

# Career Bands, Career Levels and Position Descriptions

## General Overview

This section provides job matching documentation used for this survey report.

- Career Band Summary Description for the Nursing (N), Professional Career Band (P), Technical Support Career Band (T)  
  
Career Level General Profiles for the Nursing (N), Professional Career Band (P), Technical Support Career Band (T)
- Position Descriptions

## Career Band Summary Descriptions

### Nursing Career Band (N)

- Work is primarily achieved by an individual or through interdisciplinary, functional and/or project teams
- Requires the application of expertise in professional area(s) to achieve results
- Progression within the Career Band reflects increasing depth of professional knowledge, project management, and ability to influence others
- Entry-level jobs within the Nursing Career Band typically require a university or nursing degree or equivalent work experience that provides knowledge of and exposure to fundamental theories, principles and concepts

### Professional Career Band (P)

- Work is primarily achieved by an individual or through interdisciplinary, functional and/or project teams
- Requires the application of expertise in professional area(s) to achieve results
- Progression within the Career Band reflects increasing depth of professional knowledge, project management, and ability to influence others

### Technical Career Band (T)

- Performs specialized technical tasks to support operations (e.g., patient care/service, IT development, research support, skilled trade)
- Requires vocational training or the equivalent experience and may require external certification. but typically does not require a university degree

## Career Bands, Career Levels and Position Descriptions

# Career Level General Profiles

### Nursing Career Band (N)

#### N4 Specialist

- Requires specialized depth and/or breadth of expertise in own disciplines or field
- Leads others to solve complex problems
- Works independently, with guidance in only the most complex situations
- May lead functional teams or projects
- ***In a clinical nursing environment*** typically a nurse clinician with a MSN or related degree and national certification in a specialty area and who provides specialty care in complex situations

#### N3 Career

- Has in-depth conceptual and practical knowledge in own discipline and basic knowledge of related disciplines
- Solves complex problems
- Works independently; receives minimal guidance
- May lead projects or project steps within a broader project or may have accountability for ongoing activities or objectives
- Acts as a resource for colleagues with less experience
- Level at which career may stabilize for many years or even until retirement
- ***In a clinical nursing environment*** typically a senior staff nurse who provides an interdisciplinary approach to patient care service delivery across the continuum of care, taking a holistic, integrated, flexible and collaborative approach; may have national certification in a specialty

#### N2 Intermediate

- Has working knowledge and experience in own discipline and broadens capabilities
- Continues to build knowledge of the organization, processes and customers
- Performs a range of straightforward assignments related to discipline
- Uses prescribed guidelines or policies to analyze and resolve problems
- Receives a moderate level of guidance and direction
- ***In a clinical nursing environment*** typically a staff nurse graduate who demonstrates clinical nursing competencies and provides effective outcome-focused care to patients whose degree of care may vary in complexity

#### N1 Entry

- Performs routine assignments using existing procedures
- Has conceptual knowledge of theories, practices and procedures within a discipline, typically acquired through a college university or nursing degree or the equivalent work experience
- Develops competence by performing structured work assignments
- Receives instruction, guidance and direction from others
- Entry level to a professional career progression
- ***In a clinical nursing environment*** typically a recent nursing graduate or new staff nurse who carries out a plan of care and provides safe patient care at the basic level

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## Career Bands, Career Levels and Position Descriptions

### Career Level General Profiles (continued)

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#### Professional Career Band (P)

##### P4 Specialist

- Requires specialized depth and/or breadth of expertise in own discipline or field
- Leads others to solve complex problems
- Works independently, with guidance in only the most complex situations
- May lead functional teams or projects

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##### P3 Career

- Has in-depth conceptual and practical knowledge in own discipline and basic knowledge of related disciplines
- Solves complex problems
- Works independently; receives minimal guidance
- May lead projects or project steps within a broader project or may have accountability for ongoing activities or objectives
- Acts as a resource for colleagues with less experience
- Level at which career may stabilize for many years or even until retirement

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##### P2 Intermediate

- Has working knowledge and experience in own discipline and broadens capabilities
- Continues to build knowledge of the organization, processes and customers
- Performs a range of straightforward assignments related to discipline
- Uses prescribed guidelines or policies to analyze and resolve problems
- Receives a moderate level of guidance and direction

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##### P1 Entry

- Performs routine assignments using existing procedures
  - Has conceptual knowledge of theories, practices and procedures within a discipline, typically acquired through a college university or nursing degree or the equivalent work experience
  - Develops competence by performing structured work assignments
  - Receives instruction, guidance and direction from others
  - Entry level to a professional career progression
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## Career Bands, Career Levels and Position Descriptions

### Career Level General Profiles (continued)

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#### Technical Career Band (T)

##### T4 Lead/Advanced

- Has specialized expertise in technical processes or procedures
- Completes assignments and facilitates the work activities of others; may coordinate work beyond own area
- Proposes improvements to processes
- May act as a lead, providing subject matter guidance to team members but is not a supervisor
- Works autonomously within established procedures and practices, proposing improvements to processes and methods as needed

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##### T3 Senior

- Has full proficiency gained in a range of technical processes or procedures through job-related training and considerable on-the-job experience
- Completes a variety of atypical assignments
- Works within defined technical processes and procedures or methodologies and may help determine the appropriate approach for new assignments
- Works with a limited degree of supervision with oversight focused only on complex new assignments
- Acts as an informal resource for colleagues with less experience

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##### T2 Intermediate

- Has working knowledge and skills to perform a defined set of analytical scientific method or operational processes
- Applies experience and skills to complete assigned work within own area of expertise
- Works within standard operating procedures and/or scientific methods
- Works with a moderate degree of supervision

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##### T1 Entry

- Has basic skills in an analytical or scientific method or operational process
  - Works within clearly defined standard operating procedures and/or scientific methods and adheres to quality guidelines
  - Works with close supervision
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## Career Bands, Career Levels and Position Descriptions

### Position Descriptions

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#### Function

#### Ambulatory Services

#### Code

<b>8262</b>	<b>Flight Medic</b> Transports and cares for patients from an accident scene to a hospital or intra-facility transport. Assists with the assessment, management and treatment of patients aboard the aircraft or at the scene. Assists in restocking the aircraft with supplies post-flight. <b>Use Technical (T) Career Band.</b>
<b>8263</b>	<b>Flight Transport Nurse - RN</b> Supervises flight paramedics in the transport and care of critically ill or wounded patients at the scene or during flights. Assesses, manages and treats patients aboard the aircraft. <b>Use Professional (P) Career Band.</b>
<b>8256</b>	<b>Paramedic</b> Accompanies ambulance drivers on calls. Renders emergency first aid, such as bandaging and splinting, to injured or ill patients. Applies artificial respiration or administers oxygen in cases of suffocation and asphyxiation. Administers antiseptic solution to prevent infection until patient can receive professional care. Starts and administers intravenous fluids. Assists in lifting patient onto wheeled cart or stretcher and into and out of ambulance. May aid physicians during emergency situations. <b>Use Technical (T) Career Band.</b>

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#### Function

#### Clinical Research

#### Code

<b>8759</b> <b>NEW</b>	<b>Biostatistician</b> Develops and analyzes a variety of research data using statistical methods. Helps researchers develop appropriate study protocols and computer analyses, and draws conclusions from research data. Recommends changes to research questionnaires, data gathering and analyses to decrease bias and data errors. <b>Use Professional (P) Career Band.</b>
<b>8774</b>	<b>Clinical Research - RN</b> Plans, coordinates and evaluates nursing care of participants for clinical research projects, following specific research study protocol guidelines. Communicates and interacts with research investigators, sponsoring agencies and other parties involved in the coordination of research activities. May assist in the compilation, analysis and documentation of findings. <b>Use Professional (P) Career Band.</b>
<b>8775</b>	<b>Clinical Research Project Manager</b> Manages clinical research projects according to specifications. Defines and manages project resource needs within specified timelines and budget. Reports results. <b>Use Professional (P) Career Band.</b>
<b>8776</b>	<b>Clinical Research Scientist</b> Plans, designs, monitors, coordinates, analyzes and produces scientific content for clinical and regulatory documents. Manages and reviews preparation of study protocols, statistical analysis and study reports. Serves as a scientific resource for study teams and departments. <b>Use Professional (P) Career Band.</b>
<b>2518</b>	<b>Clinical Research Project Coordinator</b> Collects and manages patient and laboratory data for clinical research studies. Screens and coordinates the recruitment of subjects, scheduling of experiments and the collection, processing and analysis of data. Collects specimens and monitors subjects. Reports results. <b>Use Professional (P) Career Band.</b>

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

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#### Function

#### Dietary Services

#### Code

<b>0707</b>	<b>Diet Technician</b> Provides patients with basic nutritional meal plans including special dietary care menus. Monitors patient intake of meals, snacks and supplements as prescribed. Calculates caloric counts and results. <b>Use Technical (T) Career Band.</b>
<b>8700</b>	<b>Dietitian</b> Plans menus in accordance with patient dietary requirements and general dietetic standards and regulations. May coordinate food preparation and service to patients and staff. <b>Use Professional (P) Career Band.</b>
<b>0708</b>	<b>Dietitian Supervisor</b> Supervises dietary personnel concerned with planning, preparing and serving food to patients and staff. Plans menus in accordance with patient dietary requirements and general dietetic standards and regulations.

