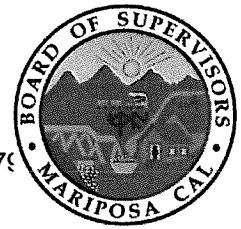




MARIPOSA COUNTY

Human Resources/Risk Management • (209) 742-1375



RESOLUTION - ACTION REQUESTED 2016-77

MEETING: February 16, 2016

TO: The Board of Supervisors

FROM: Steve Johnson, Human Resources Director - Risk Manager

RE: Approve New Classification-Psychiatric Mental Health Nurse Practitioner

RECOMMENDATION AND JUSTIFICATION:

Approve the new classification and job description of Psychiatric Mental Health Nurse Practitioner; set the monthly salary at \$11,191.53-\$13,603.43; and assign the classification to the Mariposa County Managerial and Confidential Organization (MCMCO) bargaining unit as an overtime-exempt position.

The Psychiatric Mental Health Nurse Practitioner will be performing specialized duties in a clinical, outpatient setting for the Behavioral Health and Social Services Divisions of the Human Services Department. This position is a highly skilled classification with advanced education and clinical training in the diagnosis, treatment, and medication management of patient mental health and emotional disorders. The incumbent in the position will provide consultation to Human Services staff on a variety of medical related issues as well as provide health education to clients specific to their needs. Medical supervision of this position will be provided by the County's Psychiatrist classification and general supervision will be provided by the Deputy Director of Behavioral Health or the Human Services Director.

This position is considered a professional classification and assigning it to the MCMCO bargaining unit as an overtime-exempt position is the appropriate designation.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

During the 2015/2016 fiscal year budget hearings, the Board of Supervisors approved a full-time Psychiatric Mental Health Nurse Practitioner.

ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

A negative action would result in the inability of the Human Services Department to serve clients in a timely and comprehensive manner.

FINANCIAL IMPACT:

There is no impact to the General Fund as funding for this position was included in the Behavioral Health and Social Services budget units.

ATTACHMENTS:

Psychiatric MH Nurse Practitioner (PDF)

CAO RECOMMENDATION

Requested Action Recommended


Mary Hodson, CAO 2/9/2016

RESULT: ADOPTED BY CONSENT VOTE [UNANIMOUS]

MOVER: Rosemarie Smallcombe, District I Supervisor

SECONDER: Kevin Cann, District IV Supervisor

AYES: Smallcombe, Jones, Long, Cann, Carrier

PSYCHIATRIC MENTAL HEALTH NURSE PRACTITIONER

DEFINITION

To perform comprehensive psychiatric assessments, formulate treatment plans, and analyze patient care issues, which may include physical assessments and examinations, psychiatric diagnosis, and treatments of both chronic and episodic psychiatric disorders; manages the care of clients within the field of psychiatric mental health; coordinates with pharmaceutical agencies/companies; provides cross coverage for psychiatrists; and assists individuals and families to assess and coordinate medical care for department clients.

DISTINGUISHING CHARACTERISTICS

The Psychiatric Mental Health Nurse Practitioner class is distinguished from other nurse classes by the scope of practice and by the specialization in psychiatric nursing. Other nurse classes are typically involved in providing assessment and treatment of a patient's physical health. Psychiatric Mental Health Nurse Practitioners provide general and psychiatric patient care with an emphasis on medication therapies and treatment.

The Psychiatric Mental Health Nurse is a journey level class. The focus of duties is on the direct medical care, psychiatric treatment, and evaluation of patients as part of an interdisciplinary team. Incumbents may give work instructions to other staff in providing patient care related to care.

SUPERVISION RECEIVED AND EXERCISED

Receives medical supervision from the Medical Director (Psychiatrist) and receives general supervision from the Deputy Director of Behavioral Health or Human Services Director.

May be assigned either direct or indirect supervisory responsibility over lower level staff.

EXAMPLES OF ESSENTIAL FUNCTIONS

Depending upon assignment, duties may include, but are not limited to, the following:

Carries a caseload and provides psychiatric diagnosis and care to clients under supervision of the Medical Director, which includes identifying medication needs and determining efficacy of medication regimen.

Conducts, updates, and inputs clinical assessments and treatment plans of newly enrolled client into system.

Reviews and revises prescriptions, orders for refills, and pre-authorizations so as to maintain continuity of medications.

Under direction, arranges for hospital admission of patients and facilitates the referral of appropriate health facilities, agencies, and resources.

Orders and interprets a variety of routine tests which may include blood counts, chemistry panels, lipid panels, liver function tests, medication levels, EKG, etc.

Collaborates with the clinical team and consulting psychiatrist to develop the most appropriate, culturally responsive and effective psychotropic medication regimen according to the client's psychiatric history and active symptoms.

