

## LICENSED PRACTICAL NURSE III

### NATURE AND VARIETY OF WORK

This is advanced senior/lead level technical nursing work. Work is performed in a team relationship, under the direction of a Registered Nurse in compliance with the statutes and regulations governing nursing and the Standards of Practice for Licensed Practical Nurses. The incumbent administers prescribed medications and treatment, uses sound judgment in taking actions in the absence of an RN (Registered Nurse) or MD (Medical Doctor) and communicates with supervisors and other team members when further direction is needed.

At this level, incumbent may have lead/supervisory responsibility over lower level Licensed Practical Nurses. Additionally, they may have lead responsibility for direct care and other non-licensed staff. Work assignments are performed in a home, clinic, school, office or other community environment and may expose the incumbent to infectious and or contagious diseases. Incumbents in this class work under the general supervision of an RN or MD. Performance is reviewed and evaluated through observation, record review, and employee/management conferences.

### EXAMPLES OF WORK (ILLUSTRATIVE ONLY)

Performs the full range of advanced senior/lead level services in order to address the health care needs of target populations (e.g., infants, youth, adults and seniors).

May exercise lead responsibilities over subordinate staff.

May assign, review, and approve the work of direct care and other non-licensed staff.

May care for complex or unusual patient needs.

Administers medications as prescribed by a physician such as catheterizations, irrigations, suctioning, tracheostomy, ostomy care, and administers nebulized medication and oxygen.

Motivates and assists patients in performing activities of daily living.

Administers appropriate screening tests such as, vital signs vision, hearing, and urinalysis.

Performs emergency medical procedures, such as, first aide, CPR on patients/clients in

order to address life threatening medical situations.  
4408 - Licensed Practical Nurse III  
Page 2

Provides basic health education counseling to patients and families.

Teaches health care techniques to patients and families.

Maintains accurate, complete and retrievable charts/records/ statistics/logs/files.

Attends in-service training programs in order to maintain a continual awareness of current nursing practices, procedures and policies.

Participates in interdisciplinary planning meetings with drug counselors, school personnel, community health nurses or other staff.

Develops and maintains harmonious inter-personal relations with medical staff, clients and patients.

Willingly and cooperatively performs related duties and responsibilities which may not be specifically listed in the job description, but are within the general occupational category and responsibility level typically associated with employee's class of work.

#### KNOWLEDGES, SKILLS AND ABILITIES AND OTHER CHARACTERISTICS

Considerable skill in administering medications.

Considerable skill in performing technical nursing procedures, e.g., dressing changes, catheterizations, tracheostomy care, suctioning, and tube feedings.

Considerable skill in observing patients for signs of common medical and psychological problems.

Considerable knowledge of current practical nursing scope of practice, theories, principles, and their application.

Considerable knowledge of medical terminology.

Considerable knowledge of nursing/medical services resources and referral procedures.

Knowledge of medical protocols and nursing principles and practices.

Knowledge of file and records maintenance.

Ability to work as an effective member of a team of health care providers.

4408 - Licensed Practical Nurse III

Page 3

Ability to carry out emergency procedures for the protection and safety of patients, clients, staff and the public (e.g., CPR and First Aid).

Ability to lead and coordinate the activities of subordinate staff.

Ability to communicate effectively both orally and in writing.

#### MINIMUM QUALIFICATIONS

Possession of a current valid license to practice as a Licensed Practical Nurse in the State of Maryland as determined by the Maryland Board of Nursing under the licensing requirements for Practical Nurses plus two 2 years of post licensure Licensed Practical Nursing experience.

#### CONDITIONS OF EMPLOYMENT

Possession of a valid license to operate a motor vehicle when required for the performance of job-related duties at time of appointment.

NEW: CB-93-1993