



COMPREHENSIVE CARE NURSE PRACTITIONER

Title Code	Class Title
4153HP	Comprehensive Care Nurse Practitioner I
4154HP	Comprehensive Care Nurse Practitioner II

DEFINITION

In accordance with standardized procedures, and with collaboration of a physician either on-site or available by electronic means, the Nurse Practitioner (NP) provides urgent and chronic care to medical or mental health patients; constructs comprehensive health histories, performs in-depth health examinations or mental health evaluations, and performs initial and periodic physical examinations to implement short and long range treatment plans, case management, and maintain responsibility for ongoing clinical management of the patients housed at a County adult or youth correctional facility or emergency shelter home. These services are generally provided in a clinic or urgent type setting but may take place in the inmate or detainee housing units.

CLASS CHARACTERISTICS

Incumbents in this series are licensed Registered Nurses who have completed a program of advanced training (e.g. Master's Degree or Doctorate). They function within the scope and practice as specified in the Nursing Practice Act (NPA). They differ from other professional nursing classifications in that the emphasis is on developing diagnostic impressions, giving physical examinations, and other primary care service to augment the physician in defined areas. The incumbent assumes responsibility and accountability for the continuity of health care, and may be the only health professional to see the patient, utilizing a combination of approved nursing and medical functions. Incumbents may work in primary care or a specialty in which they are board certified.

Comprehensive Care Nurse Practitioner I

This is the entry-level class in the series. Incumbents initially receive close mentoring/supervision from either a nurse practitioner or physician.

Appointment to the next level requires incumbents to possess and maintain board certification in one of the following areas: Family Practice, Adult/Geriatric, Adult Psychiatric Mental Health, Family Psychiatric Mental Health, or Pediatrics.

Comprehensive Care Nurse Practitioner II

This is the second level in the series. Positions at this level are distinguished by greater complexity of work and independence in the performance of primary, acute, and chronic or specialty care than Comprehensive Care Nurse Practitioner I.

EXAMPLES OF DUTIES

Class specifications are intended to present a descriptive list of the range of duties performed by employees in this classification. Specifications are not intended to reflect all duties performed within the job.

1. Interviews patients to obtain complete health, psychosocial, psychiatric histories of physical development, illnesses, injuries, and treatments; obtains medical records from outside health care providers; performs complete physical exams; determines, orders, and performs diagnostic tests required by agency policy or patient need.
2. Develops, implements, and monitors treatment plans, including furnishing medication or transmitting medication orders according to agency protocols or a patient specific order from a supervising physician.
3. Provides appropriate medical treatment of acute/chronic health problems in their specialized field.
4. Performs a wide variety of office based out-patient procedures such as: skin biopsies, laceration repairs, ingrown toenail removal, incision and drainage of abscesses, pap smears, splinting or casting, joint injections, etc., as needed.
5. Orders and performs diagnostic tests required by agency policy and patient needs, and may refer to specialty clinics when indicated.
6. Educates and counsels patients regarding the implementation of treatment plans, illness prevention, and other health-related matters.
7. Documents patient histories, physical examinations, test results, and case management plans in the Electronic Health Record.
8. Identifies patient's cases, which fall outside the scope of practice as defined by the Agency protocol and standardized procedure, and refers such cases to a physician for consultation.
9. Participates in the development of Agency policies and protocols for medical care provided by the medical care team; identifies need for modification of standardized procedures and collaborates with supervising nurse practitioner/physician to implement changes.
10. Participates in peer review.
11. May serve as a preceptor or mentor for less experienced staff or in-service for any staff or students within an area of specialty.
12. Serves as a liaison to collaborate with other programs and departments in reaching satisfactory solutions and interventions while providing a high quality of professional care.
13. Learns and applies various security precautions required in a correctional facility or juvenile care facility.
14. Assists in planning, implementing, and participating in special projects.

Mental Health Specialty Assignment would include:

- Independent complete assessment and evaluation of inmates and detainees including dual diagnosis and Seriously Mentally Ill (SMI) clients
- Responsibility for ongoing case management and rotation through all adult jails
- Medication evaluation, treatment, and follow-up

MINIMUM QUALIFICATIONS

Knowledge of

- Techniques and procedures used in the diagnosis and treatment of individual health problems in the areas of family/adult medicine, pediatrics, mental health, HIV, or other required specialties
- Principles of medical management, health maintenance, and communicable disease prevention and management

- Medications commonly used in family practice, mental health or clinical specialty including appropriate doses, indications, contraindications, side effects, and adverse reactions
- Diagnostic tests, including normal and abnormal values, and their clinical significance. These may include laboratory, imaging, and EKG results
- Normal growth and development, pathophysiology, pharmacology, nutrition, counseling, and health education principles
- Health care delivery systems, community resources, and referral systems
- Ethics and laws under which medicine is practiced and governed, and roles and responsibilities of allied health professions, including the Nurse Practice Act (NPA) and Health Insurance Portability and Accountability Act (HIPAA) regulations

