

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Ambulatory Services	8262	Flight Medic	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. Use Technical (T) Career Band.	X
Ambulatory Services	8263	Flight Transport Nurse - RN	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. Use Professional (P) Career Band.	X
Ambulatory Services	8256	Paramedic	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. Use Technical (T) Career Band.	X
Clinical Research	8759	Biostatistician	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. Use Professional (P) Career Band.	X
Clinical Research	2518	Clinical Research Project Coordinator	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. Use Professional (P) Career Band.	X
Clinical Research	8775	Clinical Research Project Manager	Manages clinical research projects according to specifications. Defines and manages project resource needs within specified timelines and budget. Reports results. Use Professional (P) Career Band.	X
Clinical Research	8774	Clinical Research - RN	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. Use Professional (P) Career Band.	X
Clinical Research	8776	Clinical Research Scientist	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. Use Professional (P) Career Band.	X
Dietary Services	0707	Diet Technician	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. Use Technical (T) Career Band.	X
Dietary Services	8700	Dietitian	Plans menus in accordance with patient dietary requirements and general dietetic standards and regulations. May coordinate food preparation and service to patients and staff. Use Professional (P) Career Band.	X
Laboratory Services	8760	Chief Medical Technologist	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.	X
Laboratory Services	8784	Cytogenetic Technologist	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. Use Professional (P) Career Band.	X
Laboratory Services	8783	Cytotechnologist	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. Use Professional (P) Career Band.	X
Laboratory Services	8793	Embryologist	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. Use Professional (P) Career Band.	X
Laboratory Services	8925	Histology Technician	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. Use Technical (T) Career Band.	X
Laboratory Services	8920	Laboratory Aide	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.	X

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Laboratory Services	8780	Medical Laboratory Technician (MLT)	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. Use Technical (T) Career Band.	X
Laboratory Services	8770	Medical Technologist (ASCP)	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). Use Professional (P) Career Band.	X
Laboratory Services	8763	Medical Technologist - Hematology	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 hematology 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. Use Professional (P) Career Band.	X
Laboratory Services	8765	Medical Technologist - Microbiology	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. Use Professional (P) Career Band.	X
Laboratory Services	8795	Pathology Assistant	Assists pathologists in the preparation, grossing and dissection of surgical specimens. Selects and submits tissue samples for examination. Use Technical (T) Career Band.	X
Laboratory Services	8910	Phlebotomist	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. Use Technical (T) Career Band.	X
Nurse Practitioner	8207	Nurse Practitioner - Cardio/Surgery (Certified)	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. Use Nursing (N) Career Band.	X
Nurse Practitioner	8211	Nurse Practitioner - Clinical/Outpatient	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. Use Nursing (N) Career Band.	X
Nurse Practitioner	8206	Nurse Practitioner - Emergency Room	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. Use Nursing (N) Career Band.	X
Nurse Practitioner	8205	Nurse Practitioner - General Care	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. Use Nursing (N) Career Band.	X
Nurse Practitioner	8204	Nurse Practitioner - Neo-Natal	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. Use Nursing (N) Career Band.	X
Nurse Practitioner	8215	Generic Nurse Practitioner	The data reported for this position is a combination of the data reported by participants for the following Nursing positions: 8207 - Nurse Practitioner - Cardio/Surgery (Certified), 8211 - Nurse Practitioner - Clinical/Outpatient, 8206 - Nurse Practitioner - Emergency Room, 8205 - Nurse Practitioner - General Care, 8204 - Nurse Practitioner - Neo Natal. Use Nursing (N) Career Band.	X
Nursing	8258	Certified Nursing Associate	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. Use Technical (T) Career Band.	X

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Nursing	8183	Charge Nurse - General	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.	X
Nursing	8230	Chief Nurse Anesthetist	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.	X
Nursing	8165	Clinical Nurse Specialist	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.	X
Nursing	8172	Head Nurse - Critical Care Unit	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.	X
Nursing	8173	Head Nurse - Emergency Room	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.	X
Nursing	8180	Head Nurse - General	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.	X
Nursing	8171	Head Nurse - Obstetrics	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.	X
Nursing	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.	X
Nursing	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.	X
Nursing	8216	Generic Head Nurse	The data reported for this position is a combination of the data reported by participants for the following Nursing positions: 8172 - Head Nurse - Critical Care Unit, 8173 - Head Nurse - Emergency Room, 8180 - Head Nurse - General, 8171 - Head Nurse - Obstetrics, 8175 - Head Nurse - Operating Room, 8174 - Head Nurse - Psychiatric Unit.	X
Nursing	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.	X
Nursing	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.	X
Nursing	8155	Nurse 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.	X
Nursing	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 stage, 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.	X

