

Benton County Classification Specifications

Classification Series/Occupational Group: Clinical Health Classification Title: Health Care Prof. DBM Range: C41-C4premC # of Subgrades: 6 FLSA: non-exempt or exempt (See individual position description)		Class Description: Incumbents in the Clinical Health series provide direct and indirect care to patients and public health services requiring specialized education, training, licenses and certifications in the health care field. This class is the second of two broad levels in the Clinical Health series. This is a broad classification encompassing incumbents responsible for providing professional public health, mental health and nursing functions in County medical facilities, or in support of one or more specialized public health programs or functions. Specific duties could include; developing, implementing and maintaining health programs and initiatives; providing mental health counseling and treatment; managing medical records and related systems; providing health education for the community; conducting home visits to deliver and monitor health treatments; conducting health evaluations and diagnosing medical problems; prescribing medications and related treatments; and monitoring patient progress. Exact assignments and responsibilities will vary in accordance with the following competency levels.			
Characteristics	Work Diversity	Complexity	Knowledge	Responsibility	Classification Level Distinctions
Subgrade 1	Homogenous: Major job responsibilities are considered relatively homogenous requiring the application of similar knowledge, skills and abilities.	Standard: Most difficult job responsibilities typically performed for 30% or less of the employee's time. Additional time may be dedicated to duties that are of a lower complexity.	Possesses and applies a broad knowledge of principles, practices, and procedures of a particular field of health care to the delivery of routine health care services.	Works under close to moderate supervision and regularly follows standard procedures and practices.	Licensed Vocational Nurse (LVN) or Qualified Mental Health Associate (QMHA)
Subgrade 2	Mixed: Major job responsibilities exhibit a moderate degree of diversity often requiring the application of divergent areas of knowledge, skills and abilities.	Moderate: Most difficult job responsibilities generally account for 30%-60% of the employee's total work time.	Possesses and applies comprehensive knowledge of a particular field of health care to the delivery of services with significant impact on the patient or community.	Usually works with limited supervision. Responsibilities are broad in nature, often requiring high levels of precision and care delivery.	Registered Nurse (RN), QMHA with Alcohol & Drug certification (CADC 1, 2, or 3), or Qualified Mental Health Professional w/o licensure. Knows fundamental concepts, practices and procedures of assigned health field; work is primarily routine and instructions are usually detailed, though some evaluation or ingenuity is required.
Subgrade 3	Heterogeneous: Major job responsibilities require the application of varying and diverse knowledge, skills and abilities. Job responsibilities may require the knowledge of multiple health care functions.	Significant: 60% or more of the employee's time is dedicated to responsibilities that are commonly considered to be the most difficult part of the job.	Possesses and applies comprehensive knowledge of a particular field of health care to the delivery of services with significant impact on the patient or community.	Plans and delivers care with minimal oversight and/or review. Recommends major changes in procedures to ensure effective service delivery.	RN or QMHP with PsyD, LCSW, LPC, LMFT (or an equivalent licensure). Knows and applies fundamental concepts, practices and procedures of a particular field of specialization; performs work that is varied and may somewhat difficult in nature; moderate levels of evaluation, originality or ingenuity is required; may assist with evaluating progress and recommending major changes in procedures.
Subgrade 4	Heterogeneous: Major job responsibilities require the application of varying and diverse knowledge, skills, & abilities. Job responsibilities may require the knowledge of multiple health care functions.	Significant: 60% or more of the employee's time is dedicated to responsibilities that are commonly considered to be the most difficult part of the job.	Possesses and applies an advanced knowledge of one or more specialized health care functions to the delivery of sensitive health care services. Working knowledge of healthcare business functions & systems.	Plans and delivers direct patient care with minimal oversight and/or review. Recommends major changes in procedures to ensure effective service delivery. Assesses needs and resources for planning & program development. Provides technical or clinical supervision.	This level is for those positions serving in a Lead or Trainer role. Developing administration skills. Possesses and applies a broad knowledge of principles, practices and procedures of a particular field to the completion of difficult assignments, and may provide supervision to lower level staff; assignments are broad in nature, generally requiring a high level of ingenuity and originality; has appreciable latitude for unreviewed actions and/or decision; evaluate progress and results and recommends major changes in procedures.
Subgrade 5	Heterogeneous: Major job responsibilities require the application of varying and diverse knowledge, skills, & abilities. Job responsibilities may require the knowledge of multiple health care functions.	Significant: 60% or more of the employee's time is dedicated to responsibilities that are commonly considered to be the most difficult part of the job.	Possesses and applies an advanced knowledge of one or more specialized health care functions to the delivery of sensitive health care services. Operates from a deep understanding of a total situation to resolve complex issues.	Plans and delivers direct patient care with minimal oversight and/or review. Recommends major changes in procedures to ensure effective service delivery. Assesses needs and resources for planning & program development. Provides technical or clinical	Advanced and specialized level. Possesses and applies advanced knowledge of principles, practices and procedures of a particular field to the completion of difficult assignments, and may provide supervision to lower level staff; assignments are broad in nature, generally requiring a high level of ingenuity and originality; has appreciable latitude for unreviewed actions and/or decision; evaluate progress and results and recommends major changes in procedures.

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				supervision.	Provides specialty care in complex care situations and collaborates with other disciplines. Serves as a resource to guide and counsel other clinical staff providing patient care.
C4premC	Heterogeneous: Major job responsibilities require the application of varying and diverse knowledge, skills, & abilities. Job responsibilities require the knowledge of multiple health care functions.	Significant: 60% or more of the employee's time is dedicated to responsibilities that are commonly considered to be the most difficult part of the job.	Possesses and applies an advanced knowledge of one or more specialized health care functions to the delivery of sensitive health care services.	Plans and delivers direct patient care with minimal oversight and/or review. Recommends major changes in procedures to ensure effective service delivery.	This level is reserved for Nurse Practitioners.