Ability to

- Obtain complete patient medical histories to complete a comprehensive report
- Perform complete physical examinations; able to distinguish between normal and abnormal behavioral changes in complex acute, critical, and chronic illness
- Analyze and interpret patient's medical history, including presenting symptoms, physical findings, and diagnostic information to develop appropriate diagnosis
- Assess and identify the impact of an acute, critical, and chronic illness on patients: health status (physical and mental), functional status including activity and mobility, nutritional status, and sleep patterns
- Synthesize medical data from a variety of sources to make clinical judgments and decisions about appropriate recommendations and treatments
- Perform/order diagnostic tests and interpret results
- Perform a wide variety of office based outpatient procedures such as: skin biopsies, laceration repairs, ingrown toenail removal, incision and drainage of abscesses, pap smears, splinting or casting, joint injections, etc., as needed
- Initiate effective emergency care, as needed
- Detect and minimize adverse drug reactions with special attention to vulnerable patients such as pregnant, older adults, and children/youth
- Evaluate patients changing condition and modify plan of care for optimal patient outcome; assess problem areas and refer as appropriate
- Utilize principles of case management when overseeing and directing health care services for complex acute, critical, and chronic illness
- Apply initiative in determining situations requiring consultation or referral of case to a physician or collaborate with another provider
- Establish and maintain effective and collaborative working relationships with all staff, security personnel, patients, and others to improve patient care
- Understand, interpret, and apply appropriate procedures and protocols including administering medication, and determine situations requiring consultation or referral of case to a physician
- Communicate effectively both orally and in writing
- Utilize Electronic Health Records for documentation, as well as general computer software such as Microsoft Word, Excel, PowerPoint, and Outlook
- Communicate with patient's health status using appropriate terminology
- Instruct patients on disease prevention, management/maintenance of medical condition, and health promotion
- Provide appropriate, competent, and compassionate patient care without judgment regarding any criminal conduct/immigration status
- Comply with all security procedures required in a correctional facility
- Use of a County-approved means of transportation may be required for some assignments

Education and Experience

Comprehensive Care Nurse Practitioner I Public Health

None required.

Comprehensive Care Nurse Practitioner II Institutional

One year of experience as a Nurse Practitioner.

License/Registration

Comprehensive Care Nurse Practitioner I and II

Possession of a valid Registered Nurse License with Nurse Practitioner Certificate issued by the California Board of Registered Nursing

Possession of a valid Nurse Practitioner Furnishing Number issued by the California Board of Registered Nursing

Possession of a valid Drug Enforcement Agency (DEA) Registration Number for Controlled Substances, Level II

Current Basic Life Support for Health Care Professional Card-American Heart Association or approved equivalent provider.

Comprehensive Care Nurse Practitioner II

Board certification in the following areas: Family Practice, Adult/Geriatric, Adult Psychiatric Mental health or Family Psychiatric Mental Health, or Pediatrics issued by the American Association of Nurse Practitioners (AANP) or the American Nurses Credentialing Center (ANCC)

Special Requirements

For assignments in Correctional Health Services, incumbents are required to pass a comprehensive background investigation prior to offer and acceptance of employment. Incumbents must maintain Sherriff's Department or Probation Department security clearance for the facility or facilities where they will work.

PHYSICAL, MENTAL, ENVIRONMENTAL AND WORKING CONDITIONS

Physical and Mental Requirements

Independent body mobility to stand, walk long distance corridors, climb, or descend multiple stairways quickly, and the ability to bend, stoop and sit for a prolonged time. The strength to lift, carry, push, and pull up to 50 pounds to carry "man down bag" while ascending or descending stairs or to transfer/turn patients. May require significant strength and alertness in a crisis, or to provide CPR. Manual dexterity to reach, grasp, manipulate small objects, and precision instruments to give injections, take pulse and blood pressure. Manual dexterity to hand write or use computer keyboard; sufficient vision to read gauges, thermometers, calibrated measuring instruments, labels on medications, and a computer screen. Hear and speak well enough to communicate with patients at normal conversation level in person and over the phone; and to drive a vehicle. May require fit testing for N95 respirator/facemask.

Attention to detail and accuracy; ability to communicate effectively with patients, coworkers, and others in emotionally charged environments; make sound judgments, actions, or decisions to prevent injury and/or loss of life, and manage risk; being alert and mindful of personal safety and security while giving care to patients; ability to adapt to changes and learn new procedures and techniques; maintain a positive attitude and effectively handle a high intensity environment; flexibility in working a variety of locations and nursing assignments.

Environmental and Working Conditions

Required to work in a locked facility with juveniles, adult inmates, and/or ICE detainees who have multiple and complex health, social, and psycho-social needs. May work with juveniles, inmates, and ICE detainees who have communicable diseases. May be assigned to evening or night shift, assigned to weekends, and to work holidays as needed as the institution is a 24-hour, 7 day a week facility and coverage is essential. May be required to work in different facilities; environment can be noisy and sporadically chaotic, and may be exposed to profanity. The Orange County Sheriff's Jail System and Orange County Probation have a "No Negotiations for Hostage" policy.

CLASS HISTORY

Established: 11/19/1993