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#### Function

#### Laboratory Services

#### Code

<b>8760</b>	<b>Chief Medical Technologist</b> Supervises and participates in the performance of various chemical, microscopic and bacteriologic tests. Prepares work schedules and assigns duties to laboratory staff. Checks validity and accuracy of test results. Instructs trainees in procedures and techniques of performing tests. Performs experimental testing procedures and suggests changes to increase the validity and reliability of results.
<b>8784</b>	<b>Cytogenetic Technologist</b> Prepares biological specimens for cell culture with subsequent microscopic analysis for cytogenetic studies including chromosome analyses for prenatal diagnosis, congenital birth defects, fertility problems and hematological disorders. Duties include culturing and harvesting procedures, slide preparation, microscopy, photomicroscopy, computer image analysis, karyotyping and result reporting. <b>Use Professional (P) Career Band.</b>
<b>8783</b>	<b>Cytotechnologist</b> Stains and mounts slides and examines human body cells to detect evidence of cancer or other disease conditions. Receives blood specimens sent to laboratory or draws blood from patients by venipuncture, observing strict principles of asepsis and antisepsis to prevent infection of patients and contamination of specimens. Centrifuges blood specimens in test tubes and capillary tubes to separate cells and sediment from blood serum. Classifies slides, records classification and presents slides with unusual cell structures to pathologist for further examination. Compiles listing of patients for follow-up analysis of specimens. Prepares and analyzes subsequent specimens for cell changes and reports findings to pathologist. <b>Use Professional (P) Career Band.</b>
<b>8793</b>	<b>Embryologist</b> Investigates research and laboratory aspects of in-vitro fertilization (IVF) treatment and other programs of assisted reproduction, including the collection of eggs from patients for examination and checking fertility levels of individuals. <b>Use Professional (P) Career Band.</b>
<b>8925</b>	<b>Histology Technician</b> Prepares tissue specimens for routine and special procedures that aid in the confirmation of patient diagnosis. Grosses, processes, embeds, cuts and stains surgical, biopsy and anatomical tissues for light and fluorescent microscopic slide review. Performs complex histological procedures and analyzes and corrects problems using scientific principles. Analyzes and records data. Performs instrument maintenance, utilizing established protocols. <b>Use Technical (T) Career Band.</b>

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Laboratory Services (continued)

Code

<b>8920</b>	<b>Laboratory Aide</b> Cleans laboratory equipment e.g., glassware, metal instruments, sinks, tables. Prepares simple stains, solutions and culture media following established formulas and procedures. Under close supervision, may perform simple laboratory tests such as qualitative determinations of sugar and albumin in urine. Keeps records of specimens held in the laboratory. May perform minor repairs to laboratory apparatus.
<b>5411</b>	<b>Laboratory Supervisor</b> Coordinates the technical functions and activities in one or more divisions or sections of the Clinical Laboratory. Provides laboratory services to meet the needs of patients, ensuring services are performed in accordance with accepted standards and practices. Consults with medical staff and other healthcare providers on matters relating to laboratory services.
<b>8780</b>	<b>Medical Laboratory Technician (MLT)</b> Performs routine tests in various areas such as hematology, biochemistry, etc., using standard techniques and equipment. May make qualitative determination of sugar in urine, make blood cell counts, prepare and mount specimens for microscope examination. Prepares sterile media such as agar in plates, jars or test tubes for use in growing cultures. Incubates cultures for specific times at prescribed temperatures. May make preliminary identification of common types of bacterial cultures for confirmation by supervisor. <b>Use Technical (T) Career Band.</b>
<b>8763</b>	<b>Medical Technologist - Hematology</b> Performs blood tests and studies morphology of constituents of blood to obtain data for use in diagnosis and treatment of disease. Performs required procedures related to counting and identification of blood cells, coagulation studies and other specialized hematologic procedures. Receives blood specimens sent to laboratory or draws blood from patient by venipuncture, observing strict principles to prevent infection of patient and contamination of specimens. <b>Use Professional (P) Career Band.</b>
<b>8765</b>	<b>Medical Technologist - Microbiology</b> Cultivates, isolates and assists in identifying bacterial and other microorganisms present in body fluids, exudates skin scrapings or autopsy and surgical specimens. Performs various bacteriological, mycological, virological and parasitological tests to provide data on cause and progress of disease. <b>Use Professional (P) Career Band.</b>
<b>8770</b>	<b>Medical Technologist (ASCP)</b> Performs various routine or special chemical, microscopic and bacteriologic laboratory tests. Adds reagents or indicator solutions, and subjects specimens for processing to operations such as heating, filtering or titrating. Prepares slides as necessary for microscopic analysis. Observes reactions, color changes or formation of precipitates, studies slides using microscope or subjects treated specimens to automatic analyzing equipment. Certified by the American Society of Clinical Pathology (ASCP). <b>Use Professional (P) Career Band.</b>
<b>8795</b>	<b>Pathology Assistant</b> Assists pathologists in the preparation, grossing and dissection of surgical specimens. Selects and submits tissue samples for examination. <b>Use Technical (T) Career Band.</b>
<b>8910</b>	<b>Phlebotomist</b> Properly identifies patient, draws blood samples and sends to laboratory for analysis. May perform special tests such as clotting time, bleeding time and glucose tolerance tests, and reports results. Maintains records of tests performed and blood samples taken. <b>Use Technical (T) Career Band.</b>

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Nurse Practitioner

Code

<b>8207</b>	<b>Nurse Practitioner - Cardio/Surgery (Certified)</b> Provides total nursing care for cardiac surgery patients under the direction of a physician. Follows established procedures and practices, and gives patient care directions to nursing and other staff. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patient diagnostic services. Monitors and ensures accuracy of patient medical records. <b>Use Nursing (N) Career Band.</b>
<b>8211</b>	<b>Nurse Practitioner - Clinical/Outpatient</b> Provides total nursing care for assigned patients under the direction of a physician in a clinical or outpatient facility. Follows established nursing standards, procedures and practices, and gives patient care directions to nursing and other staff. Evaluates outcomes of direct patient care and consults with other specialists as required. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patients' ordered diagnostic and therapeutic services. Monitors and ensures accuracy of recording on patient medical records. Provides preventative health care services to long-term patients and arranges consultations and referrals. <b>Use Nursing (N) Career Band.</b>
<b>8206</b>	<b>Nurse Practitioner - Emergency Room</b> Provides total nursing care for emergency room patients under the direction of a physician. Follows established emergency room nursing standards, procedures and practices, and gives emergency room patient care directions to nursing and other staff. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patients' ordered diagnostic services. Monitors and ensures accuracy of patient medical records. <b>Use Nursing (N) Career Band.</b>
<b>8205</b>	<b>Nurse Practitioner - General Care</b> Provides total nursing care for assigned patients under the direction of a physician. Follows established nursing standards, procedures and practices, and gives patient care directions to nursing and other staff. Evaluates outcomes of direct patient care and consults with other specialists as required. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patients' ordered diagnostic and therapeutic services. Monitors and ensures accuracy of recording on patient medical records. Provides preventative health care services to long-term patients and arranges consultations and referrals. <b>Use Nursing (N) Career Band.</b>
<b>8204</b>	<b>Nurse Practitioner - Neo Natal</b> Provides total nursing care for neo-natal patients under the direction of a physician. Follows established neo-natal nursing standards, procedures and practices, and gives patient care directions to nursing and other staff. Adjusts nursing care processes as indicated to ensure optimal patient care. Arranges for patients' ordered diagnostic services. Monitors and ensures accuracy of recording on patient medical records. <b>Use Nursing (N) Career Band.</b>



## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Nursing

#### Code

<b>8258</b>	<b>Certified Nursing Associate</b> Performs a variety of direct patient care activities. Draws blood, performs electrocardiogram tests (EKG) and assists with diagnostic tests and clinical procedures to appropriate level of training and established procedures. Obtains non-invasive body fluid specimens and, under supervision, administers approved medications via oral, subcutaneous, intramuscular or intradermal routes. Does not start or administer intravenous fluids. Documents all interactions in patient's medical record. Assists physicians and other nursing staff members with procedures as requested. <b>Use Technical (T) Career Band.</b>
<b>8183</b>	<b>Charge Nurse - General</b> Supervises nursing service activities in assigned care unit for the duration of one shift and/or in the absence of the Head Nurse. Provides professional nursing care for patients in assigned care unit. Assesses, plans, evaluates and documents the nursing process of assigned care unit as needed.
<b>8230</b>	<b>Chief Nurse Anesthetist</b> Schedules and directs Nurse Anesthetists who plan, secure and arrange necessary anesthesia equipment. Directs activities in the operating theater. Performs nurse anesthetist duties when necessary. Assists Anesthesiologist in planning courses of instruction for students, and participates in resulting programs and demonstrations. Compiles data and prepares reports concerning specific anesthesia, drugs and techniques, and patient reactions to them.
<b>8165</b>	<b>Clinical Nurse Specialist</b> Provides expert education and mentoring for nursing staff, hospital administration, physicians, patients, families and the community. Applies specialized knowledge, demonstrates skills and competencies in the delivery of nursing care. Actively plans, participates, implements and cooperates with clinical research. Is responsible for developing educational programs and inservices, and leading interdisciplinary councils and committees. Serves as role model, mentor and patient advocate.
<b>8172</b>	<b>Head Nurse - Critical Care Unit</b> Directs nursing service activities for assigned critical care unit patients. Assigns duties to auxiliary and critical care unit staff nurses. Supervises the preparation and maintenance of critical care unit patient clinical records, and compiles reports on critical care unit staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics.
<b>8173</b>	<b>Head Nurse - Emergency Room</b> Directs nursing service activities in the emergency room. Assigns duties to auxiliary and emergency room staff nurses. Supervises the preparation and maintenance of emergency room patient clinical records, and compiles reports on emergency room staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics.
<b>8180</b>	<b>Head Nurse - General</b> Directs nursing service activities in an organized patient care unit. Assigns duties to professional and auxiliary nursing personnel in accordance with physicians' instructions, and supervises and evaluates their performance. Supervises the preparation and maintenance of patient clinical records, and compiles reports on staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics. Does not include head nurses assigned to specialty care areas.
<b>8171</b>	<b>Head Nurse - Obstetrics</b> Directs nursing service activities for assigned patients in the delivery room and birthing units. Assigns duties to auxiliary and obstetrics staff nurses. Supervises the preparation and maintenance of obstetric patient clinical records, and compiles reports on obstetrics staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics.

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Nursing (continued)

#### Code

- 8175 Head Nurse - Operating Room**  
Directs nursing service activities in the operating room. Assigns duties to auxiliary and operating room staff nurses. Supervises the preparation and maintenance of operating room patient clinical records, and compiles reports on operating room staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics.
- 8174 Head Nurse - Psychiatric Unit**  
Directs nursing service activities for assigned patients in the psychiatric unit. Assigns duties to auxiliary and psychiatric staff nurses. Supervises the preparation and maintenance of psychiatric patient clinical records, and compiles reports on psychiatric staff performance and medical services rendered. Maintains established inventory standards for medicines, solutions, supplies and equipment, and accounts for narcotics.
- 8200 LPN/LVN - Licensed Practical/Vocational Nurse**  
Performs assigned nursing procedures for the comfort and well-being of patients in health care organizations (e.g., hospitals, clinics, private homes, sanitariums and other similar institutions.) **Use Technical (T) Career Band.**
- 8240 Nurse Anesthetist**  
Assembles necessary supplies and equipment, and administers intravenous, spinal and other anesthetics prior to surgical, medical or dental procedures. Monitors patient reactions and vital signs during and after anesthesia, and takes remedial action when warranted. Submits postoperative report on patient condition and maintains records of anesthetics administered. **Use Nursing (N) Career Band.**
- 8155 Nursing Manager**  
Administers an assigned nursing program or organizational unit with responsibility for planning, selecting and/or devising the methods and policies/procedures to be used and for directing nursing supervisors and/or other personnel in the accomplishment of designated goals. Negotiates interdepartmental resources, and communicates and plans with managers of staff in other departments to ensure effective level of service to the unit/program.
- 8199 Nurse Midwife**  
Plans care for obstetrical and gynecological patients in accordance with approved nurse midwifery protocols. Seeks consultation from all members of health care team in accordance with nurse midwifery protocols. Manages normal labor and conducts delivery, including assessment of maternal and fetal status, identification of deviations from normal and management of third state, episiotomy and perineal repairs. Manages maternal postpartum course, including teaching, referrals and follow-up. Provides 24-hour on call coverage to caseload of obstetrical patients, including telephone triage. Identifies, manages and consults for obstetrical emergencies.
- 8260 Nursing Assistant**  
Performs various patient care activities and related nonprofessional services necessary in caring for the personal needs and comfort of patients. Bathes, dresses and undresses patients, and assists with personal hygiene. May serve and collect food trays, and provide between-meal nourishment. Transports and drapes patients for examinations and treatments. Takes and records temperatures, pulse, etc., as directed. Changes bed linen and runs errands. Cleans, sterilizes, stores and prepares treatment trays and other supplies. Assists nursing service personnel with a variety of other patient care duties. **Use Technical (T) Career Band.**
- 8160 Nursing Services Instructor**  
Plans, directs, coordinates and evaluates in-service orientation and continuing education programs for professional nursing personnel. Develops schedules and conducts training programs for staff development. Demonstrates and provides instruction in improved methods of nursing service and procedures. Orients new staff members, and provides refresher training as needed. **Use Nursing (N) Career Band.**

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Nursing (continued)

#### Code

8170	<b>Nursing Supervisor</b> Supervises and coordinates activities of nursing personnel in one or more patient care units. Verifies that patients' needs are met and evaluates unit nursing care and performance. Participates in planning work of assigned units and coordinates activities with other patient care units and related departments. Plans and organizes training for unit staff members, and participates in guidance and educational programs.
8209	<b>Occupational Health Nurse</b> Directs and manages the nursing components of the Occupational Medicine Program. Assists in marketing the program and developing protocols. Ensures the appropriate documentation, recording and reporting of all work-related illnesses and injuries for employees of the contract company. Maintains the computer-based tracking system and compiles required reports and records. Coordinates cases between health care providers and the contract company. <b>Use Nursing (N) Career Band.</b>
8274	<b>Out-Patient Nurse - RN</b> Provides professional nursing care for the comfort and wellbeing of patients in a clinic or outpatient facility. Prepares equipment and assists physicians during examinations and treatments. <b>Use Nursing (N) Career Band.</b>
8208	<b>Patient Care Coordinator/Nurse Navigator - RN</b> Coordinates the care needs of assigned patients and develops comprehensive plans to manage care delivery across the patient care continuum. Partners with patients and their primary physicians to develop customized care plans based on their individual needs and preferences. Collaborates with physicians, nurses, allied health professionals, social work, and others to ensure appropriate tests and treatments are delivered in a timely fashion. Advocates for the patient. Balances care needs and financial considerations to ensure efficient and effective treatments are achieved. <b>Use Nursing (N) Career Band.</b>
8523	<b>Patient Care Technician</b> Performs all duties of the Nursing Assistant, but will usually be distinguished by some other criteria, which may include active enrollment as a nursing student, assignment to a critical care unit and/or training and certified ability to perform certain sterile and/or invasive techniques not performed by other nursing assistants. <b>Use Technical (T) Career Band.</b>
8214	<b>Quality Assurance Nurse - RN</b> Monitors and evaluates nursing processes and practices to ensure that patient care meets or exceeds organization standards and applicable regulatory requirements. Develops and implements programs to educate nursing staff on best practices, improve patient care and ensure the safety of patients and staff. <b>Use Nursing (N) Career Band.</b>
8190	<b>Staff Nurse - RN</b> Provides professional nursing care for the comfort and well-being of patients. Prepares equipment and assists physician during examinations and treatments. Administers prescribed medications, changes dressings, cleans wounds and monitors patient vital signs. Observes and maintains records on patient care, condition, reaction and progress. <b>Use Nursing (N) Career Band.</b>
8179	<b>Staff Nurse - RN - Burn Unit</b> Provides professional nursing care for assigned patients in the burn unit. Assesses, plans, evaluates, and documents the burn unit nursing process as needed. <b>Use Nursing (N) Career Band.</b>
8192	<b>Staff Nurse - RN - Critical Care Unit</b> Provides professional nursing care for assigned patients in the critical care unit. Assesses, plans, evaluates, and documents the total critical care nursing process as needed. <b>Use Nursing (N) Career Band.</b>

