

DESCRIPTION: Under limited supervision from the Behavioral Health Nursing Director or Facility Administrator, and within the scope of RN licensure, performs supervisory nursing work responsible for a patient service unit, or department within a State run hospital; assists Nursing Leadership as requested; supervise professional and paraprofessional staff in the planning, implementing, delivery, and evaluation of nursing services to mental and behavioral health patients focusing on ensuring management of crisis situations and other crisis management strategies and established policy and procedure to ensure the safety of patients and staff; performs related work as assigned.

DISTINGUISHING CHARACTERISTICS: (A position is assigned to this class based on the scope and level of work performed as outlined below.)

This class is responsible for a nursing services area program or unit which includes supervising subordinate staff including Behavioral Health Nurse Supervisors, Behavioral Health Registered Nurses, Registered Nurses, LPN's and Team Leaders; and policy/procedure development for assigned area OR has responsibility for nursing services on an entire shift. Positions in this class differ from the Nursing Director/Associate based on this class' responsibility for the oversight and supervision of nursing services at a State run hospital with patients who have been placed in the hospital by the judicial system or mental health board and who have acute mental and/or behavioral health needs.

EXAMPLES OF WORK: (A position may not be assigned all the duties listed, nor do the listed examples include all the duties that may be assigned.)

Directly supervises professional and paraprofessional behavioral health nursing staff in providing quality patient care for patients with complex behavioral health needs and have been placed in the hospital by the judicial system or mental health board system.

Completes performance evaluations on subordinate nursing service employees.

Schedules nursing service staff to assigned shift and work area to provide for the most therapeutic milieu while maintaining safety for patients and staff.

Supervises and trains subordinates in providing nursing care of mentally or behaviorally ill patients with an emphasis on utilization of least restrictive interventions required for maintenance of a safe milieu. May assist as needed in required nursing in-service training programs.

Consults with psychiatrists, physicians, psychologists and other clinical staff in coordinating individual patient care treatment plans and compliance with legal and mental health board orders.

May fill in for the Behavioral Health Nursing Director in their absence.

Resolves conflicts between patients utilizing de-escalation techniques and other interventions to identify potential triggers which can lead to crisis situations and create safety concerns for patients and staff.

Resolve conflicts between employees and addresses difficult personnel related problems following established procedures for conflict management and disciplinary process if warranted.

Assures high standards of infection control in accordance with accreditation and regulatory standards.

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Assists in the administration of the quality assurance program as well as utilization review for facility accreditation programs and regulatory programs.

Interviews and hires nursing service employees for designated shift, program or clinic.

Assures that adequate standards of medical record keeping are maintained.

Completes various nursing service reports.

Responsible for inventory control of all narcotics, syringes, drugs and supplies.

Performs nursing tasks in emergency situations.

May attend department head and treatment team meetings.

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED: (These are needed to perform the work assigned.)

Knowledge of: psychiatric disorders, trauma informed care, co-occurring and complex needs of individuals with behavioral health challenges, behavioral health legal and judicial system, suicide prevention, crisis de-escalation; registered nursing theory and practice; accepted standards of care; policies and procedures governing nursing care; sanitation and infection control standards; planning, providing and evaluating quality nursing care; Nebraska regulations pertaining to nursing practice, including scope of practice parameters; psychology or another behavioral science; supervision or management techniques, principles, or practices; personnel management and resource allocation principles.

Skill in: coordinating and providing nursing care; directing nursing service program activities.

Ability to: supervise a shift or program for nursing care; supervise and manage the therapeutic milieu of complex patients, exercise a high degree of flexibility, adaptability and knowledge to respond to patient psychiatric symptomology, observe changes in the behavioral and medical condition of patients and effectively communicate those changes to other nursing staff members and clinicians; consult with clinical specialists; instruct and supervise others in patient care; identify and de-escalate potential crisis situations before physical intervention is necessary; maintain a helpful and empathetic attitude towards patients; oversee the maintenance of medical records; write administrative reports as required; communicate effectively electronically, telephonically, on paper, or in person; use a computer

MINIMUM QUALIFICATIONS: (Applicants will be screened for possession of these qualifications. Applicants who need accommodation in the selection process should request this in advance.)

A current license to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska and one year of experience assigning, reviewing, leading, or supervising the work of others.

SPECIAL NOTES:

Specific positions in this class may require certification as a Psychiatric Mental Health Registered Nurse from the ANCC Board of Certification or for an employee to become certified once eligible.

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Continuing Education is a requirement to maintain licensure as a Licensed Registered Nurse.

Incumbents classified to this class must demonstrate clinical competency on an annual basis.

State agencies are responsible to evaluate each of their positions to determine their individual overtime eligibility status as required by the Fair Labor Standards Act (FLSA).