

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION**

NURSE CLINICIAN 3

I. DEFINITION

This is advanced professional staff nursing work involving the performance of direct and indirect patient care. Employees at this level are responsible for the independent management of direct care to meet the needs of a complex patient population requiring the use of advanced assessment skills. Employees at this level will also act as a consultant to staff regarding the specific patient population. In addition to the direct patient care responsibility, employees at this level will perform unit planning to structure staff and resources to meet the needs of the assigned patients or patient population; develop specific components of or act as a member of a group responsible for the development, implementation and evaluation of broad staff, patient or family educational programs for the specific patient population; or develop specific components of or act as a member of a group responsible for the planning, implementation and evaluation of quality assurance, research or standards of care projects for the specific patient population. The work is performed under the general supervision of a supervising nurse.

Examples of Work Performed:

- Serve as a resource for other nursing personnel in the development, implementation and evaluation of patient care plans and nursing care, especially for those patients with complex care requirements.
- Plan and implement individual teaching program for patients and families, including the development of behavioral objectives, teaching plan and evaluation methods.
- Develop materials to teach individuals or groups of patients and families with special learning needs.
- Document components of the nursing process to reflect a comprehensive and integrated approach to nursing care.
- Participate in planning and implementation of teaching programs for nursing and other discipline staff, including assessment of learning needs and development of objectives, content outline and evaluation methods.
- Assess unit or servicewide learning needs and assist in the development of programs utilizing available resources.
- Serve as a preceptor for new and lower level staff.
- Manage nursing care of an assigned patient population.
- Participate in interdisciplinary activities relating to the care of assigned patients.
- Analyze multiple variables which influence the quality of nursing care and incorporate this data into planning for care.
- Participate in the development and achievement of unit goals and evaluation of progress in goal achievement.
- Promote interdisciplinary collaboration in the planning, delivery and evaluation of care.
- Participate in the development, implementation and evaluation of plans to address identified quality assurance needs.
- Interpret and evaluate research studies to determine their relevance to the clinical area.
- Communicate relevant research findings to nursing and other discipline staff.

II. QUALIFICATIONS

The qualifications required for this classification will be determined on a position-by-position basis at the time of recruitment. Such determinations will be made based on an analysis of the objectives and tasks

performed and by an identification of the education, training, work or other life experience which would provide reasonable assurance that the skills required to perform the tasks and the knowledge required upon appointment have been acquired.

III. SPECIAL REQUIREMENT

Registration as a professional nurse in the State of Wisconsin.

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