing is equivalent to a diploma or associate's degree in nursing and one year of experience.
- * Probationary employees working for the Department of Corrections must successfully complete 40 hours of "pre-service" training provided by the department.

CHIEF OF NURSING SERVICES

EDUCATION AND EXPERIENCE: Current license to practice as a Registered Nurse and six years of professional nursing experience in an institutional or hospital setting, three years of which included developing policies and procedures, facility staffing plans and budgets, and working with administration as a member of the management team; **OR** an equivalent combination of education and experience. (*See Special Requirements and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Detailed knowledge of: nursing administration principles and practices. **Working knowledge of:** *medical and legal issues impacting nursing and mental health care in an institutional setting; State and community resources used to recruit qualified nursing staff;* current inpatient psychiatric and medical/surgical nursing practices, principles, methods and techniques as applied to administering large-scale health service programs. **General knowledge of:** correctional nursing practices, principles, methods and techniques as applied to administering health service programs; custody procedures related to supervising health service programs; the mission of the Department of Corrections and the Medical Division relative to other divisions. **Ability to:** *plan, organize and coordinate health services for patients with serious acute and chronic illnesses; analyze staffing patterns to make optimum use of nursing/direct care personnel in a hospital setting;* develop and monitor broad policies and specific procedures related to providing optimum patient care within the custody requirements of correctional facilities; plan, organize and manage nursing services at multiple locations in a major geographic region of the State; project nursing care needs through strategic planning and long-range goal setting; effectively delegate nursing managerial and operational duties to nursing directors assigned to correctional facilities in a major geographical area of the State; act as liaison between health services, central administration and custody staff to ensure smooth functioning and delivery of services; *and all knowledge, skills and abilities required at the lower levels.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

Working knowledge of: correctional nursing practices, principles, methods and techniques as applied to administering health service programs; custody procedures related to supervising health service programs; the mission of the Department of Corrections and the position of the Medical Division relative to other divisions; administrative regulations and directives impacting the delivery of medical and mental health care services to prison inmates. **Ability to:** assist the Medical Director in the planning, development, implementation, administration and evaluation of operating policies, procedures and administrative regulations for health services which are consistent with administrative and custody procedures; provide staff training with particular attention to security

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MINIMUM QUALIFICATIONS (cont'd)

CHIEF OF NURSING SERVICES (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

considerations, elements of compromise, priority setting, professionalism, hostage behavior and trauma management.

DIRECTOR OF NURSING SERVICES II

EDUCATION AND EXPERIENCE: Current license to practice as a Registered Nurse and five years of professional nursing experience in a correctional facility, medical/surgical hospital or infirmary, inpatient psychiatric hospital, or other related hospital nursing experience, two years of which included nursing supervisory experience and one year of nursing management experience with responsibility for developing policies, procedures, and facility staffing plans, participation in budget development, and supervision of subordinate nursing staff; **OR** an equivalent combination of education and experience. (*See Special Requirements and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Detailed knowledge of: ward scheduling and staffing, case-mix management, resource management techniques, and acuity systems. **Working knowledge of:** *security and/or custody procedures; State laws and agency policies and procedures applicable to personnel management and nursing service delivery;* nursing administration in an institutional setting; Joint Commission on Accreditation of Healthcare Organizations and Health Care Finance Administration accreditation standards; custody and classification procedures as applied to a prison setting. **General knowledge of:** *Diagnostic and Statistical Manual of Mental Disorders (DSM) 5 and the International Classification of Diseases (ICD) 10.* **Ability to:** apply and implement the Nurse Practice Act in varied and complex health care delivery situations; manage a comprehensive nursing care program required at a 24-hour, 7-day a week hospital including effectively delegating tasks and assignments to lower level supervisors, and overseeing the nurse practice of all nurses in the hospital; *develop, implement and refine policies, procedures and protocols related to nursing care; evaluate program goals and objectives, quality improvement plans, operating policies, procedures, and protocols within the framework of agency guidelines; justify budget requests; modify services to accommodate facility and patient needs; motivate staff to provide quality and timely services; schedule available staff to maximize coverage and effectiveness;* develop and promote positive public relations and image for the facility; *and all knowledge, skills and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