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

**Nursing (continued)**

Code

<b>8194</b>	<b>Staff Nurse - RN - Emergency Room</b> Provides professional nursing care for assigned patients in the emergency room. Assesses, plans, evaluates, and documents the emergency room nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8203</b>	<b>Staff Nurse - RN - Geriatric</b> Provides professional nursing care for assigned geriatric patients. Assesses, plans, evaluates, and documents the nursing process for geriatric patients as needed. <b>Use Nursing (N) Career Band.</b>
<b>8182</b>	<b>Staff Nurse - RN - Hospice and Palliative Care</b> Provides professional nursing care for assigned hospice and palliative care patients. Assesses plans, evaluates, and documents the nursing process for hospice and palliative care patients as needed. <b>Use Nursing (N) Career Band.</b>
<b>8185</b>	<b>Staff Nurse - RN - Infectious Disease</b> Provides professional nursing care for assigned infectious disease patients. Assesses, plans, evaluates, and documents the infectious disease patient nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8201</b>	<b>Staff Nurse - RN - Long-Term Care</b> Provides professional nursing care for assigned long-term care patients. Assesses, plans, evaluates, and documents the long-term care nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8191</b>	<b>Staff Nurse - RN - Obstetrics</b> Provides professional nursing care for assigned patients in the delivery room and birthing units. Assesses, plans, evaluates, and documents the delivery room nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8193</b>	<b>Staff Nurse - RN - Oncology</b> Provides professional nursing care for assigned oncology patients. Assesses, plans, evaluates, and documents the oncology patient nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8197</b>	<b>Staff Nurse - RN - Operating Room</b> Provides professional nursing care for assigned patients in the operating room. Assesses, plans, evaluates, and documents the operating room nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8178</b>	<b>Staff Nurse - RN - Outpatient Surgery</b> Provides professional nursing care for assigned patients in the outpatient surgery unit. Performs initial patient assessment and documentation prior to surgery, carries out pre-op orders and provides post-op recovery care. <b>Use Nursing (N) Career Band.</b>
<b>8202</b>	<b>Staff Nurse - RN - Pediatrics</b> Provides professional nursing care for assigned pediatric patients. Assesses, plans, evaluates, and documents the pediatric nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8196</b>	<b>Staff Nurse - RN - Psychiatric Unit</b> Provides professional nursing care for assigned patients in the psychiatric unit. Assesses, plans, evaluates, and documents the psychiatric nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8198</b>	<b>Staff Nurse - RN - Recovery Room</b> Provides professional nursing care for assigned patients in the recovery room. Assesses, plans, evaluates, and documents the recovery room nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8181</b>	<b>Staff Nurse - RN - Rehabilitation</b> Provides professional nursing care for assigned rehabilitation patients. Assesses, plans, evaluates and documents the nursing process for rehabilitation patients as needed. <b>Use Nursing (N) Career Band.</b>

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

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#### Function

#### Nursing (continued)

##### Code

<b>8195</b>	<b>Staff Nurse - RN - Renal Dialysis</b> Provides professional nursing care for assigned renal dialysis patients. Assesses, plans, evaluates, and documents the renal dialysis patient nursing process as needed. <b>Use Nursing (N) Career Band.</b>
<b>8184</b>	<b>Staff Nurse - RN - Substance Abuse</b> Provides professional nursing care for assigned substance abuse patients. Assesses, plans, evaluates, and documents the nursing process substance abuse as needed. <b>Use Nursing (N) Career Band.</b>
<b>8252</b>	<b>Transplant Nurse Coordinator</b> Provides and coordinates the multidisciplinary clinical care of potential and actual transplant candidates and recipients. Coordinates the clinical management of post-transplant patients. Manages data for transplant patients. Plans, develops, implements and evaluates educational programs and publications designed to meet the needs of nurses, medical personnel, patients, families and the community.

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#### Function

#### Nursing Home Care

##### Code

<b>8189</b>	<b>Home Health Aide</b> Provides personal care and homemaking services under the supervision of a Registered Nurse. Helps patients retrain in self-help skills. Assists patients with self-administered medications that have been specifically prescribed by a physician. Provides emotional support to patients, families and other caregivers. <b>Use Technical (T) Career Band.</b>
<b>8188</b>	<b>RN - Home Care</b> Provides professional nursing care for assigned patients in a home care environment. Assesses, plans, evaluates and documents the home care nursing process as needed. Assesses the patient's condition and the home environment. Provides health care instruction to patient and family members. <b>Use Nursing (N) Career Band.</b>

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#### Function

#### Patient Care

##### Code

<b>8870</b>	<b>Dental Hygienist</b> Assists dentist in providing oral health care to patients by cleaning, scaling and polishing teeth. Takes and processes X-rays. Records evaluation of mouth condition and extent of prophylaxis on dental chart to provide dentist with information for more complete diagnosis and subsequent treatment if needed. Advises and instructs patients on proper dental care and diet for good dental health. <b>Use Technical (T) Career Band.</b>
<b>0211</b>	<b>Hospice Supervisor</b> Develops and coordinates all aspects of hospice patient care including supervising the activities of nursing staff to ensure the delivery of quality patient care. Participates in the patient/family assessment process and care plan development. Directs patient care by coordinating instructions from medical doctors with nursing staff and with other departments inside and outside the hospital.

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Patient Care (continued)

Code

<b>7760</b>	<b>House Supervisor</b> Provides onsite management of the hospital or a significant section of the hospital during a specified shift, normally when hospital management is absent. Manages patient care delivery during that shift and addresses any issues that arise. Often responsible for ensuring adequate staffing for the oncoming shift. Works with patients, family members and physicians to ensure needs are met and problems are resolved. Manages occurrences during the shift, ensuring appropriate documentation and communication. Determines issues to be referred to the Administrator on call.
<b>8250</b>	<b>Perfusionist (Cardio-Pulmonary)</b> Sets up and operates heart-lung machine to assume the functions of patient organs during surgery. Under surgeon's or anesthesiologist's directions operates equipment to achieve bypass, coronary perfusion, recirculation or partial bypass, or to alter blood content, temperature or balance. <b>Use Professional (P) Career Band.</b>
<b>8868</b>	<b>Surgery First Assistant</b> Performs a variety of duties to assist a surgeon during surgery. Assists surgeons during operations by retracting tissues under direction and tying suturing materials in accordance with hospital standards. Assists in patient care related activities including starting intravenous solutions, inserting tubes and performing pap smears. Collects history and performs physical examinations of patients; documents examination findings and reports unusual findings to appropriate persons. Assists in maintaining correct count of instruments, sutures and sponges.
<b>8220</b>	<b>Surgical Technician</b> Assists surgical team during operative procedures. Arranges and inventories sterile set-up for operation, and passes items as needed to the operating team. Assists in preparing and moving patients, and in cleaning the operating theater. May prepare operative specimens for analysis. <b>Use Technical (T) Career Band.</b>
<b>8869</b>	<b>Surgical Technologist</b> Performs a variety of technical duties to assist in preparing and caring for pre-operative patients. Prepares patient skin for surgery in accordance with hospital standards. Maintains aseptic techniques; actively monitors situations which could lead to breaches in aseptic technique. Provides comfort and support for pre-operative patients by demonstrating sensitivity to patient's care and privacy. Transports patients to and from operating room (OR). Positions patients according to type of surgery. Identifies and cares for biological specimens. Prepares the OR by setting up tables, instruments and supplies according to type of case. Certified as a Surgical Technologist by National Board of Surgical Technology and Surgical Assisting (NBSTSA) or the National Center for Competency Testing (NCCT). <b>Use Technical (T) Career Band.</b>

Function

### Patient Services

Code

<b>8922</b>	<b>Call Center - Managing RN</b> Provides guidance to call center personnel on day-to-day activities. Provides technical and administrative direction to call center staff. Ensures expected call volume meets service level objectives.
<b>8923</b>	<b>Call Center - RN</b> Answers calls from numerous clients ranging from the general community to physician practice clients, managed care members and home care patients. Performs health assessments using computerized guidelines. Provides general health information using approved references. May provide physician referrals and community service referrals as needed. <b>Use Professional (P) Career Band.</b>

