STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

NURSE CLINICIAN 4

I. DEFINITION

This is advanced professional staff nursing work involving the performance of direct and indirect patient care. The primary emphasis of employes at this level is the independent management of the direct and indirect care across practice or program areas to meet the needs of a complex patient population. Employes at this level will also act as a consultant to staff within or outside the facility utilizing their expertise regarding the specific patient population. In addition to the management of the direct patient care, employes at this level will be responsible for planning, developing, implementing and evaluating care programs and protocols to meet the needs of a specific patient population and the staff using them across practice and program lines; developing programs for staff, patient or family education across practice or program areas relating to the specific patient population, including the incorporation of new directions, recent research results or innovative techniques; identifying the need for, developing, implementing and evaluating quality assurance programs for the specific patient population across practice and program areas; or identifying the need for, planning, developing, applying and evaluating the results of research projects for the specific patient population which cross practice or program areas. The work is performed independently, subject to administrative direction and review of a nursing administrator.

Examples of Work Performed:

- Assist the primary nurse with coordination of options to meet home health care needs in complex situations with limited resources.
- Develop curriculum for teaching specific patient population.
- Assess needs and collaborate with nurse manager to plan appropriate learning experiences for all levels of staff.
- Act as a resource for clinical based problems within and outside of the facility.
- Develop formal inservice program for multi-disciplinary staff.
- Assume leadership and provide direction to committees.
- Initiate the investigation of clinical problems and participate in the development of research proposals.
- Develop standards of care for the specific patient population.
- Plan and implement corrective action for clinical area based on results of quality assurance studies.
- Act as a consultant to nursing and other discipline staff in complex patient care situation.
- Develop guidelines for documentation and care planning for patients with specialized or complex needs.
- Incorporate research findings and current literature into the care of patients in the clinical specialty.
- Effectively manage the nursing care of an assigned group of patients.
- Participate in the development and implementation of a plan to ensure quality nursing care for the patient population an devaluate progress in goal attainment.
- Promote interdisciplinary collaboration in the planning, delivery and evaluation of care for the clinical specialty.
- Recognize practice problems associated with current policies and procedures, recommend appropriate modifications and contribute to their implementation.
- Participate in evaluation of lower level nursing staff.

- Identify actual or potential practice or care problems in the specialty area and their impact on nursing care activities.
- Develop specific plans, including data collection methods and tools, to address identified practice problems.
- Implement an devaluate specific plans for problem resolution.
- Participate in the development, implementation and evaluation of methods to improve quality care in areas identified as deficient by quality assurance studies.

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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