

JOB DESCRIPTION

JOB TITLE: Advanced Registered Nurse Practitioner (ARNP)

GRADE: 20

JOB CODE: 2111

DATE: 11-8-95

REVISED: 7-1-06

GENERAL FUNCTION: Under administrative direction and guidance provides comprehensive and professional health care to clients in the local health department or community settings including clinics, homes and schools. Practice is distinguished by autonomy of practice and is characterized by both an increased complexity of clinical decision-making ability and greater skill in managing organizations and environments. Activities are carried out in accordance with the Scope and Standards of Advanced Practice Registered Nursing, Kentucky Board of Nursing Practice Act, the Kentucky Department for Public Health mission, goals, and essential services, the Kentucky Public Health Practice Reference (PHPR), and other relevant federal, state, and local guidelines. The nurse in this position demonstrates a high level of expertise in the assessment, diagnosis, and treatment of the complex responses of individuals, families, or communities to actual or potential health problems, prevention of illness and injury, maintenance of wellness, and provision of comfort.

COMPETENCIES AND CHARACTERISTIC RESPONSIBILITIES:

Identifies the physical, social and emotional health needs of individuals and families through systematic assessment, utilization of professional skills, health history, physical evaluations and lab or other diagnostic tools.

1. Collects comprehensive client health data.
2. Interviews client to address the presenting/initial reason for visiting the health department and subsequent willingness for service(s) offered and indicated.
3. Conducts nursing assessment, as appropriate, of client using PHPR service guidelines to obtain and document pertinent physical, social, behavioral, environmental, and lifestyle factors that influence health.
4. Initiates and interprets diagnostic tests and procedures relevant to the client's current status.
5. Critically analyzes the assessment data in determining the diagnoses.
6. Prioritizes diagnoses using appropriate complex clinical reasoning.
7. Describes services that are available (or refers) and eligibility criteria as appropriate.

Develops and implements a comprehensive plan of care that includes interventions and treatments to attain expected outcomes.

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1. Describes the assessment/diagnostic strategies and therapeutic interventions that reflect current health care, knowledge, research and practice.
2. Addresses strategies for promotion and restoration of health and prevention of illness, injury, and disease through independent clinical decision-making.
3. Involves client, family, and other members of the health care team, including use of community resources in the plan of care.
4. Incorporates plan of care into the client medical record. Periodically updates plan of care based on follow-up visits and services provided and compliance of the client.

Utilizes appropriate or specialized knowledge and skills in the provision of direct client care

1. Prescribes, orders or implements interventions and treatments for the plan of care. Uses the PPHR as a reference guide for specific programmatic guidelines.
2. Prescribes or dispenses non-scheduled legend drugs based on a knowledge of pharmacological and physiological principles in accordance with state and federal laws and regulations.
3. Performs interventions and treatments within the scope of advanced practice registered nursing.
4. Considers and evaluates factors related to safety, effectiveness and cost in planning and delivering client care.
5. Provides comprehensive clinical coordination of care.
6. Delegates appropriate nursing care functions to registered nurses, licensed practical nurses, unlicensed nursing assistive personnel and students commensurate with their educational preparation and experience, retaining responsibility and supervision of care.
7. Provides consultation to influence the client's plan of care, enhance the abilities of others and effect change in the system, as needed.
8. Reports incidents according to proper procedures.
9. Refers to the Supervisor, Nurse Administrator or Director of Nursing, as needed.
10. Utilizes an extensive awareness of community assets and available resources when assisting with making appropriate referrals and outreach.

Documents services provided to the client in the medical record, entering required service/program specific information according to the PPHR and Administrative Reference (AR).

1. Maintains confidentiality and privacy within the agency, state medical information requirements and HIPAA guidelines.
2. Maintains records and reports according to program standards.
3. Documents revisions in diagnoses, outcomes and plans of care.

Collaborates with the health team members to establish priorities, manage care and coordinate efforts to achieve desired outcomes in providing planned services to the client.

1. Works toward development of innovative methods of dealing with work-site problems, writing of policy and procedures and program plans.
2. Participates with the Nurse Administrator or Director of Nursing and other members of the agency in planning, implementing, and evaluating the agency's programs.
3. Provides nursing expertise and consultation to nursing personnel and others in a specific program.

Utilizes complex strategies, interventions and teaching to promote, maintain, and improve health and prevent illness and injury.

1. Uses strategies based on assessment of risks, learning theory, epidemiological principles and client's health beliefs and practices.
2. Plans, arranges for and presents educational programs for individuals or groups within the clinic or community setting.
3. Effectively presents accurate demographic, statistical, programmatic, and scientific information for professional and lay audiences.
4. Disseminates relevant research findings through practice, education or consultation.
5. Assures that health promotion, maintenance and teaching methods are appropriate to the client's developmental level, learning needs, readiness and ability to learn and culture.
6. Periodically evaluates teaching plan(s) based on the progress of the client in attaining expected outcomes.

Serves as a leader and role model for professional development of peers and others.