Collaborates with clients and program staff to enhance medication adherence through client and staff education and individual or group interventions with clients.

Assists clients with obtaining community-based outpatient primary care for acute or chronic, pre-existing or newly diagnosed medical conditions.

Communicates with pharmacies, substance abuse treatment entities, primary care physicians, and other affiliated health providers to ensure excellent, comprehensive health care to clients.

Collaborates and consults with Adult Protective Services teams, Child Welfare teams, and In-Home Support Services team on the medical and medication needs of clients.

Provides services in a satellite office and conducts home visits if required.

Assists in the implementation and maintenance of medication policies, procedures, and protocols within the individual programs as identified by medical management.

Works in conjunction with management to orient, train, and schedule other medical personnel providing services for the agency.

Performs related duties as assigned.

EMPLOYMENT STANDARDS

Knowledge of:

Current medication management philosophies and their treatment.

Therapeutic modalities of treatment.

Professional nursing principles, procedures, and techniques used in the care and treatment of psychiatric patients.

Social, psychological, and physical factors of mental and emotional disorders.

Medical and psychiatric terminology.

Medications, including narcotics and their effects upon psychiatric patients.

Control procedures, preparation, and administration of medications.

State of California laws and regulations on nursing practices.

Basic laws and regulations pertaining to psychiatric nursing and treatment of the mentally ill.

Basic theories, principles, and techniques of group and individual psychotherapy.

Basic general procedures and organization of mental health treatment facilities and multidisciplinary treatment teams.

Symptoms and behavior patterns of emotionally disturbed and mentally ill patients.

Standard professional methods of physically restraining psychiatric patients.

Medical and social community resources available to patients.

Ability to:

Apply professional psychiatric nursing care principles and practices in the evaluation and treatment of psychiatric patients.

Identify mental and emotional disorders along with their corresponding diagnosis; develop and implement treatment plans.

Administer medications including psychotropic drugs; monitor and record patient's medication usage and results.

Communicate with and gain the cooperation of patients.

Keep accurate written charts and records of patient activities and progress.

Learn and comply with laws, rules, regulations, protocols, and procedures, including security requirements, applicable to the work unit.

Use professional judgment to determine and apply appropriate intervention techniques with patients in crisis.

Work cooperatively with other mental health treatment practitioners to provide an integrated treatment plan.

Conduct and review reports of interviews of patients to evaluate their condition and determine the circumstances causing them to require mental health treatment services.

Conduct and assist in formal and informal individual and group counseling.

Assist in and physically subdue resisting patients with a minimum of force necessary to affect a restraint.

Educate patients and family members about mental health and medical conditions, preventative health measures, and medication/treatment plans.

Communicate effectively, orally and in writing, with patients, their families, facility and clinic personnel, and others.

Maintain patient confidentiality.

Use computers and other electronic devices effectively.

TYPICAL WORKING CONDITIONS

Work is normally performed in an office environment with some field visits. Interaction with clients requires adaptability when confronted with emergency, critical, unusual, or potentially dangerous situations. Potential exposure to infectious diseases.

TYPICAL PHYSICAL REQUIREMENTS

Requires the ability to sit at a desk for long periods of time and intermittently walk, stand, stoop, kneel, crouch and reach while performing office duties: lift and/or move light weights; use hands to finger, handle or feel objects, tools or controls. Must be able to maintain effective audio, visual discrimination and perception needed for making observations, communicating with others, reading and writing, and operating office equipment. Must be able to use a telephone to communicate verbally and a keyboard to communicate through written means, to review information and enter/retrieve data, to see and read characters on a computer screen.

MINIMUM QUALIFICATIONS

Experience:

None. Experience as a Psychiatric Mental Health Nurse Practitioner, especially in a rural setting, is desirable.

Education:

Graduation from an accredited Psychiatric Mental Health Nurse Practitioner education and training program.

Additional Requirements:

Certificates:

Nurse Practitioner Certificate issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Nurse Practitioner Furnishing Advanced Practice Certificate issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Adult or Family Psychiatric-Mental Health Nurse Practitioner Certificate issued by the American Nurses Credentialing Center.

Controlled Substance Registration Certificate - Schedules II to V issued by the United States Department of Justice, Drug Enforcement Administration.

Licenses:

Registered Nurse License issued by the State of California, Department of Consumer Affairs, Board of Registered Nursing.

Possession of a valid California driver's license. Under certain circumstances, the Human Resources Director may accept a valid driver's license from another State if applicant acknowledges his/her intent to acquire a California driver's license within three months by signing an acknowledgement form.

This class specification lists the major duties and requirements of the job and is not all-inclusive. Incumbents may be expected to perform job-related duties other than those contained in this document.