CLASSIFICATION: REGISTERED NURSE III

Class Code: 7598-23 Date Established: 07-03-87

Occupational Code: 7-4-9 Date of Last Revision: 11-08-13

BASIC PURPOSE: To provide care and treatment for a variety of patient groups, with responsibility for administration of medication, comprehensive medical treatment planning, and/or ongoing supervision and training of subordinate nursing staff in accordance with nursing standards of practice in an institution.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

- Applies nursing process techniques in the care and treatment of patients with a variety of diagnoses.
- Participates with physicians in evaluating and assessing patients' physical or emotional status and coordinates implementation of the medical regimen.
- Prepares and implements treatment plans providing for therapeutic activity as applicable to the agency/institution, and delegates appropriate aspects of care to subordinate professional nursing staff and/or auxiliary nursing personnel.
- Performs specialized nursing procedures as encountered in the practice of professional duties, in accordance with policy and procedures of the agency/institution.
- Observes, records and reports signs and symptoms of patients' physical and medical condition.
- Monitors the outcome or effectiveness of the treatment regimen and communicates complex information to the intradepartmental team.
- Provides staff with general in-service training necessary to performing the duties of direct patient care; participates in orientation of new nursing staff.
- May be required to admit, transfer, and discharge patients as directed by physician.

DISTINGUISHING FACTORS:

Skill: Requires skill in recommending routine changes in standardized operating procedures OR in retrieving, compiling and reporting data according to established procedures OR in operating complex machines.

Knowledge: Requires logical or scientific understanding to analyze problems of a specialized or professional nature in a particular field.

Impact: Requires responsibility for achieving direct service objectives by assessing agency service needs and making preliminary recommendations for the development of alternative short-term program policies or procedures. Errors at this level result in incomplete assessments or misleading recommendations causing a disruption of agency programs or policies.

Supervision: Requires direct supervision of other employees doing work which is related or similar to the supervisor, including scheduling work, recommending leave, reviewing work for accuracy, performance appraisal, or interviewing applicants for position vacancies.
**REGISTERED NURSE III**

Page 2

**Working Conditions:** Requires performing regular job functions in an environment which includes exposure to continuous physical elements or a number of disagreeable working conditions with frequent exposure to minor injuries or health hazards.

**Physical Demands:** Requires medium work, including continuous strenuous activities such as frequent reaching, bending, or lifting as well as performing work activities which require fine manual dexterity or coordination in operating machines or equipment.

**Communication:** Requires reviewing summaries and reports and making decisions to solve problems or to achieve work objectives as well as articulating and expressing those solutions and goals. This level also requires formal presentations of solutions and goals to employees and the general public to increase the responsiveness of the agency toward the demands of its client system.

**Complexity:** Requires coordinating a combination of diverse job functions in order to integrate professional and technical agency goals. This level also requires considerable judgment to implement a sequence of operations or actions.

**Independent Action:** Requires independent judgment in planning and evaluating work procedures and in supervising the development of professional, technical and managerial standards under administrative direction and according to broad departmental guidelines.

**MINIMUM QUALIFICATIONS:**

**Education:** Graduation from a recognized nursing program with either affiliate or postgraduate courses and clinical experience.

**Experience:** Two years’ experience as a registered nurse in a setting similar or equivalent to the position assigned.

**License/Certification:** Current license as a Registered Nurse in New Hampshire.

**SPECIAL REQUIREMENTS:** Must be certified by the American Nurses Association or an organization recognized by or affiliated with the ANA in a specialty that is consistent with the job accountabilities and appropriate to the institution or agency in which the vacancy exists; e.g., Psychiatric and Mental Health Nurse, Gerontological Nurse, Maternal and Child Health Nurse, Oncology, Wound Care, etc. All nurse certification requirements must be specified on the supplemental job description and approved by the Division of Personnel prior to recruitment.

**RECOMMENDED WORK TRAITS:** Considerable knowledge of the theories of nursing practices. Ability to recognize health related problems. Ability to prepare factual reports. Ability to instruct and supervise subordinate nursing employees. Ability to administer detailed therapeutic prescriptions. Ability to follow directions in exact detail. Ability to deal effectively with patients, nursing staff, and staff members of other disciplines and agencies. Must be willing to maintain appearance appropriate to assigned duties and responsibilities as determined by the agency appointing authority.

**DISCLAIMER STATEMENT:** This class specification is descriptive of general duties and is not intended to list every specific function of this class title.