

Public Health Nurse Specialist

Definition

Under direction, to apply systems-level thinking from knowledge of nursing, social, and public health sciences to provide advanced public health nursing services; and act as a subject matter expert, consultant, and educator in a specialized area of public health nursing; -to Pplan, implement, and evaluate public health nursing standards, programs, and outcomes in collaboration with a wide variety of related public and private agencies.

~~Under direction, to assess health needs in a specialized area of public health nursing, and to plan, implement, and evaluate nursing standards, programs, and outcomes in coordination with a wide variety of related public and private agencies.~~

Distinguishing Characteristics

Public Health Nursing is a specialty practice within nursing and public health.

~~This The Public Health Nurse Specialist classification is distinguished differs from the classes of Public Health Nurse Practitioner and Public Health Nurse III classification in that incumbents of this class 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 Nursing Division, the Health Protection Division, and to a wide variety of other governmental and private agencies with an interest in the specialized nursing area clientele; and involve the Public Health Nursing Division in significant clinical projects which have both clinical and administrative significance, whereas Public Health Nurse III's do not have primary responsibility for program development, but Ratherrather, within established programs they provide specialized services within established program areas and act as liaison between or within the Public Health Nursing Division and the Health Protection Division.~~

The Public Health Nurse Specialist classification is distinguished from the Public Health Nurse III classification in that Public Health Nurse Specialists perform formal in-depth health needs assessments of a specialized client populations, 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.

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.

- ~~• Applies knowledge of a specialty nursing area, community and public health nursing, and principles of epidemiology gained through formal education and community public health experience;~~

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- ~~Coordinates or assists in coordinating a the nursing service, practice, and activities in a specialized nursing service or program; area within the Public Health Nursing Division Department;~~
- Collects statistical and other data and reviews reports to identify health condition trends and concerns;
- ~~Works Collaborates~~ with staff and outside agencies to assess and upgrade the quality of nursing resources and services in the specialty area;
- Plans nursing programs and protocols based on formal assessment of a specialized population and ~~on~~ current trends and practice using a health equity lens;
- Persuades others to change nursing practices based on evolving knowledge and resources in the specialty area;
- ~~Consults and cCollaborates with healthcare providers, government and health agencies, community organizations, and concerned individuals other disciplines, departments, and agencies within the County and State, including community clinics, to interpret Public Health guidelines, share information, and secure cooperation in achieving program goals; ensure continuity of client care throughout the system;~~
- Develops and implements program goals and objectives within the specialty area;
- ~~Works Assists with Supervising Public Health Nurses Public Health Nurse Managers in to write writing~~ policies, procedures, and standards affecting the specialty area;
- Designs methods or tools to assist Public Health Nurses in assessing the needs of ~~patients-clients~~ in the specialty area;
- Provides direct and indirect patient care to selected patients-clients with multiple-problemscomplex needs utilizing specialized clinical skills and knowledge;
- Collects specimens from clients,; performs medical tests and reports on test results, and administers injections and oral medications;
- Acts as a resource person to Public Health Nurses and to community agencies regarding program issues, problem clients with complex needs, services needed, and appropriate resources;
- Counsels families and clients on complex health issues in the specialty area and clarifies the role of Public Health Nurses in meeting their needs;
- Assists in identifying available resources and sServes as an advocate for patients-clients with multi-problems with government and community agencies;

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- Conducts on-site visits with community health partners;
- Develops and presents orientations, in-services, seminars, and informational materials for professional staff and community groups;
- ~~Functionally supervises~~ Provides project supervision to nursing staff and activities in the specialty area on a temporary or situational basis, as appropriate;
- Prepares reports and ~~records~~ documentation;
- Investigates funding sources and assists in writing grant proposals;
- Provides nursing consultations and assessments for specific client situations per request of the court or other public agencies;
- Attends staff and administrative meetings relevant to the specialty area;
- Acts as an advocate with Public Health Nursing Administration and ~~supervisors~~ managers for planning and implementing changes in nursing practices, as appropriate;
- Assists in training and orientating Public Health nursing staff, including presentation of in-service programs;
- Uses research methodologies, including review of current literature, selection of ~~decision~~ decision- making models, and selection of alternate solutions, ~~in to looking at problems~~ address issues within the specialty area;
- Coordinates Public Health Department collaboration in academic research projects affecting the specialty areas;
- Interprets specialized Public Health nursing services to staff in other Public Health Department programs and to community groups;
- Provides guidance and direction to other Public Health Nurses and support staff; May provide lead supervision over professional, para-professional, or clerical employees;
- 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:

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Training and Experience Note: The required knowledge and abilities are attained. A candidate for this class would normally acquire the necessary qualifications through possession of a Master's Bachelor's Degree relevant to the specialty area, or higher, in Nursing;

And

Four (4) years of full-time experience as a Public Health Nurse, school nurse, home health nurse, community health nurse, or other relevant experience equivalent to a Public Health Nurse with the County of Santa Clara; one (1) year of which must have been in the specialty nursing area;

Possession of a Master's Degree relevant to the specialty nursing area is preferred.

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.
- Possesses and maintainion of a valid Certificate to practice 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;

Sufficient education and experience to demonstrate possession of the following knowledges and abilities:

Experience Note: A candidate for this class would normally acquire the necessary qualifications through a Master's degree relevant to the specialty area, and three years of experience as a Public Health Nurse.

Knowledge of:

- Specialty nursing area, gained through formal education, and community public health experience, and applicable research and analysis methods;
- Standard research methods applicable to a specialized Public Health nursing area;

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- Principles of learning theory and teaching methods;
- Decision making models and techniques;
- Goal setting methods and program planning techniques;
- Presentation techniques;
- Project management techniques;
- Principles, practices, ~~and~~ methods, and current trends of public health nursing, including community aspects of nursing programs and provisions for continuity of client/patient care;
- Concepts of epidemiology;
- Causes, ~~and~~ control, ~~of,~~ and care required for communicable diseases ~~and methods of disease and drug abuse control;~~
- Environmental, sociological, physical, psychological, and cultural problems-challenges to encountered in implementing a health program;
- Available community resources;
- Current trends and concepts in public health nursing
- Research and analysis methods and principles, and report writing;
- English usage, style, grammar, punctuation, and spelling;
- Common computer technology, system applications, and electronic medical record systems.
- Common computer systems and applications.

Ability to:

- Set program goals and objectives, manage and evaluate a program, and work independently within broad guidelines;
- ~~Communicate clearly, write effectively, and work effectively with a wide diversity of professional and lay persons and groups;~~
- Persuade and motivate others;
- Apply research methodologies to practical problems with practical outcomes;

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- Analyze and apply conceptual models of nursing practice, behavioral science, and management theory to a specialized client population;
- Provide public health nursing services and case management to 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;~~
- Foster an environment that promotes mutual respect and professional growth;
- Collect specimens, and administer injections and medications;
- Provide project supervision, lead direction, and train others;
- Communicate effectively in English, both orally and in writing, with people of diverse backgrounds and cultures;
- 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.

Physical Requirements

The physical requirements may include:

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

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