

Jurisdictional Class: Competitive; Non-Competitive in County  
Adopted: May 14, 1987  
Revised: March 25, 2022

**STAFF NURSE**

**DISTINGUISHING FEATURES OF THE CLASS:** The work involves responsibility for providing professional nursing services in a Nursing Home facility requiring substantial specialized judgment and skills in accordance with a prescribed nursing care plan. The work is performed under the general supervision of a Head Nurse with leeway allowed in the exercise of independent judgment in carrying out the details of the job. The incumbent may supervise Licensed Practical Nurses and auxiliary nursing staff, and monitor facility operation in the absence of administrative management staff. The incumbent does related work as required.

**TYPICAL WORK ACTIVITIES:** (Illustrative only)

Assesses physical, psychological, and social patient needs and prepares, implements, and evaluates the nursing care plan;  
Supervises Licensed Practical Nurses and auxiliary nursing staff;  
Gives skilled nursing care and prescribed treatments to patients and demonstrates nursing care to patients and families;  
Identifies physical and emotional illnesses of patients through observation and analysis of records;  
Coordinates plans for care with nutritionists, social workers, physical therapists, physicians, and other professional health workers;  
Maintains essential nursing care records and reports;  
Acts as a resource person regarding patient/resident care in clinical practice and orientation of new employees;  
Evaluates staff performance through objective assessment of care outcomes, and initiates disciplinary action as indicated.

**FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES & PERSONAL CHARACTERISTICS:**

Good knowledge of current professional nursing practices;  
Good knowledge of the philosophy, objectives, and goals of the nursing department;  
Skill in the application of current nursing procedures and techniques of patient care;  
Ability to establish and maintain cooperative working relationships;  
Ability to plan and coordinate nursing care for individuals and groups and to supervise personnel assigned to assist with this care;  
Ability to communicate effectively;  
Ability to accept and utilize guidance;  
Ability to perform duties in accordance with ANA Code for Professional Nurses;  
Ability to assess responsibility and accountability for individual nursing judgment and actions.

**MINIMUM REQUIREMENTS:** Possession of a valid permit or license issued by the New York State Education Department to practice as a Registered Professional Nurse.