

NURSE PRACTITIONER

Description of Work:

This class provides patient care, including performing assessment, determining diagnosis, developing treatment plans, prescribing medication, engaging in research activities, and providing training and education for a wide variety of medical conditions under the supervision of a physician (collaborative NP/MD relationship). Patient care is provided in a variety of clinical settings, including hospitals, outpatient medical offices, health departments, universities, correctional facilities, etc. Nurse Practitioners may practice general medicine or specialize in a specific area of patient care.

Competency	Definition
Technical Knowledge	Knowledge of professional patient care practices and procedures, medical terminology, disease processes and body systems, pharmacology, and current clinical diagnostic procedures and treatments.
Critical Thinking	Ability to assess and diagnose patient symptoms, interpret medical and clinical information, and order diagnostic tests and procedures when indicated. Ability to prescribe and/or modify treatment plans and/or medications to meet the needs of individual patients. Ability to make accurate decisions based upon the review of patient symptoms and medical records.
Client/Customer Service	Ability to develop and maintain professional relationships with patients, their families and healthcare personnel by listening, understanding, and responding to identified needs.
Consulting/Advising	Ability to provide advice and counsel to patients, their families and healthcare personnel. Ability to communicate the basic principles of health promotion and disease prevention.
Coaching/Mentoring	Knowledge of teaching and consulting techniques. Ability to provide guidance and feedback to help patients, their families, and healthcare personnel strengthen their understanding of and/or capacity to deal with health issues.
Communication	Ability to establish and maintain effective communications with patients, their families, healthcare personnel, and others. Ability to convey information clearly and concisely either verbally or in writing regarding the disease process and level of care and services being rendered to ensure that the intended audience understands the information and the message. Ability to listen and respond appropriately to others.

Note: Competency statements are progressive and not all competencies apply to every position/employee. Evaluate only those that apply. For positions with some supervision consider the highest level of professional work performed.

ROLE DESCRIPTIONS BY COMPETENCY LEVEL

Contributing	Journey	Advanced
<p>Positions at this level perform patient assessment, determine diagnosis, develop treatment plans, prescribe medication, engage in research activities, and provide training and education. Employees may serve as primary care providers under close supervision of a physician. They provide care for patients with commonly encountered symptoms and confers with a supervising physician regarding patients with more complex symptoms.</p>	<p>Positions at this level independently provide care for patients with more complex symptoms, under general supervision of a physician, conferring with a supervising physician as needed. Patient care may require working knowledge of one or more medical specialties.</p>	<p>Positions at this level independently provide care within a medical specialty or for specific patient populations that have more complex needs, under consulting care of a physician, and conferring with a supervising physician as needed. May perform minor surgical procedures such as suturing lacerations, excision of skin lesions, etc.</p>

Technical Knowledge

Knowledge of professional patient care practices and procedures, medical terminology, disease processes and body systems, pharmacology, and current clinical diagnostic procedures and treatments.

Contributing	Journey	Advanced
Basic knowledge of patient care practices (assessment, diagnosis, treatment, and medication.)	Working knowledge of patient care practices in one or more medical specialties requiring additional education and/or experience including, but not limited to, adult care, gerontology, neonatology, oncology, pediatrics, psychiatry, or women's health.	Full knowledge of patient care practices in one or more medical specialties or knowledge of working with special patient populations that have more complex needs.

Basic knowledge – The span of knowledge minimally necessary to complete defined assignments.

Working knowledge - The span of knowledge necessary to independently complete defined assignments to produce an effort or activity directed toward the production or accomplishment of the research objective.

Full knowledge - The broad scope of knowledge demonstrated on the job that is beyond journey competencies.

Consulting/Advising

Ability to provide advice and counsel to patients, their families, and healthcare personnel. Ability to communicate the basic principles of health promotion and disease prevention.

Contributing	Journey	Advanced
Ability to provide patients and their families with information on disease processes, treatment, and self-care. Ability to advise healthcare personnel on patient care.	Ability to effectively advise healthcare personnel through orientation and on-the-job training.	Ability to answer questions from healthcare personnel on disease processes, diagnosis, and treatment.

Coaching/Mentoring

Knowledge of teaching techniques. Ability to provide guidance and feedback to help patients, their families, and healthcare personnel strengthen their understanding of and capacity to deal with health issues.

Contributing	Journey	Advanced
Ability to provide patients and their families with education on disease processes, treatment, and self-care. Ability to instruct healthcare personnel on patient care.	Ability to effectively educate healthcare personnel through orientation and on-the-job training. Ability to precept healthcare personnel on patient care and daily routines.	Ability to provide instruction to healthcare personnel on disease processes, diagnosis, and treatment.

Communication

Ability to establish and maintain effective communications with patients, their families, healthcare personnel, agencies directing review programs, and others. Ability to convey information clearly and concisely either verbally or in writing regarding the disease process and level of care and services being rendered to ensure that the intended audience understands the information and the message. Ability to listen and respond appropriately to others.

Contributing	Journey	Advanced
Ability to communicate medical information to patients and their families at all levels of understanding. Ability to use interview techniques that assist the patient in describing his/her symptoms and assist in discerning the situation, using a systems approach.	Ability to communicate information to patients, families and staff in a concise and descriptive manner, verbally, in writing, or by demonstration. Ability to document subjective and objective data, action taken, and plan of care.	Knowledge of advanced communication techniques. Skill in observing behavior and mannerisms. Ability to actively listen.

Minimum Training and Experience Guidelines:

Licensed as a Registered Nurse by the North Carolina Board of Nursing, graduation from a Nurse Practitioner program approved by the North Carolina Joint Subcommittee of the Board of Nursing and Board of Medical Examiners, and “approved to practice medical acts” by the Joint Subcommittee; or an equivalent combination of training and experience.

Special Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.