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

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#### Function

#### Patient Services (continued)

#### Code

<b>8771</b>	<b>Genetic Counselor</b> Collects and analyzes patient histories and genetic data to identify any risks of physical or mental disorders to patients, their family members or unborn children. Communicates risk factors to patients and their families and provides educational information and support in coping with findings. May conduct or participate in research projects related to specific genetic disorders or syndromes. May be certified through the American Board of Genetic Counseling.
<b>8640</b>	<b>Infection Control Coordinator (Non-RN)</b> Investigates and monitors known or potential sources of suspected infections in order to determine source and ensure control. Knows standard methods and criteria for identifying nosocomial infections. Provides related education to staff. May prepare simple cultures as required for environmental and individual studies. Reviews sterilization and disinfection techniques and recommends changes as necessary. <b>Use Professional (P) Career Band.</b>
<b>8641</b>	<b>Infection Control Practitioner - RN</b> Investigates and monitors known or potential sources of suspected infections in order to determine source and ensure control. Knows standard methods and criteria for identifying nosocomial infections. Provides related education to staff. May prepare simple cultures as required for environmental and individual studies. Reviews sterilization and disinfection techniques and recommends changes as necessary. <b>Use Professional (P) Career Band.</b>
<b>8917</b>	<b>Lactation Consultant - RN</b> Provides professional leadership and advanced knowledge in the practice of lactation management. Assesses patient's needs, diagnoses lactation problems, plans and implements intervention, and evaluates outcomes. Conducts prenatal breastfeeding classes and evaluates educational outcomes. Provides outpatient care, consultation and home visits for families experiencing breastfeeding difficulties. Serves as consultant for physicians and other healthcare providers concerning lactation as it relates to patient's health problems. <b>Use Professional (P) Career Band.</b>

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#### Function

#### Pharmacy

#### Code

<b>8308</b>	<b>Clinical Pharmacist</b> Consults with nursing and medical staff regarding prescriptions, orders, drug and pharmaceutical detail, patient reactions, errors and complaints. Provides prescribed medications, drugs and other pharmaceuticals. Compounds medications, according to professional standards and practices. Conducts Drug Utilization Reviews and prepares Drug Review Criteria for medical staff review and approval. Monitors drug therapy as assigned by medical staff. Suggests alternate drug therapy as appropriate. <b>Use Professional (P) Career Band.</b>
<b>8307</b>	<b>Nuclear Pharmacist</b> Compounds and dispenses radiopharmaceutical medications. Prepares and maintains all necessary records on prescriptions, patient charges and inventory in adherence to regulatory compliance guidelines. <b>Use Professional (P) Career Band.</b>
<b>8310</b>	<b>Pharmacist</b> Compounds and dispenses medications and other pharmaceuticals. Prepares and maintains all necessary records on prescriptions, patient charges and inventory. Provides information to the staff members on drugs and pharmaceuticals. <b>Use Professional (P) Career Band.</b>

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

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Function

### Physician Assistant

Code

- |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>8867</b> | <b>Physician Assistant</b><br>Under the direction of a physician, provides health care services to patients. Obtains detailed history and performs physical examinations. Performs or orders X-rays, electrocardiograms (EKG), laboratory tests and other diagnostic procedures, and interprets results. Administers therapeutic procedures such as injections, immunizations, suturing and wound care. Instructs patients on prescribed therapeutic regimens, home care and health maintenance. Maintains required records and writes progress notes on patient charts as to status, treatments and procedures. With appropriate training, may be designated as a physician's assistant in a medical specialty.                                         |
| <b>8548</b> | <b>Physician Assistant - Clinical/Outpatient</b><br>Under the direction of a physician, provides health care services to patients. Obtains detailed history and performs physical examinations. Performs or orders X-rays, electrocardiograms (EKG), laboratory tests and other diagnostic procedures, and interprets results. Administers such therapeutic procedures as injections, immunizations, suturing and wound care. Instructs patients on prescribed therapeutic regimens, home care and health maintenance. Maintains required records and writes progress notes on patient charts as to status, treatments and procedures. With appropriate training, may be designated as a clinic/outpatient physician's assistant in a medical specialty. |

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Function

### Psychological/Social Services

Code

- |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>8515</b> | <b>Licensed Clinical Social Worker (LCSW)</b><br>Coordinates psychosocial community services in accordance with NHI standards of practice and licensing, certification and other regulatory requirements. Implements community educational programs, assesses problems and determines appropriate types and methods of treatment, and implements intervention methodologies. Supports staff members in such areas as counseling, protective services, and family services. <b>Use Professional (P) Career Band.</b>                                                                |
| <b>8477</b> | <b>Mental Health Technician</b><br>Facilitates the maintenance of the therapeutic environment in the psychiatric unit and assists patients with daily living activities. Establishes a therapeutic relationship with assigned patients. Takes vital signs, weighs patients and collects routine specimens. Attends and participates in group therapy, in-service education and staff meetings. <b>Use Technical (T) Career Band.</b>                                                                                                                                               |
| <b>8510</b> | <b>Social Worker (BS)</b><br>Interviews patients and relatives to obtain social history relevant to medical problems and planning. Assists patients with environmental difficulties that interfere with obtaining maximum benefits from medical care. Serves as liaison between medical and nursing staffs, patients, relatives and appropriate outside agencies. Interprets and assists in resolving social problems that relate to medical condition and/or hospitalization. Requires a Bachelor's degree in Social Work or equivalent. <b>Use Professional (P) Career Band.</b> |
| <b>8500</b> | <b>Social Worker (MSW)</b><br>Supervises or performs a variety of services, such as advising on social problems, arranging for discharge or postoperative care at home or in institutions, placement of children in foster homes or adults in nursing homes, financial assistance to patients or families during illnesses and alleviation of anxieties or fears concerning permanent disabilities, disfiguring illnesses or uncertainty about the future. Requires a Master's degree in Social Work or equivalent. <b>Use Professional (P) Career Band.</b>                       |



Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Psychological/Social Services (continued)

Code

8225

#### Social Worker Case Manager

Collaborates with physicians and multidisciplinary team members to develop a plan of care for each assigned patient from admission through discharge. Ensures patient is progressing towards desired outcomes by continuously monitoring patient care through assessments and/or evaluations. Assesses and responds to patient/family needs by coordinating efforts of other team members. Identifies and resolves barriers that hinder effective patient care.

NOTE: This is not a Nursing position; match RN Case Managers to 8208-Patient Care Coordinator/Nurse Navigator - RN. **Use Professional (P) Career Band.**

Function

### Radiology

Code

8865

#### Chief CT Scan Technologist

Supervises computer-assisted tomography and the maintenance of all department equipment, supplies and facilities to ensure delivery of quality services. Introduces and demonstrates new techniques to staff. Maintains safety, environmental and infection control procedures for the department.

8788

#### Chief Diagnostic Imaging Operations Technologist

Directs the Diagnostic Imaging Department's operations including computer assisted tomography, nuclear medicine, radiology, magnetic resonance imaging (MRI) and ultrasound. Directs the maintenance of departmental facilities, equipment, supplies and material in a condition to promote efficiency, health and comfort. Oversees new testing procedures and related protocol. Encourages and approves introduction and demonstration of new techniques, equipment and research findings. Ensures the delivery of quality services in area of operations.

8893

#### Chief Magnetic Resonance Imaging (MRI) Technologist

Supervises magnetic resonance imaging (MRI) technologists and maintains the technical aspects of MRI services. Functions as a liaison between physicians and technologists and area support staff. Recommends equipment modification and evaluates quality and accuracy of MRI images. May perform duties of MRI Technologist.

8839

#### Chief Nuclear Medicine Technologist

Supervises nuclear medicine technologists and maintains the technical aspects of nuclear medicine services. Functions as a liaison between physicians and technologists and area support staff. Recommends equipment modification and evaluates quality and accuracy of nuclear medicine technical services. May perform duties of Nuclear Medicine Technologist.

8800

#### Chief Radiologic Technologist

Supervises and maintains radiologic services and the technical aspects of radiologic safety. Recommends equipment modification, new equipment and essential construction within the department. Outlines work assignments and coordinates requests for radiologic services. Evaluates quality and accuracy of X-rays.

8888

#### Chief Ultrasound Technologist

Supervises ultrasound technologists and maintains the technical aspects of ultrasound services. Functions as a liaison between physicians and technologists and area support staff. Recommends equipment modification and evaluates quality and accuracy of ultrasound images. May perform duties of Ultrasound Technologist.

