

CORRECTIONAL STAFF NURSE I/II

Definition:

Under general direction of a registered nurse, within the scope of their licensure, assist physicians in a correctional facility performing nursing assessments, screening, planning, implementation and evaluation of safe, therapeutic care for persons incarcerated within Kern County correctional facilities.

Distinguishing Characteristics

The Correctional Staff Nurse I/II flexible classification series includes Correctional Staff Nurses who are employed by Kern Medical Center and assigned to either Adult or Juvenile correctional medicine facilities. Correctional Staff Nurse I/II's provide basic and emergency health care services to persons housed within Kern County correctional facilities. The Correctional Staff Nurse I/II series is distinguished from the Hospital Staff Nurse I/II flexible classification series by assignment in a locked detention facility with (1) clients of various cultural, physical, behavioral and psychological profiles; (2) extended exposure to odors, fumes, noises, behaviors and medical conditions associated with detention facilities; and (3) the constant threat or risk of verbal abuse and injury.

Level I is the entry-level classification in the Correctional Staff Nurse (CSN) I/II flexible classification series. It is designed to orient the Registered Nurse who has limited experience in nursing. Level II is the journey level nurse experienced in correctional nursing, performing patient care with limited supervision. Promotions from Correctional Staff Nurse I to Correctional Staff Nurse II level are considered on a merit basis subject to recommendation by the Department Head and approval by the Director of Personnel.

Essential Functions:

- Collects, interprets and documents data to determine whether incarcerated persons have physiological and/or psychosocial risk factors. Records and reports assessment data and makes appropriate referrals.
- Communicates and collaborates with physician and allied health professionals in setting priorities for care of patients. Implements therapeutic care for patients responding to needs due to multi-system disease or complications of treatment.
- Performs intake, ongoing assessments and screenings. Treats patients according to appropriate standardized procedures and scope of service. Implements orders written by Physicians or allied health professionals.
- Manages and treats contagious and sexually transmitted diseases as recommended by the Kern County Health Department and as ordered by the physicians or allied health professionals.
- Performs quality assurance monitoring and analyzes results and participates in process improvement for identified problems.

- Accepts assignments and floats to other facilities according to the needs of the Correctional Medicine Department as instructed by the clinical director, clinical supervisor or designee.
- Anticipates patient care problems and responds to changes on the unit by prioritizing for emergencies, changes in patient status and unusual occurrences.
- Performs and documents the nursing process consistent with scientific principle and hospital policy as required by patient assignment.
- Enters pertinent information in the Criminal Justice Information System (CJIS) as applicable.
- Schedules appointments for incarcerated persons to see physicians, allied health professionals or others as appropriate.
- Administers and assists with monitoring the Self Administration Medication program (SAM) or other programs as available or designated.
- Practices personal safety awareness, as well as advocates for incarcerated persons' safety as appropriate for a correctional environment.
- Responds to changes in the facility, such as, but not limited to: lock downs, inmate and ward altercations, riots, medical priorities, quarantines and exposure to chemical restraints.
- Assist in the orientation of new staff, completes all competencies, mandatory classes and educational coursework as required by the correctional facility and Kern Medical Center.
- Maintains confidentiality as prescribed in regulation (Title 15, HIPAA, and the Penal Code).
- Performs other job related duties as assigned.

Employment Standards:

Level I: Possession of a valid license to practice as a Registered Nurse issued by the State of California and one (1) year experience as a Registered Nurse OR one (1) year of vocational nursing experience providing direct patient care in a correctional health care setting.

Level II: Possession of a valid license to practice as a Registered Nurse issued by the State of California and three (3) years of correctional nursing experience or four (4) years of full-time paid nursing experience.

Possession and maintenance of a current American Heart Association Healthcare Provider Basic Life Support (BLS) card is required.

Depending upon assignment:

A valid California Class "C" Driver's License is required at the time of appointment.

Incumbents may be required to possess and maintain specific certificates of nursing competency as a condition of employment.

Knowledge of: theory, techniques and practices of nursing; knowledge of medical terminology, instruments and equipment; the uses and effects of medicines and narcotics.

Ability to: follow oral and written instructions; maintain concise and complete records; demonstrate the practical and theoretical knowledge of nursing care specific to the assigned work area/specialty; meet the content and performance criteria specific to each defined specialty, leadership/professional development, and unit operation; communicate effectively verbally and in writing; prepare and maintain concise and comprehensive required written reports; establish and maintain effective working relationships with staff, other employees, internal and external customers and patients.

Medical Examination:

A thorough physical evaluation is required. Applicants must be free from conditions which would prevent them from performing the work required of a Correctional Staff Nurse I/II.

Character:

Applicants will be required to pass an extensive background check and be fingerprinted as they must possess and maintain clearance to be employed in Kern County correctional facilities. Felony convictions will be disqualifying and convictions for misdemeanors and traffic offenses will be assessed on a case-by-case basis.

A background check may be conducted for this classification.

All Kern County employees are designated “Disaster Service Workers” through state and local laws (CA Government Code Sec. 3100-3109 and Ordinance Code Title 2-Administration, Ch. 2.66 Emergency Services). As Disaster Service Workers, all County employees are expected to remain at work, or to report for work as soon as practicable following a significant emergency or disaster.

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