~~[Working knowledge of: medical and legal issues impacting nursing and mental health care in an institutional setting; State and community resources used to recruit qualified nursing staff. Ability to: plan, organize and coordinate health services for patients with serious acute and chronic illnesses; analyze staffing patterns to make optimum use of nursing/direct care personnel in a hospital setting.] (These are identical to the Entry Level Knowledge, Skills and Abilities required for Chief of Nursing Services.)~~

DIRECTOR OF NURSING SERVICES I

EDUCATION AND EXPERIENCE: Current license to practice as a Registered Nurse and four years of professional nursing experience in a correctional, medical/surgical, inpatient psychiatric, or residential setting, including two years of experience as a nursing supervisor with responsibility for overseeing the work of professional nursing staff, developing staffing plans, and participating in the development of policies, procedures and budgets; **OR** an equivalent combination of education and experience. (*See Special Requirements and Informational Notes*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Detailed knowledge of: documentation requirements and procedures applicable to the facility. **Working knowledge of:** the Nevada State Nurse Practice Act; supervisory principles, practices and procedures;

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MINIMUM QUALIFICATIONS (cont'd)

DIRECTOR OF NURSING SERVICES I (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

current nursing principles, practices, methods and procedures; specialized practices involved in the care of medically ill, mentally ill, and/or mentally retarded patients; uses and effects of medication and narcotics used in medical and/or mental health care; State and federal pharmacy laws and regulations regarding control of medications and narcotics; crisis management/emergency care as related to nursing care; applicable laws regarding patient confidentiality, patient rights, public health, workplace safety, and sanitation; quality improvement concepts and practice. **Ability to:** schedule staff and monitor the use of overtime to maximize efficiency and administer effective nursing care within established budget allocations; review performance evaluations, disciplinary actions and terminations to ensure fair and consistent application of established policies and regulations; work closely with the Medical Director and/or Chief of Nursing Services to coordinate nursing care with other medical/psychological services; identify nursing services needs, evaluate delivery of care, and propose sound solutions to service delivery problems; develop and implement nursing policies and procedures and provide leadership and direction to subordinate staff; develop and maintain budgets, records, charts, plans, reports, and statistics related to nursing services; apply nursing theory and techniques to complex patient care problems; provide training opportunities for assigned personnel; work effectively with other professionals, organizational divisions, and subordinate staff; work within the security and/or custody requirements of the facility.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

~~[Working knowledge of: security and/or custody procedures; State laws and agency policies and procedures applicable to personnel management and nursing service delivery. General knowledge of: DSM-IV (American Psychiatric Association's Diagnostic and Statistical Manual) and/or ICD-IX (International Codes for Diagnoses). Ability to: develop, implement and refine policies, procedures and protocols related to nursing care; evaluate program goals and objectives, quality improvement plans, operating policies, procedures, and protocols within the framework of agency guidelines; justify budget requests; modify services to accommodate facility and patient needs; motivate staff to provide quality and timely services; schedule available staff to maximize coverage and effectiveness.] (These are identical to the Entry Level Knowledge, Skills and Abilities required for Director of Nursing Services II.)~~

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>10.310</u>	<u>10.300</u>	<u>10.301</u>
ESTABLISHED:	11/17/88R 3/3/89PC	1/1/61	10/17/86
REVISED:		12/15/69	
REVISED:		1/17/72	
REVISED:		3/9/79	
REVISED:		7/13/81R	
		9/10/82PAC	
REVISED:		3/1/85	
REVISED:		10/17/86-3	
REVISED:		12/9/88PC	
ABOLISHED:			12/9/88
RE-ESTABLISHED			3/7/89R
			9/22/89PC
REVISED:			7/1/89R
REVISED:	7/1/89LG	9/22/89PC	9/22/89PC

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REVISED:	7/1/97LG	7/1/97LG	7/1/97LG
	10/2/98PC	10/2/98PC	10/2/98PC
REVISED:	7/1/03LG	7/1/03LG	7/1/03LG
REVISED:	7/1/05LG	7/1/05LG	7/1/05LG
REVISED:	7/1/07LG	7/1/07LG	7/1/07LG
REVISED:	4/28/11UC	4/28/11UC	4/28/11UC
REVISED:	3/9/16UC	3/9/16UC	3/9/16UC