

## MEDICAL JOB FAMILY - NURSING

**JOB FAMILY CONCEPT:** The Medical job family is responsible for all aspects of medical-related activities. Medical roles serve to foster prevention, diagnosis and treatment of disease in patients and to provide quality patient healthcare through the execution of appropriate and quality technical and professional duties, services, and specialties. The Medical function includes, but is not limited to general medical support and patient care, client education, training, technical support, diagnosis and treatment of injuries and illnesses, and other medical-related services provided within clinical laboratory, nursing, veterinary, dental, pharmacy, family medicine, internal medicine, and other medical-related settings.

### **NURSING**

The **Nursing** role supports medical functions by implementing physician's orders, performing diagnostic tests and analyzing results, administering medications, operating medical equipment, and recording patients' symptoms and medical histories. Interpretation of patient information and proper assessment of data is critical. Often serves as patient or client advocate and facilitates optimal health, functioning, and wellness. Scope of practice is determined by legislation and is regulated by a healthcare professional or council.

The **Nursing** role is differentiated from the **Medical Technical** role in that it requires professional nursing preparation, expert healthcare services, and increased accountability.

The **Nursing** role is differentiated from the **Medical Professional** role in that it is not responsible for specialty, senior-level strategic expertise, management responsibilities, and absolute accountability. Unlike the **Nursing** role, the **Medical Professional** may diagnose, prescribe medicine, and perform surgery.

### **NURSE 1**

#### **Typical Functions**

Provides patient care by making patient assessments, performing triage, and preparing patients for exams or treatments; helping to perform diagnostic tests and analyzing results; recording patients' medical histories and symptoms, including observations, health promotion recommendations, and methods of disease prevention; administering medicine and treatments to patients; helping to establish plans of care for patients; operating and monitoring medical equipment; teaching patients or other responsible party how to manage medical conditions and post-treatment care; and conferring and collaborating with supervising healthcare professionals. Serves as a resource of information and guidance. May support teaching efforts by instructing students, interns, and residents either on the job or in a classroom setting. May support research efforts by conducting research or training and assisting researchers. May work in a specialty area including, but not limited to cardiology, dentistry, dermatology, emergency and ICU, internal medicine, neurology, nutrition, oncology, ophthalmology, rehabilitation, shelter medicine, surgery, anesthesia, or diagnostic imaging. May supervise work of others.

#### **Complexity and Decision Making Authority**

Requires substantial specialized judgment and skill and the application of knowledge as acquired during professional nursing school. Takes responsibility and accepts accountability for practices. Functions within the legal scope of practice and in accordance with federal, state, and local laws as well as rules, regulations, policies, procedures and guidelines of employer.

#### **Knowledge, Skills, and Abilities**

Advanced knowledge of nursing as acquired during professional nursing school. Maintains knowledge by staying up to date with current research, practice, and treatment through continuing education. Effective communication skills,

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including the ability to show compassion. Excellent judgement and decision-making skills. Ability to express patience and deal with high levels of stress. Ability to pay close attention to detail. Ability to be an effective time manager. Ability to lift, assist, and transport patients.

### Education/Experience

Associate's or Bachelor's degree in relevant field and valid licensure requirement. Valid CPR certification preferred. Position may be entry-level, but 1-2 years of experience in a hospital or private practice is preferred.

## **NURSE 2**

### Typical Functions

In addition to the Nurse 1, provides advanced patient care and handles the most complex cases. Provides high level of input on management of patient care. Demonstrates leadership. Often supervises others, including recruiting, initiating corrective action, and evaluating performance, although supervision is not the preponderance of work. May perform a specialized nursing function. May be cross-trained in multiple specialty areas, and may serve as an expert resource for others. May assist with development of policies and procedures. May be an active member of career organizations, write publications, and/or be invited to speak at public engagements regarding nursing topics.

### Complexity and Decision Making Authority

Requires expert level of specialized judgment and skill and the application of knowledge as acquired during professional nursing school and through professional experience. Takes responsibility and accepts accountability for practices. Functions within the legal scope of practice and in accordance with federal, state, and local laws as well as rules, regulations, policies, procedures and guidelines of employer.

### Knowledge, Skills, and Abilities

Expert level knowledge of nursing as acquired during professional nursing school and through professional experience. Excellent communication skills, including the ability to show compassion. Excellent judgement and decision-making skills. Ability to express patience and deal with high levels of stress. Ability to pay close attention to detail. Ability to lift, assist, and transport patients. Ability to supervise others and provide leadership.

### Education/Experience

Associate's or Bachelor's degree in relevant field and valid licensure requirement. At least 4 years of experience in a hospital or private practice is required. Valid CPR certification preferred. Advanced diploma or certificate preferred.

## **NURSE 3**

### Typical Functions

Directs nursing staff in a medical setting. Is responsible for recruitment and retention of nursing staff, as well as performance and corrective action. Oversees scheduling and ensures smooth business operations. Oversees patient care. Addresses patient or client issues. Ensures safety compliance. Develops policies and procedures. May serve on hospital boards or committees. May develop budgets. Performs as a nurse in the event of staff shortage.

### Complexity and Decision Making Authority

Operates with significant independence. Requires expert level specialized judgment and skill and the application of knowledge as acquired during professional nursing school and through professional experience. Functions within the legal scope of practice and in accordance with federal, state, and local laws as well as rules, regulations, policies, procedures and guidelines of employer.

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Knowledge, Skills, and Abilities

Expert level knowledge of nursing as acquired during professional nursing school. Effective communication skills, including the ability to show compassion towards patients and their family members. Excellent judgement and decision-making skills. Ability to express patience and deal with high levels of stress. Ability to pay close attention to detail. Ability to lift, assist, and transport patients. Ability to supervise staff and oversee operations.

Education/Experience

Bachelor's degree in relevant field and valid licensure requirement. At least 5 years of experience in a hospital or private practice. Supervisory experience. Advanced degrees or certification preferred.