1. Participates in professional activities.
2. Works to influence policy-making bodies to improve client care.
3. Participates with the Nurse Administrator or Director of Nursing and other members of the agency's staff in planning, implementing and evaluating agency programs.
4. Participates in staff development programs including orientation, in-service, continuing education for nursing and other agency personnel.
5. Works with the Nurse Administrator or Director of Nursing and clinical instructors of educational institutions in planning appropriate clinical experiences for students in the health care fields.
6. Fosters a learning environment when mentoring students.

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Develops and implements a plan of continued professional growth and development.

1. Maintains nursing CEUs and seeks continuous learning opportunities.
2. Acquires and maintains current knowledge and skills in the area of specialty practice.
3. Seeks experiences and formal and independent learning activities to maintain and develop clinical and professional skills and knowledge.
4. Uses current health care research to expand clinical knowledge, enhance role performance and increase knowledge of professional issues.
5. Develops collegial relationships for the purpose of professional development.
6. Completes yearly updates/trainings as required by selected programs and licensure requirements.

Systematically evaluates the quality and effectiveness of nursing practice.

1. Participates in quality of care activities.
2. Participates in the collection of data to monitor quality and effectiveness of nursing care.
3. Participates on interdisciplinary teams to evaluate clinical practice or health services.
4. Works with agency staff to develop policies and procedures to improve quality of care.
5. Participates in audits of client records.

Demonstrates a commitment to a healthy and safe work environment.

1. Follows established federal, state or local policies, procedures and programs relating to health and safety in the workplace.
2. Takes steps to promptly correct hazardous conditions.
3. Regularly participates in training and education in safety practices and procedures, such as annual OSHA training.

Participates in the Local Health Department's Bioterrorism and Disaster Preparedness activities.

1. Is aware of general contents of agency's Emergency Operations Plan.
2. Identifies role in Emergency Preparedness and Response.
3. Identifies agency's chain of command and management system for emergency response.
4. Participates in Bioterrorism and Emergency Preparedness drills.

SUPERVISION RECEIVED: Works under broad goals and policies under general direction of the appointing authority and the Nurse Administrator, Director of Nursing, Physician or Medical Director.

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SUPERVISION EXERCISED: May mentor or act as working supervisor to registered nurses, LPNs, unlicensed assistive personnel and support staff consistent with the Kentucky Board of Nursing Advisory Opinion on Delegated Authority, as well as, local and state guidelines.

JOB SPECIFICATIONS:

Knowledge:

- Knowledge of professional nursing theory, standard nursing protocol and the legal implications of nursing practice, including statutes and regulations relevant to advanced practice nursing.
- Knowledge of the scope of practice for the RN, LPN, and ARNP in Kentucky.
- Knowledge of the KBN Delegation Advisory Opinion Statement.
- In-depth knowledge of evidence-based practice and its application in the promotion of healthy outcomes.
- Knowledge of current nursing research as appropriate to specialty area.
- Advanced knowledge of pharmacology, especially as appropriate to specialty area.

Skills:

- Expert skill in diagnosis and treatment of individuals, families or communities.
- Proficient skill in the application of nursing techniques, procedures and instruments according to recognized policies.
- Proficient skill in interviewing and counseling clients.
- High level of skill in utilizing appropriate oral and written communication with clients, physicians, nurses, staff and community members.

Abilities:

- Considerable ability to exercise independent judgment.
- Considerable ability to formulate clinical decisions to manage acute and chronic illness and promote wellness.
- Able to identify the scope of practice permitted by state and federal laws and regulations and professional practice standards.
- Able to provide leadership to nursing staff by demonstrating proper nursing techniques and procedures.
- Able to work cooperatively with other professional and paraprofessional staff members
- Able to delegate responsibilities to subordinate direct care staff commensurate with their skills and experience.

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MINIMUM EDUCATION, TRAINING, AND EXPERIENCE REQUIREMENTS:

Current active registered nurse license from the Kentucky Board of Nursing; and
Current active advanced registered nurse practice license from the Kentucky Board of Nursing or currently an "ARNP Applicant" or "ARNP App" having met all requirements of 201 KAR 20:056; and

If graduated from a post-basic program after January 1, 2005:

Master's degree in nursing (MSN) from an accredited college or university with a clinical specialty area in advanced nursing practice; or
Post-master's certificate awarding academic credit by a college or university related to the advanced registered nurse practitioner designation.

If graduated from a post-basic program before January 1, 2005:

Bachelors of Science in Nursing (BSN) degree from an accredited college or university and two (2) years of work experience as a registered nurse;
or

Associate Degree in Nursing (ADN) from an accredited college or university or
Diploma from a National League of Nursing (NLN) accredited school of professional nursing and three (3) years work experience as a registered nurse, including one (1) year in public health.

The intent of this job description is to provide a representative summary of duties and responsibilities that will be required of positions given this title and shall not be construed as a declaration of the specific duties and responsibilities of any particular position. Employees may be requested to perform job-related tasks other than those specifically presented in this description.