

## Public Health Nurse III

### Definition

Under general supervision, and within established program areas, to ~~apply~~ apply systems--level thinking from knowledge of nursing, social, and public health sciences to provide specialized public health nursing services in diverse settings and liaison within or between the Public Health ~~Nursing and Health Protection Divisions of the Public Health~~ Department, other county, departments and government agencies, and community partners.~~terns.~~

### Distinguishing Characteristics

~~This is an~~ The Public Health Nurse III classification is the advanced level of the Public Health Nurse classification series. Public Health Nursing is a specialty practice within nursing and public health.

~~The Public Health Nurse III classification Positions in this class are~~ distinguished from the ~~lower class of~~ Public Health Nurse II classification in that ~~the latter positions~~ Public Health Nurse IIIs normally carry a full caseload while the former ~~Public Health Nurse IIIs~~ perform special assignments requiring more ~~sophisticated complex~~ health assessment, analysis, and evaluation techniques and frequently act in a ~~consulting capacity.~~ In addition, the Public Health Nurse III may lead capacity and may provide oversight of a programmatic area within the Public Health Department.

The Public Health Nurse III classification is distinguished~~differs~~ from the Public Health Nurse Specialist classification in that Public Health Nurse Specialists perform formal in-depth health needs assessments of a specialized client population, in-depth follow-up, and evaluation and research directly oriented to program development; act as expert resource persons to both staff and management of the Public Health Department; and to a wide variety of other governmental and private agencies with an interest in the specialized nursing area clientele; and involve Public Health Nursing in significant clinical projects, whereas Public Health Nurse IIIs do not have primary responsibility for program development, but rather provide specialized services within established programs areas.

### Typical Tasks

The following are the duties performed by employees in this classification. However, employees may perform other related duties at an equivalent level. Each individual in the classification does not necessarily perform all duties listed.

- Coordinates or assists in coordinating a specialized nursing service or program;
- Collects, analyzes, and interprets~~interprets~~ statistical and other data and reviews reports to identify health condition trends and ~~problems~~concerns;
- Participates in the development, implementation, interpretation, and maintenance of ~~Assists in evaluating program needs and modifying~~ program goals, objectives, policies, and procedures to ensure program goals are achieved;
- Assists in developing educational curricula and informational material for staff ~~and for the~~ community;

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- Provides in-depth health counseling to individuals and groups in a specialized area;
- Conducts on-site visits with community health partners;
- Consults and collaborates with interdisciplinary healthcare teams, government and health agencies, community partners, and concerned individuals to interpret Public Health Department service guidelines, share information, and secure cooperation in achieving program goals;
- Assists in training and orienting Public Health nursing staff, including presentation of in-service programs;
- Assists in identifying available resources needed by patients/clients;
- Collects specimens from clients, performs medical tests and reports on test results, and administers injections and oral medications;
- Prepares reports and maintains records/documentation;
- Serves as liaison to a variety of community groups on public health related issues;
- Participates in research by planning and organizing surveys in a specialized area;
- May functionally provide project supervision for Public Health nursing staff/colleagues and activities in the specialty area on a temporary or situational basis, as appropriate;
- Assists Public Health Nurse Managers in writing policies and procedures affecting the specialty area;
- May provide lead supervision over professional, para-professional, or clerical employees; and
- May be assigned as a Disaster Service Worker (DSW), as required;\*
- Performs other related duties, as required.

#### Employment Standards

Sufficient education, training, and experience to demonstrate the ability to perform the above tasks, plus the possession and direct application of the following knowledge and abilities:

**Training and Experience Note:** -The required knowledge and abilities are attained through possession of a Bachelor's Degree, or higher, Graduation from an accredited college or university with a baccalaureate in nursing/Nursing;

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### Andand

~~-Three (3) years of sufficient full-time experience as a Public Health Nurse, school nurse, home health nurse, community health nurse, or other relevant nursing experience equivalent to a Public Health Nurse with the County of Santa Clara- to enable a candidate to demonstrate possession of the qualifications listed below-~~

~~Note: Normally a candidate would acquire the qualifications for this class through at least three years of Public Health Nursing experience, in addition to the baccalaureate-~~

### Special Requirements

- Possess and maintain a valid License as a Registered Nurse issued by the State of California for the duration of employment in this classification.
- Possession of a valid certificate as a Public Health Nurse issued by the State of California for the duration of employment in this classification.
- Possession of a current Basic Life Support (BLS) Certificate.
- Ability to travel to alternate locations in the course of work. If driving, possession of a valid California driver's license prior to appointment and the ability to qualify for and maintain a County driver authorization.
- \*As a condition of employment, pursuant to California Government Code Sections 3100-3109 and Local Ordinance, all County of Santa Clara employees are designated Disaster Service Workers (DSWs), including extra help. A DSW is required to complete all assigned DSW-related training, and in the event of an emergency, return to work as ordered.
- ~~Possession of a valid California driver's license.~~

### **Knowledge of:**

- Principles, practices, and methods of Public Health Nursing, including community aspects of nursing programs and provisions for continuity of patient-client care;
- Stages of nursing process and principles of trauma--informed care;
- Concepts of epidemiology;
- Causes, transmission, prevention, and control, of, and care required for communicable disease(s)Methods of disease control;
- ~~Symptoms of and methods for dealing with drug abuse;~~
- Principles of case finding and case management in a variety of settings;
- Client centered care of diverse populations and ages in a variety of settings;

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- Interviewing, counseling, and teaching techniques;
- ~~Principles and practices of teaching and training;~~
- Environmental, sociological, physical, and psychological challenges to implementing problems encountered in carrying out a public health program among a multi-cultural client population;
- Community resources and health agencies related to public health nursing;
- ~~Available human services community resources;~~
- Use and effects of medications, including drug interactions and contraindications;
- Current trends and concepts in Public Health Nursing;
- New and proposed legislation that impacts Public Health programs and communities they serve;
- Research and analysis methods and principles; and report writing;
- English usage, style, grammar, punctuation, and spelling;
- Common computer technology, systems and applications, and electronic medical record systems.

#### Ability to:

- Coordinate and perform specialized services or a specialized public health program under minimal supervision;
- Assess the effectiveness of an assigned public health program or services and design and implement improvements;
- Monitor and identify trends in community health conditions or problems and create targeted interventions;
- Provide public health nursing services specialized care and case management to high risk high-risk groups or special populations;
- Assume a leadership role in community health programs;
- Assess and analyze situations accurately and take appropriate action;
- Maintain sensitivity to cultural competency principles that are inclusive and representative of our community;
- ~~Maintain sensitivity to the needs of people from a variety of cultural, environmental, and social backgrounds;~~

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- Collect specimens; and administer injections and medications;
- Provide treatment recommendations based on current clinical guidelines and best practices;
- Communicate effectively ~~in English, both orally and in writing, with people of diverse backgrounds and cultures; with a wide range of community groups~~
- Prepare accurate reports and documentation;
- Develop policies and procedures;
- Provide lead direction and train/educate others;
- ~~Establish and maintain effective working relationships with those contacted in the course of work, at all levels, including colleagues, the public, and representatives of other agencies.~~
- ~~Develop and maintain effective public relations.~~

#### Physical Requirements

The physical requirements may include:

- Ability to ~~lift~~ lift objects weighing up to 15 pounds, squat, bend, and climb stairs;
- Ability to work ~~Occasionally work~~ alternate shifts and/or weekends.

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