

**STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION**

**ADVANCED PRACTICE NURSE
ADVANCED PRACTICE NURSE PRESCRIBER**

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code, for making classification decisions relative to present and future positions that meet the definition of Advanced Practice Nurse as defined under N 8.02 (1), Wis. Adm. Code. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future; rather, it is designed to serve as a framework for classification decision making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This classification encompasses positions that meet the definition of Advanced Practice Nurse as defined under N 8.02 (1), Wis. Adm. Code. Positions in this classification must meet one of the following two allocations:

- (1) Nurse Practitioner – Positions in this allocation provide and manage the direct and indirect care of clients, patients, or residents independently or in collaboration with a variety of health care professionals.
- (2) Clinical Nurse Specialist – Positions in this allocation provide and manage the direct and indirect care of clients, patients, or residents. Work includes clinical practice, education, research, consultation and management of a specific patient population (e.g. Geriatrics).

C. Exclusions

Excluded from this classification are the following types of positions:

1. Positions that require certification only as a Professional Nurse by the Wisconsin Nursing Examining Board and provide, for the majority of time, direct or indirect patient care and are more appropriately classified as Nurse Clinician 2, 3, or 4.
2. Positions that do not meet the definition of Advanced Practice Nurse as defined under N 8.02(1), Wis. Adm. Code.
3. Positions that do not require certification as a Nurse Practitioner or Clinical Nurse Specialist.
4. All other positions that are more appropriately identified by other classification specifications.

D. Entrance Into This Classification:

Employees enter this classification by competitive examination. This is not a progression series; the level for the position depends on the position's duties.

II. DEFINITIONS

Positions may be classified as either an Advanced Practice Nurse or Advanced Practice Nurse Prescriber based on the needs of the employing unit.

ADVANCED PRACTICE NURSE

An advanced practice nurse means a registered nurse who has a current license to practice professional nursing in this state; is currently certified by a national certifying body approved by the board as a nurse practitioner, certified nurse-midwife, certified registered nurse anesthetist or clinical nurse specialist; and for applicants who receive national certification as a nurse practitioner, certified nurse-midwife, certified registered nurse anesthetist or clinical nurse specialist after July 1, 1998, the registered nurse holds a master's degree in nursing or a related health field granted by a college or university accredited by a regional accrediting agency approved by the board of education in the state in which the college or university is located. Positions in this classification meet the definition of Advance Practice Nurse as defined under N 8.02 (1), Wis. Adm. Code.

ADVANCED PRACTICE NURSE PRESCRIBER

An advanced practice nurse prescriber (APNP) is an advanced practice nurse who has been granted a certificate to independently issue prescription orders under s. 441.16(2), Wis. Stats. An APN may not independently prescribe unless he or she holds a current APNP certificate granted by the Board of Nursing. Positions in this classification meet the definition of Advance Practice Nurse as defined under N 8.02 (2), Wis. Adm. Code.

Positions in these classifications must meet one of the following two allocations: (1) Nurse Practitioner or (2) Clinical Nurse Specialist.

NURSE PRACTITIONER

Positions in this allocation independently provide primary health care through advanced practice nursing. Positions require the possession of and application of conceptual knowledge including pathophysiology, nursing theory, life span development, and family development and interaction theory. Positions in this class assess, diagnose, prescribe therapies and manage clients', residents', or patients' health care status

independently or in collaboration with a physician. They develop, implement and evaluate clinical criteria and treatment plans to assure optimal care for clients; develop educational programs for individuals and groups appropriate to health problems, level of functioning, emotional needs and client characteristics; provide consultation in the areas of nursing practice, patient care, health education, patient care delivery system, program/project development and professional development to nursing, medical and other professional staff of the agency and/or local communities; and direct or participate in the conduct and application of research and quality assurance projects. The work is performed under the general direction of a medical director or nursing director and is reviewed through consultations with the supervisor. Some positions may be located in an area or facility which does not provide immediate access to professional supervision.

Representative Position:

Nurse Practitioner, Department of Corrections – Located at the Oshkosh Correctional Institution, this position manages the direct and indirect care of patients in collaboration with other disciplines practicing at the institution; plan, organize, implement, evaluate and coordinate institution-wide health care through established protocols and the application of current nursing theory to assess and resolve health care problems of patients; plan, develop, implement and evaluate care and education programs and protocols used by health care staff to meet the needs of individuals exhibiting complex medical and/or psychiatric conditions; organize and coordinate specialty clinics at the institution, e.g., seizure management, hypertension, diabetes, etc., in conjunction with medical staff; develop and apply medical/nursing practice standards to institution health care delivery; and lead and direct nursing staff in the design, conduct and evaluate research to improve clinical practice and delivery of health care for patients. This position operates under the general administrative supervision of the Health Services Unit Manager and the professional direction of the unit physician.

CLINICAL NURSE SPECIALIST

Positions in this allocation serve as an expert in a specialized area of nursing practice (such as geriatric, emergency room, critical care, diabetes, cardiology, respiratory or psychiatric-mental health). Clinical Nurse Specialist positions care for individuals, families, groups and systems with complex health needs within a specific clinical area; provide expert patient assessment and formulate nursing diagnosis through such means as observation, inspection, review of available records, physical and mental assessment, and conducting interviews; plan, evaluate and modify treatment programs based on data obtained through observation, physical and mental assessment, interviews, and analysis of patient's records; Provide primary clinical therapy and treatment to individual and groups of patients. Such therapy may include psychotherapy, behavior therapy, family therapy, and group therapy; participate in planning, developing, and implementing nursing aspects and standards for both new and on-going programs, and develop and/or expand patient treatment programs in conjunction with medical staff and other treatment staff; serve as consultant or resource person for other health providers; facilitate an interdisciplinary approach to meeting the needs of the patient; use and promote research to improve clinical nursing practice. These positions are responsible for clinical practice, education, research, leadership, case management and consultation.

III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed, and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

IV. SPECIAL REQUIREMENTS

These positions require employees to be registered as a Registered Nurse licensed in the State of Wisconsin or comparable.

Also, individuals must be certified by a national certifying body approved by the board as a Nurse Practitioner or a Clinical Nurse Specialist. Those who acquired their license after July 1, 1998, must have a master's degree in nursing or a related health field granted by a college or university accredited by a regional accrediting agency approved by the board of education in the state in which the college or university is located.

V. ADMINISTRATIVE INFORMATION

This classification was created effective July 20, 2008, and announced in Bulletin OSER-0213-MRS/SC. This classification was created as a result of the need to hire individuals as Advanced Practice Nurses who are certified as either a Nurse Practitioner or a Clinical Nurse Specialist. This classification replaces the Nurse Practitioner classification.

JLD/SN
38460