



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
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MEMORANDUM
HR#52-18

October 1, 2018

TO: DHRM Listserv Recipients

FROM: Peter Long, Administrator *Peter Long*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES – MID-LEVEL MEDICAL PRACTITIONER CLASS

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 Beverly Ghan at bghan@admin.nv.gov no later than October 30, 2018.

If no written objections are received in this office by October 30, 2018, 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 #13-19**
Posting Expires: **October 30, 2018**

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	EEO-4
10.229	Mid-Level Medical Practitioner	43*	B	<i>10.229</i>	<i>Mid-Level Medical Practitioner</i>	<i>43*</i>	<i>B</i>

Basis for Recommendation

At the request of the Department of Health and Human Services, Division of Public & Behavioral Health and the Division of Human Resource Management (DHRM), Recruitment Unit, it is recommended that an Informational Note be added to the Mid-Level Medical Practitioner class to allow temporary licensure for out-of-state applicants.

The Informational Note details that out-of-state applicants must have a temporary license issued by the Nevada State Board of Medical Examiners as a Physician Assistant or temporary licensure issued by the Nevada State Board of Nursing as an Advanced Practice Registered Nurse at the time of appointment.

Minor revisions to the Education & Experience section of the Minimum Qualifications were made to account for these changes.

This change will allow for greater flexibility in the recruitment process and create a larger pool of applicants on which the agency can draw from.

Throughout the review, management staff within the agency and analysts within DHRM participated by offering recommendations and reviewing changes as the process progressed and they support the recommended changes.

Note: Changes to the class specifications are noted as follows: additions in blue and deletions 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, Suite 101; in Las Vegas, go to 555 East Washington Avenue, Suite 1400. For more information call (775) 684-0130.

Objections to the proposed change(s) must be received in writing by October 30, 2018. Objections should be addressed to Beverly Ghan, Deputy Division Administrator, Compensation, Classification and Recruitment Section of the Division of Human Resource Management, 209 East Musser Street, Suite 101, Carson City, Nevada 89701-4204.

POSTING DATE: October 1, 2018



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>
MID-LEVEL MEDICAL PRACTITIONER	43*	B	10.229

Mid-Level Medical Practitioners may be either Advanced Practice Registered Nurses or Physician Assistants who provide medical care.

Physician Assistants (PA) provide medical care in accordance with approved medical protocols as allowed under the supervising physician's scope of practice and Nevada Revised Statutes.

Advanced Practice Registered Nurses (APRN) work within the scope of practice of an APRN and practice protocols as set forth in the Nurse Practice Act, Chapter 632 of the Nevada Revised Statutes and Administrative Code.

Assess health status and manage the health care of the patients in an inpatient and/or outpatient setting; take, record, and interpret medical histories; perform physical examinations and perform or initiate diagnostic procedures; develop treatment plans and oversee implementation within the standards of medical practice for the specialty area.

Assess the patient's psychological and physical conditions, consulting and referring as needed with other health care professionals; review and evaluate response to health problems and modify programs of treatment as needed.

Prescribe and dispense medications as allowed by the practice setting and State law in accordance with established protocol; monitor patient for medication side effects, allergic reactions and adjust the medication regime as needed.

Evaluate and triage patients in trauma/cardiac emergencies and patients with life-threatening chronic conditions; provide emergency medical treatments, such as cardiopulmonary resuscitation (CPR), Advanced Cardiac Life Support, and first aid required to stabilize a patient's condition until a physician can be consulted or patient is transferred to a higher level of care facility.

Maintain accurate records documenting all physical findings, diagnoses, and treatments, including medications and changes in health status; prepare written reports, records, and summaries.

Maintain safety, health and well-being of individuals in the therapeutic environment as allowed in the practice setting; follow facility procedures regarding techniques and duration of confinement; notify appropriate personnel of action taken and document as required.

Provide education and counseling to patients and their families to promote good health habits; provide health-related education and training to staff.

May supervise other health professionals, para-professionals and other personnel and/or delegate to qualified personnel direct care duties consistent with their licensure, certification and competency and as allowed in the practice setting.

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

Adhere to community and accreditation standards in the care and treatment of patients in taking timely, appropriate measures to provide and maintain hygienic environments.

