

**MICHIGAN CIVIL SERVICE COMMISSION  
JOB SPECIFICATION**

**NURSING GRADUATE RN**

**JOB DESCRIPTION**

Employees in this job provide professional patient care services to individuals in state facilities or state health care programs.

There is one classification in this job.

**Position Code Title - Nursing Graduate RN**

Nursing Graduate RN 9

This level is for accredited nursing school graduates who are in the process of obtaining registered nurse license from the State of Michigan. The employee performs a range of patient care assignments under the direct oversight of a licensed Registered Nurse. Guidelines are available and provided under close supervision by the assigned Registered Nurse. Upon obtaining licensure within six months of hire and successful performance, the position will be reclassified to the Registered Nurse P11.

**JOB DUTIES**

**NOTE:** The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Job duties are performed under the direction and guidance of a licensed Registered Nurse. Specific nursing duties requiring a license are not assigned or performed independently outside of the licensed Registered Nurse scope of practice, in accordance with the Michigan Public Health Code.

Performs direct patient care activities under the direction, supervision and delegation of a Registered Nurse.

Collaborates with Registered Nurse for the assessment, analysis, planning, implementation, and evaluation of nursing and patient care.

Collaborates with Registered Nurse to assess health care needs of patients through a variety of routine interdisciplinary assessments; and develops, implements, and evaluates individualized nursing and health care plans accordingly.

Responds to emergency health care needs of patients.

Performs health screenings of patients or clients.

Collects and records data specific to the health status of patients or clients.

Promotes and maintains a safe and therapeutic environment for patients or clients.

Under the guidance of a Registered Nurse instructs patients in treatment methods prescribed by medical practitioners or interdisciplinary treatment teams.

Participates in interdisciplinary planning meetings and recommends changes in nursing and health care programs, and/or in the care of patients.

Practices nursing and health care techniques.

Encourages patient and client participation in therapeutic activities.

Provides health care instruction and education to individuals and others relating to the promotion of health and prevention or management of illness, disease, injury, or disability.

Provides assistance to medical practitioners in performing general physical examinations and making ward rounds.

Draws blood, obtains and prepares laboratory specimens.

Participates in agency/facility security procedures.

Performs related work as assigned.

## **JOB QUALIFICATIONS**

### **Knowledge, Skills, and Abilities**

Knowledge of general nursing principles and practices.

Knowledge of scientific principles and specialized techniques used in the practice of nursing.

Knowledge of current nursing technology and methods.

Skill in the application of nursing techniques.

Ability to provide assistance with nursing care, while participating in nursing care programs or methods.

Ability to carry out detailed instructions.

Ability to instruct others on promotion of health and prevention of disease.

Ability to maintain composure under stressful situations.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

### **Working Conditions**

Some jobs require an employee to be exposed to disease and illness.

Most positions are located in a mental health or correctional facility; therefore the work may involve the treatment of non-cooperative patients, clients with psychosocial problems and needs, or chronic and acute health problems.

Appointments to this job are limited to 6 months. Once licensing requirements are met, employees may be reclassified to the Registered Nurse P11.

### **Physical Requirements**

The job duties require the employee to handle the physical demands of the work, including performing CPR, lifting at least 30 pounds, walking up and down stairs, positioning patients, walking long distances, standing for prolonged periods, and using restraints and aggressive behavior management practices. Employee must be able to work longer than eight hours in a day, if required.

### **Education**

Completion of a degree in nursing or nursing school educational program accepted for registered nurse licensure by the Michigan Board of Nursing.

**Experience**

**Nursing Graduate RN 9**

No specific type or amount is required.

**Special Requirements, Licenses, and Certifications**

The Department of Corrections may screen out applicants who have been convicted of a felony in accordance with Public Act 191 of 2017. Applicants who have been convicted of a misdemeanor or felony are ineligible for employment with the Department of Corrections until satisfactory completion of any sentence imposed, including parole or probation.

An employee in this job will have 6 months to obtain licensure and provide verification to the employing Department. Possession of a Michigan registered nurse license within the 6 months will be required to remain employed.

**NOTE:** Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

**JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION**

**Job Code**

NURGRARN

**Job Code Description**

NURSING GRADUATE RN

**Position Title**

Nursing Graduate RN

**Position Code**

NURGRN

**Pay Schedule**

W22-091

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06/13/2021