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Radiology (continued)

#### Code

- 8866**                    **CT Scan Technologist**  
Produces computerized tomographic scanner radiographs of designated anatomical areas in accordance with established practices and procedures. Obtains patient history, explains routine procedures and addresses patient concerns. Performs all ultrasound techniques and examinations, abdominal scans, retroperitoneal scans, obstetric and gynecological scans, radiation therapy localization for treatment planning and minor surgical procedures. **Use Professional (P) Career Band.**
- 8805**                    **Interventional Radiological Technologist (ARRT)**  
Participates in the diagnosis and treatment of patients undergoing invasive radiographic procedures. Operates imaging equipment such as X-Rays, Magnetic Resonance Imaging (MRI) and Computed Tomography (CT) to assist in guiding small instruments such as catheters through blood vessels or other pathways. Certified by the American Registry of Radiologic Technologists (ARRT). **Use Professional (P) Career Band.**
- 8815**                    **Mammography Technologist**  
Performs a variety of routine mammography related procedures by operating X-ray equipment to make radiographs of designated areas. Prepares and maintains records and files as directed. Cleans and makes minor adjustments to equipment. Certified in Diagnostic Mammography. **Use Professional (P) Career Band.**
- 8895**                    **MRI Technologist**  
Operates a magnetic resonance scanner to obtain images for use by physicians in the diagnosis and treatment of pathologies. Transfers, positions and instructs patients regarding the procedure. Selects appropriate imaging techniques, and operates console and peripheral hardware. Enters and monitors patient data. Transfers images from disk to magnetic media to produce transparency. Develops film in automatic processor and inspects for quality and completeness. Performs quality assurance on magnetic resonance equipment and matrix camera. **Use Professional (P) Career Band.**
- 8830**                    **Nuclear Laboratory Technologist Supervisor**  
Supervises personnel engaged in diagnostic laboratory testing. Instructs medical students in procedures and techniques in nuclear technology, demonstrating laboratory machines and equipment and following a course designed to supplement theoretical instruction. Performs assigned phases of nuclear research, under direction of the Director of Nuclear Medicine. Ensures that a sufficient stock of radioisotopes is maintained. **Use Professional (P) Career Band.**
- 8840**                    **Nuclear Medical Technologist (ARRT)**  
Prepares radioactive isotopes for administration to patients in accordance with physician's orders. Operates scintillation detection equipment to measure isotope concentrations and scanners to record visual representations of the isotope concentrations in specific body areas of the patients. Performs laboratory tests on body specimens. Computes results of laboratory tests. Maintains records of tests conducted, test results, and disposition of isotopes and body products containing isotopes. Prepares radioactive isotopes for administration to patients in accordance with physician's orders. Operates scintillation detection equipment to measure isotope concentrations and scanners to record visual representations of the isotope concentrations in specific body areas of the patients. Performs laboratory tests on body specimens. Computes results of laboratory tests. Maintains records of tests conducted, test results and disposition of isotopes and body products containing isotopes. Certified by the American Registry of Radiologic Technologists (ARRT). **Use Professional (P) Career Band.**
- 8845**                    **Nuclear Medicine Technician**  
Conducts organ or body scans on patients with radioactive isotopes in order to provide diagnostic aid to physicians. Administers isotope dosage and records dosage administered following established departmental procedures. Observes patient during procedure and reports unusual occurrences to appropriate personnel. **Use Technical (T) Career Band.**

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

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#### Function

#### Radiology (continued)

#### Code

- 8790**                    **Radiation Physicist**  
Ensures the quality of care in the use of radiation producing sources and imaging equipment and the protection of patients and staff from radiation. Calibrates all radiation therapy equipment. Conducts X-ray machine performance surveys as needed and implements quality control procedures for electronic imaging devices. Recommends radiation safety procedures to areas using radiation. Educates personnel in radiation protection practices. **Use Professional (P) Career Band.**
- 8822**                    **Radiation Therapy Dosimetrist**  
Calculates computerized isodose plans for radiation oncology patients. Computes standard dose calculations and determines computerized generation of isodose curves for external beam hyperthermia and brachytherapy radiation treatment programs, in accordance with departmental procedures and generally accepted dosimetry practices. Calculates treatment machine settings, documents calculations and records treatment data in therapy chart. Performs verification checks and applies quality assurance procedures to ensure accuracy of dose calculations.
- 8820**                    **Radiation Therapy Technologist (ARRT)**  
Performs radiation therapy and radiographic procedures involving the application of X-rays and radioactive substances to patients. Operates specialized X-ray equipment as prescribed by the physician. Keeps treatment records and prepares operational reports as required. Maintains, stores and orders supplies and equipment. Certified by the American Registry of Radiologic Technologists (ARRT). **Use Professional (P) Career Band.**
- 8810**                    **Radiologic Technologist**  
Operates X-ray equipment to make radiographs of designated portions of the body and provide X-ray therapy to patients, under the supervision of a radiologist. If necessary, prepares and administers barium salts or other chemical mixtures. Prepares and maintains records and files as directed. Cleans and adjusts equipment. **Use Professional (P) Career Band.**
- 8890**                    **Ultrasound Technologist**  
Performs diagnostic sonographic examinations utilizing ultrasonic equipment in various modes and techniques, to locate, evaluate and record pertinent anatomical, pathological and functional data. Schedules and coordinates tests and prepares and maintains operational logs. Records test results and updates patient records for referring physicians. Maintains and calibrates equipment, and orders necessary supplies. **Use Professional (P) Career Band.**

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#### Function

#### Rehabilitation Services

#### Code

- 8420**                    **Audiologist**  
Specializes in diagnostic, habilitative and rehabilitative services and research related to hearing. Administers a wide variety of tests to determine patient's hearing levels and hearing loss, and prescribes the use of a hearing aid and/or special training. Coordinates audiometric results with other diagnostic data, and assists in selection and use of suitable hearing aids. Plans, directs, conducts or participates in habilitative and rehabilitative programs including counseling, guidance, auditory training, speech (lip) reading and speech conversation. **Use Professional (P) Career Band.**
- 8391**                    **Certified Occupational Therapy Assistant (COTA)**  
Under the supervision of a Registered Occupational Therapist, schedules, plans and delivers prescribed occupational therapy treatments, services and home instruction to patients in such areas as daily living skills, functional mobility, neuromuscular reeducation, vocational, general musculoskeletal, energy conservation and joint protection. Utilizes orthotic and adaptive equipment and positioning devices as required. Administers and may interpret basic evaluations. Documents patient status and reports changes. **Use Technical (T) Career Band.**

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Rehabilitation Services (continued)

#### Code

<b>8462</b>	<b>Certified Respiratory Therapy Technician</b> Assists Respiratory Therapist in providing respiratory therapy to patients as ordered by physicians, according to established standards and practices. Performs a variety of duties relative to setting up, operating, cleaning, sterilizing and storing respiratory therapy equipment. Operates sterilizers and aeration chambers. Performs cold sterilization methods as required. Changes nebulizers and humidifiers on nursing wards and resets oxygen flow as prescribed by physician. Provides for proper cleaning and sterilization of all respiratory therapy equipment to ensure safe patient care. <b>Use Technical (T) Career Band.</b>
<b>8475</b>	<b>Chemical Dependency Counselor</b> Conducts group, family and individual counseling for patients in chemical dependency programs. Serves as liaison between medical staffs, patients, relatives and appropriate outside agencies. Interprets and assists in resolving problems that relate to medical condition and/or hospitalization. Documents delivery of treatment services and patient progress. Maintains patient safety standards. <b>Use Professional (P) Career Band.</b>
<b>8540</b>	<b>Child Life Specialist</b> Provides and supports the psychosocial development of children who are hospitalized or children of a patient who is hospitalized. Provides developmental activities or creates treatment plans compatible with medical and psychosocial needs, interests and capabilities to assist in the adjustment to a hospital environment or setting, prepares for a medical intervention or procedure, cope with hospitalization, illness, death and dying. <b>Use Professional (P) Career Band.</b>
<b>8478</b>	<b>Enterostomal Therapist</b> Assists physicians and hospital staff in the management of patients with internal reservoirs, fistulas, draining wounds, special wound and skin problems, decubitus care and skin ulcers, incontinence, tracheostomy and gastrostomy care with attention to specific tube-feeding problems. Assesses, plans, implements, evaluates and documents enterostomal patient education needs and care according to established hospital policies. Offers in-service presentations to hospital and home care staff. Demonstrates specific care needs based on knowledge of correct prosthetic ostomy equipment and related products. Promotes patient education and care by developing and updating programs. <b>Use Professional (P) Career Band.</b>
<b>8864</b>	<b>Exercise Physiologist</b> Implements and supervises physical exercise programs for patients which may include aquatic therapy, cardiac rehabilitation and overall wellness. Educates and demonstrates appropriate exercises and use of equipment. Has basic knowledge of nutrition, risk factors and behavior modification strategies. Documents patient's progress to supervising physicians. <b>Use Professional (P) Career Band.</b>
<b>8375</b>	<b>Massage Therapist</b> Provides professional massage and bodywork services to promote healing and a sense of wellbeing. Integrates systematic manipulation of, or pressure on, soft tissue of the human body for therapeutic purposes. May include a variety of massage modalities to include Swedish, deep tissue, myofascial massage, etc. <b>Use Technical (T) Career Band.</b>
<b>8390</b>	<b>Occupational Therapist</b> Plans, organizes, and conducts occupational therapy programs in a variety of sensorimotor, educational, recreational, and social activities designed to help patients regain physical or mental functioning or adjust to their handicaps. Teaches patient skills and techniques required for participation in activities. Studies and evaluates patient's reactions to the program and prepares progress reports. <b>Use Professional (P) Career Band.</b>
<b>8385</b>	<b>Occupational Therapy Supervisor</b> Assists department head in managing daily clinical operations. Supervises subordinate staff members. Identifies needs in program planning and facilitates program development. Provides occupational therapy services. Assumes responsibility for the department in the absence of the department head.