Provide designated services at more than one location and share on-call responsibility with other health care providers as assigned.

May perform minor surgical procedures within established protocols and scope of practice to included suturing minor lacerated tissue and administering local anesthesia.

Perform related duties as assigned.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENTS:

- * Pursuant to NRS 284.4066, some positions in this class have been identified as affecting public safety. Persons offered employment in these positions must submit to pre-employment screening for controlled substances.
- * Current licensure by the Nevada State Board of Medical Examiners as a Physician Assistant; licensure as an Advanced Practice Registered Nurse issued by the Nevada State Board of Nursing is required at the time of appointment and as a condition of continuing employment.
- * *Out-of-state applicants must have temporary licensure issued by the Nevada State Board of Medical Examiners as a Physician Assistant at the time of appointment; or temporary licensure as an Advanced Practice Registered Nurse issued by the Nevada State Board of Nursing at the time of appointment. Full licensure issued by the appropriate Board must be obtained within Board-specified timelines as a condition of continuing employment.*
- * Current certification of registration or license to prescribe from the Nevada Board of Pharmacy is required at the time of appointment and as a condition of continuing employment.
- * Some positions require a Drug Enforcement Administration (DEA) license to prescribe controlled substances at the time of appointment and as a condition of continuing employment.
- * Some positions require a certificate or license to dispense controlled substances, poisons, dangerous drugs and devices from the Nevada State Board of Nursing and Nevada Board of Pharmacy at the time of appointment and as a condition of continuing employment.
- * Some positions require certification in Advanced Cardiac Life Support and/or Basic Life Support at the time of appointment and as a condition of continuing employment.
- * Some positions require a valid driver's license at time of appointment and as a condition of continuing employment.

INFORMATIONAL NOTE:

- * Probationary employees working for the Department of Corrections must successfully complete 40 hours of “pre-service” training provided by the department.

EDUCATION AND EXPERIENCE: ~~Current~~ licensure [~~by the Nevada State Board of Medical Examiners or certification by the Nevada State Board of Osteopathic Medicine~~] as a Physician Assistant; **OR** ~~current licensure [certification of recognition]~~ as an Advanced Practice Registered Nurse, Family Nurse Practitioner or Adult Nurse Practitioner. [~~issued by the Nevada State Board of Nursing.~~] (See Special Requirements and Informational Note)

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

Detailed knowledge of: documentation process. **Working knowledge of:** human anatomy and advanced pathophysiology and pharmacology; current medical terminology; medical diagnoses and major signs and symptoms including familiarity with International Classification of Diseases (ICD) 10 diagnostic and procedure

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

manuals and, for those working in a psychiatric specialty, the Diagnostic and Statistical Manual of Mental Disorders (DSM) 5; physical examination methods and techniques; practices, methods and procedures used in the facility to which assigned; medication protocols including therapeutic effects, side effects and toxicity, and common dosages; medical diagnosis and treatment of acute and chronic conditions; community health standards; universal precautions and infection control techniques and procedures; operation and use of standard medical equipment; minor surgical procedures within protocols/license and as allowed under the Physician Assistant's supervising physician's scope of practice or within the Advanced Practice Registered Nurse's scope of practice and protocols. **Ability to:** interview patients to elicit information concerning illness and health and medical history, symptoms and/or complaints; clinically assess, diagnose, and treat illness and health conditions; properly interpret results of examinations, laboratory tests and X-rays; develop, implement and evaluate a medical care plan; provide patient education and counseling; prepare and maintain medical records, charts and reports; provide emergency medical treatment to ill and injured persons; maintain patient confidentiality; develop and maintain effective working relationships with medical colleagues, preceptor and patients; deal effectively with personnel and staffing issues; delegate appropriate assignments to subordinate staff.

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

Working knowledge of: departmental bylaws, policies and procedures; treatment protocols specific to the health facility to which assigned; health care resources in the community including medical specialists and facilities.

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.

10.229

ESTABLISHED: 7/1/99P
10/2/98PC
REVISED: 7/1/05LG
REVISED: 7/1/07LG
REVISED: 3/4/16PC
REVISED: 10/30/18UC