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

**Rehabilitation Services (continued)**

Code

<b>8360</b>	<b>Physical Therapist</b> Organizes and conducts medically prescribed physical therapy programs to restore function, prevent disability following disease, injury or loss of a body part, and helps patients reach maximum performance levels. Plans therapy involving physical exercise, massage, heat, water, etc. Utilizes various mechanical and electrical equipment, and prosthetic and orthotic devices. Evaluates, records and reports on patient progress. <i>Use Professional (P) Career Band.</i>
<b>8362</b>	<b>Physical Therapy Assistant (Licensed)</b> Under the supervision of a Physical Therapist, performs treatments and provides exercise instruction and demonstration for patients. Assists the Physical Therapist during patient testing, evaluations and complex procedures. Carries out a program of corrective exercise and treatment for assigned patients, as determined by evaluation by a Physical Therapist. Instructs patients on segments of the program, including proper use of wheelchairs, crutches, canes, braces and prosthetic appliances and devices. <i>Use Technical (T) Career Band.</i>
<b>8370</b>	<b>Physical Therapy Attendant</b> Prepares patients and equipment for physical therapy and treatments. Performs tasks to maintain the department in an orderly condition. Prepares equipment such as hydrotherapy tanks, paraffin bath and hot packs. Removes and replaces braces, splints and slings from patients' body before and after treatment. Assists therapist to support patient during ambulation and gait training. Changes linens and cleans and stores equipment after use.
<b>8355</b>	<b>Physical Therapy Supervisor</b> Assists department head in managing daily clinical operations of the department. Supervises subordinate staff members. Identifies needs in program planning and facilitates program development. Provides physical therapy services. Assumes responsibility for the department in the absence of the department head.
<b>8410</b>	<b>Recreational Therapist</b> Organizes and coordinates such activities as sports, dramatics, nature study, social activities and arts and crafts to effect improvement in the physical, mental and social well-being of patients. Prepares reports on patient's progress, and with the consensus of the treatment team, modifies programs in accordance with patient's needs and capacities. <i>Use Professional (P) Career Band.</i>
<b>8460</b>	<b>Respiratory Therapist (Registered)</b> Sets up and operates various types of oxygen and other therapeutic gas and mist inhalation equipment such as tents, masks, catheters, cannulas and incubators. Administers prescribed doses of medicinal gases and aerosolized drugs. Prepares and maintains a chart for each patient containing all pertinent background information and treatment records. Cleans, inspects and tests inhalation therapy equipment to ensure proper operating condition. <i>Use Professional (P) Career Band.</i>
<b>8435</b>	<b>Speech and Hearing Therapy Supervisor</b> Assists department head in managing daily clinical operations of the department. Supervises subordinate staff members. Identifies needs in program planning and facilitates program development. Provides speech and hearing therapy services. Assumes responsibility for the department in the absence of the department head.

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Rehabilitation Services (continued)

Code

<b>8440</b>	<b>Speech and Language Pathologist</b> Examines, tests, diagnoses and administers remedial treatments for patients with speech and hearing disorders. Evaluates patients regarding the application of a wide variety of therapeutic techniques for rehabilitation of speech, language, hearing and oral motor disorders. Records speech samples and conducts phonetic analyses of speech ability. Documents test results and recommends remedial treatment. Performs evaluations with special attention to receptive and expressive language skills, speech fluency, vocal and oral motor competence, articulation and auditory skills. Confers with associates and institutes treatment utilizing corrective exercises and special equipment. Maintains active and support communication with the patient regarding progress, problems, home programs and other issues related to the therapeutic process. <i>Use Professional (P) Career Band.</i>
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Function

### Staff Physicians and Clinicians (MD/DO)

Code

<b>8990</b>	<b>Anesthesiologist</b> Oversees and provides medical planning and treatment in anesthesiology. Directs health care personnel and may conduct in-service training programs.
<b>9010</b>	<b>Cardiologist</b> Oversees and provides medical planning and treatment in cardiology. Directs health care personnel and may conduct in-service training programs.
<b>9015</b>	<b>Critical Care Physician (MD/DO)</b> Oversees and provides planning and treatment in critical care medicine. Directs health care personnel and may conduct in-service training programs.
<b>9020</b>	<b>Dentist</b> Oversees and provides planning and treatment in dentistry. Directs health care personnel and may conduct in-service training programs.
<b>9025</b>	<b>Dermatologist (MD/DO)</b> Oversees and provides medical planning and treatment in dermatology. Directs health care personnel and may conduct in-service training programs.
<b>9030</b>	<b>Emergency Room Physician (MD/DO)</b> Oversees and provides planning and treatment in emergency room medicine. Directs health care personnel and may conduct in-service training programs.
<b>9032</b>	<b>Endocrinologist (MD/DO)</b> Oversees and provides medical planning and treatment in endocrinology. Directs health care personnel and may conduct in-service training programs.
<b>9033</b>	<b>Family Practice Physician (MD/DO)</b> Oversees and provides planning and treatment in family medicine. Directs health care personnel and may conduct in-service training programs.
<b>9035</b>	<b>Gastroenterologist (MD/DO)</b> Oversees and provides medical planning and treatment in gastroenterology. Directs health care personnel and may conduct in-service training programs.
<b>9040</b>	<b>General Practitioner (MD/DO)</b> Oversees and provides medical planning and treatment in general practice. Directs health care personnel and may conduct in-service training programs.

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Staff Physicians and Clinicians (MD/DO) (continued)

Code

<b>9045</b>	<b>Geriatrics Physician (MD/DO)</b> Oversees and provides medical planning and treatment in geriatrics. Directs health care personnel and may conduct in-service training programs.
<b>9046</b>	<b>Hospitalist (MD/DO)</b> Oversees and provides planning and treatment in hospitalist medicine. Directs health care personnel and may conduct in-service training programs.
<b>9047</b>	<b>Infectious Disease Physician (MD/DO)</b> Oversees and provides medical planning and treatment in infectious disease. Directs health care personnel and may conduct in-service training programs.
<b>9050</b>	<b>Internist (MD/DO)</b> Oversees and provides planning and treatment in internal medicine. Directs health care personnel and may conduct in-service training programs.
<b>9055</b>	<b>Nephrologist (MD/DO)</b> Oversees and provides medical planning and treatment in nephrology. Directs health care personnel and may conduct in-service training programs.
<b>9057</b>	<b>Neurologist (MD/DO)</b> Oversees and provides medical planning and treatment in neurology. Directs health care personnel and may conduct in-service training programs.
<b>9070</b>	<b>Obstetrician/Gynecologist (MD/DO)</b> Oversees and provides medical planning and treatment in obstetrics/gynecology. Directs health care personnel and may conduct in-service training programs.
<b>9071</b>	<b>Oncologist (MD/DO)</b> Oversees and provides medical planning and treatment in oncology. Directs health care personnel and may conduct in-service training programs.
<b>9072</b>	<b>Ophthalmologist (MD/DO)</b> Oversees and provides medical planning and treatment in ophthalmology. Directs health care personnel and may conduct in-service training programs.
<b>9076</b>	<b>Optometrist</b> Oversees and provides planning and treatment in optometry. Directs health care personnel and may conduct in-service training programs.
<b>9078</b>	<b>Otolaryngologist (MD/DO)</b> Oversees and provides medical planning and treatment in otolaryngology. Directs health care personnel and may conduct in-service training programs.
<b>9090</b>	<b>Pathologist (MD/DO)</b> Oversees and provides medical pathology services. Directs health care personnel and may conduct in-service training programs.
<b>9100</b>	<b>Pediatrician (MD/DO)</b> Oversees and provides medical planning and treatment in pediatrics. Directs health care personnel and may conduct in-service training programs.
<b>9130</b>	<b>Psychiatrist (MD/DO)</b> Oversees and provides planning and treatment in psychiatric medicine. Directs health care personnel and may conduct in-service training programs.

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Staff Physicians and Clinicians (MD/DO) (continued)

Code

<b>9105</b>	<b>Podiatrist</b> Oversees and provides planning and treatment in podiatry. Directs health care personnel and may conduct in-service training programs.
<b>9110</b>	<b>Psychiatrist (MD/DO)</b> Oversees and provides medical planning and treatment in psychiatry. Directs health care personnel and may conduct in-service training programs.
<b>9120</b>	<b>Psychologist</b> Oversees and provides planning and treatment in psychology. Directs health care personnel and may conduct in-service training programs.
<b>9135</b>	<b>Pulmonary Medicine Physician (MD/DO)</b> Oversees and provides planning and treatment in pulmonary medicine. Directs health care personnel and may conduct in-service training programs.
<b>9150</b>	<b>Radiologist (MD/DO)</b> Oversees and provides medical planning and treatment in radiology. Directs health care personnel and may conduct in-service training programs.
<b>9155</b>	<b>Rheumatologist (MD/DO)</b> Oversees and provides medical planning and treatment in rheumatology. Directs health care personnel and may conduct in-service training programs.
<b>9170</b>	<b>Surgeon (MD/DO)</b> Oversees and provides medical planning and treatment in surgery. Directs health care personnel and may conduct in-service training programs.
<b>9175</b>	<b>Urologist (MD/DO)</b> Oversees and provides medical planning and treatment in urology. Directs health care personnel and may conduct in-service training programs.

Function

### Residents

Code

<b>9180</b>	<b>Resident - 1st Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9190</b>	<b>Resident - 2nd Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9200</b>	<b>Resident - 3rd Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9210</b>	<b>Resident - 4th Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.



Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

### Residents (continued)

Code

<b>9220</b>	<b>Resident - 5th Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9230</b>	<b>Resident - 6th Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9240</b>	<b>Resident - 7th Year (MD/DO)</b> Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.
<b>9250</b>	<b>Chief Resident (MD/DO)</b> Oversees and acts as liaison to interns and residents. Assists in the diagnosis and treatment of hospital patients under the supervision of the attending physician. Assists with admissions, consultations and evaluations. Communicates with patients and families the medical process and the plan of care as outlined by the attending physician.

Function

### Technical Services

Code

<b>8945</b>	<b>Anesthesia Technician</b> Assists Anesthesiologist by setting up equipment and preparing various intravenous medications as directed. Tests and maintains anesthesia equipment; orders, stocks and maintains supplies and medications. Washes and sterilizes re-usable equipment and anesthetic machine. Reports malfunctioning equipment to appropriate personnel. <b>Use Technical (T) Career Band.</b>
<b>8861</b>	<b>Cardiac Catheterization Technologist</b> Performs various tests of multiple blood samples obtained through catheterization or other means from specific areas within the patient's heart or lungs to determine the concentration of gases in order to aid in the physician's treatment. Prepares written documentation as required by the profession and the department, such as evaluation results, individualized treatment plans, progress reports and related reports. <b>Use Professional (P) Career Band.</b>
<b>8862</b>	<b>Cardiac Technician</b> Performs various specialized technical functions by operating heart/lung machine, related laboratory apparatus and physiological pressure monitoring systems. Prepares written documentation, in accordance with professional standards, regarding evaluation results, individualized treatment plans and progress reports. <b>Use Technical (T) Career Band.</b>
<b>8859</b>	<b>Echocardiograph Technician (Echo)</b> Performs echocardiograms according to physician's orders and established practices and procedures. Confers with cardiologist to establish requirements for non-standard examinations and determines technical factors to satisfy requirements. Evaluates nature of critical and emergency procedures and rearranges patient priorities to accommodate them. Advises cardiologists of results of examination and provides preliminary diagnostic evaluation. Notifies cardiologist of significant scans necessitating immediate attention to patient. <b>Use Technical (T) Career Band.</b>

## Career Bands, Career Levels and Position Descriptions

### Position Descriptions (continued)

#### Function

#### Technical Services (continued)

#### Code

8860	<b>Electrocardiograph Technician (EKG)</b> Records electromotive variations in action of the heart muscle on an electrocardiograph. Pastes or otherwise attaches electrodes to specified areas of patients' bodies; removes electrodes after completing test. Reviews recording from each electrode for clarity and deviations from the norm. <b>Use Technical (T) Career Band.</b>
8850	<b>Electroencephalograph Technician (EEG)</b> Operates an electroencephalograph to measure impulse frequencies and differences in electrical potential between various areas of the brain to obtain data for use in diagnosis of brain disorders. Studies wave characteristics during test to detect evidence of brain disorders and may mark graph accordingly for study by physician or neurologist. Writes reports indicating unusual wave characteristics shown on tracings. <b>Use Technical (T) Career Band.</b>
8902	<b>Endoscopy Technician</b> Assists with the coordination of care for patients in the endoscopy department. Responsible for the preparation, maintenance and cleaning of equipment and supplies and may assist in performing invasive endoscopic procedures. <b>Use Technical (T) Career Band.</b>
8863	<b>Exercise Physiology Technologist</b> Sets up and checks equipment for stress testing and administers tests to patients following established procedures as directed by a physician. Prepares and secures electrodes to ensure interpretable results; explains methods and procedure to patient while evaluating patient's total condition throughout the tests. Records and calculates all necessary parameters and interprets electrocardiograph (EKG) tracings for diagnostic purposes. <b>Use Professional (P) Career Band.</b>
8265	<b>Monitor Technician</b> Monitors the electrocardiograph (EKG) waveform displays in a centralized telemetry monitoring station. Documents changes in rhythm and reports these changes according to established protocol. Requires thorough knowledge of arrhythmia recognition. May also perform unit secretary functions. <b>Use Technical (T) Career Band.</b>
8950	<b>Ophthalmic Technician</b> Performs a variety of eye care duties to assist physicians in the examination and treatment of eye disorders, using knowledge of advanced ophthalmic techniques and procedures. Duties include preparing examination and treatment rooms, reviewing the appointment schedule, performing basic and routine vision screening examinations, administering eye medications, cleaning and maintaining ophthalmic instruments, and assisting physicians during minor surgical and laser procedures. <b>Use Technical (T) Career Band.</b>
8900	<b>Orthopedic Technician</b> Under a physician's direction, applies and adjusts plaster casts and assembles and attaches orthopedic traction equipment and devices. Sets up bed traction units or rigs special devices as required. Periodically inspects and adjusts bandages and equipment. <b>Use Technical (T) Career Band.</b>
8903	<b>Polysomnographic Technician</b> Performs a variety of sleep studies in order to diagnose the type and extent of sleep disorders, as directed by a physician. Collects and transmits biological specimens for analyses. Performs and records routine patient assessment. Scores sleep records and documents other test results. Calibrates and adjusts equipment, including troubleshooting minor problems. <b>Use Technical (T) Career Band.</b>

Career Bands, Career Levels and Position Descriptions

## Position Descriptions (continued)

Function

**Technical Services (continued)**

Code

<b>8880</b>	<b>Prosthetist/Orthotist</b> Designs, writes specifications for and fits artificial limbs, braces and appliances for body deformities and disorders following a physician's prescription. Examines affected area for factors affecting the fitting and placement of artificial limbs and orthopedic appliances. Plans appliance to give patient maximum possible function. Makes cast of limb or deformity to determine type and specifications of appliance to be made. Determines materials from which appliance will be fabricated. Fits finished article to patient and makes necessary adjustments. May specialize in making and fitting artificial limbs and be designated Prosthetist, or may specialize in making and fitting orthopedic braces and similar devices to support weakened body parts or to correct physical defects and be designated Orthotist. <b>Use Professional (P) Career Band.</b>
<b>8898</b>	<b>Renal Dialysis Technician</b> Operates and monitors a variety of machines related to hemodialysis, peritoneal dialysis, drug overdose and plasmaphoresis. Establishes and implements protocols for equipment evaluation. Develops training materials to instruct patients and their families, as well as staff and other dialysis technicians, in principles and practices of dialysis. <b>Use Technical (T) Career Band.</b>
<b>8906</b>	<b>Vascular Technologist</b> Performs a variety of noninvasive hemodynamic evaluations to detect obstructions, as directed by a physician or in response to previous test results. Writes preliminary interpretation and impressions of test results. Records and maintains test data. <b>Use Professional (P) Career Band.</b>