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Nursing	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.	X
Nursing	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.	X
Nursing	8209	Occupational Health Nurse	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. Use Nursing (N) Career Band.	X
Nursing	8274	Outpatient Nurse - RN	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. Use Nursing (N) Career Band.	X
Nursing	8208	Patient Care Coordinator/Nurse Navigator - RN	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. Use Nursing (N) Career Band.	X
Nursing	8523	Patient Care Technician	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. Use Technical (T) Career Band.	X
Nursing	8214	Quality Assurance Nurse - RN	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. Use Nursing (N) Career Band.	X
Nursing	8190	Staff Nurse - RN	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. Use Nursing (N) Career Band.	X
Nursing	8179	Staff Nurse - RN - Burn Unit	Provides professional nursing care for assigned patients in the burn unit. Assesses, plans, evaluates, and documents the burn unit nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8192	Staff Nurse - RN - Critical Care Unit	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. Use Nursing (N) Career Band.	X
Nursing	8194	Staff Nurse - RN - Emergency Room	Provides professional nursing care for assigned patients in the emergency room. Assesses, plans, evaluates, and documents the emergency room nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8203	Staff Nurse - RN - Geriatric	Provides professional nursing care for assigned geriatric patients. Assesses, plans, evaluates, and documents the nursing process for geriatric patients as needed. Use Nursing (N) Career Band.	X
Nursing	8182	Staff Nurse - RN - Hospice and Palliative Care	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. Use Nursing (N) Career Band.	X
Nursing	8185	Staff Nurse - RN - Infectious Disease	Provides professional nursing care for assigned infectious disease patients. Assesses, plans, evaluates, and documents the infectious disease patient nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8201	Staff Nurse - RN - Long-Term Care	Provides professional nursing care for assigned long-term care patients. Assesses, plans, evaluates, and documents the long-term care nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8191	Staff Nurse - RN - Obstetrics	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. Use Nursing (N) Career Band.	X
Nursing	8193	Staff Nurse - RN - Oncology	Provides professional nursing care for assigned oncology patients. Assesses, plans, evaluates, and documents the oncology patient nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8197	Staff Nurse - RN - Operating Room	Provides professional nursing care for assigned patients in the operating room. Assesses, plans, evaluates, and documents the operating room nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8178	Staff Nurse - RN - Outpatient Surgery	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. Use Nursing (N) Career Band.	X

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Nursing	8202	Staff Nurse - RN - Pediatrics	Provides professional nursing care for assigned pediatric patients. Assesses, plans, evaluates, and documents the pediatric nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8196	Staff Nurse - RN - Psychiatric Unit	Provides professional nursing care for assigned patients in the psychiatric unit. Assesses, plans, evaluates, and documents the psychiatric nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8198	Staff Nurse - RN - Recovery Room	Provides professional nursing care for assigned patients in the recovery room. Assesses, plans, evaluates, and documents the recovery room nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8181	Staff Nurse - RN - Rehabilitation	Provides professional nursing care for assigned rehabilitation patients. Assesses, plans, evaluates and documents the nursing process for rehabilitation patients as needed. Use Nursing (N) Career Band.	X
Nursing	8195	Staff Nurse - RN - Renal Dialysis	Provides professional nursing care for assigned renal dialysis patients. Assesses, plans, evaluates, and documents the renal dialysis patient nursing process as needed. Use Nursing (N) Career Band.	X
Nursing	8184	Staff Nurse - RN - Substance Abuse	Provides professional nursing care for assigned substance abuse patients. Assesses, plans, evaluates, and documents the nursing process substance abuse as needed. Use Nursing (N) Career Band.	X
Nursing	8217	Generic Staff Nurse - RN	The data reported for this position is a combination of the data reported by participants for the following Nursing positions: 8190 - Staff Nurse - RN, 8179 - Staff Nurse - RN - Burn Unit, 8192 - Staff Nurse - RN - Critical Care Unit, 8194 - Staff Nurse - RN - Emergency Room, 8203 - Staff Nurse - RN - Geriatric, 8182 - Staff Nurse - RN - Hospice and Palliative Care, 8185 - Staff Nurse - RN - Infectious Disease, 8201 - Staff Nurse - RN - Long-Term Care, 8191 - Staff Nurse - RN - Obstetrics, 8193 - Staff Nurse - RN - Oncology, 8197 - Staff Nurse - RN - Operating Room, 8178 - Staff Nurse - RN - Outpatient Surgery, 8202 - Staff Nurse - RN - Pediatrics, 8196 - Staff Nurse - RN - Psychiatric Unit, 8198 - Staff Nurse - RN - Recovery Room, 8181 - Staff Nurse - RN - Rehabilitation, 8195 - Staff Nurse - RN - Renal Dialysis, 8184 - Staff Nurse - RN - Substance Abuse. Use Nursing (N) Career Band.	X
Nursing	8252	Transplant Nurse Coordinator	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.	X
Nursing - Home Care	8189	Home Health Aide	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. Use Technical (T) Career Band.	X
Nursing - Home Care	8188	RN - Home Care	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. Use Nursing (N) Career Band.	X
Patient Care	8870	Dental Hygienist	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. Use Technical (T) Career Band.	X
Patient Care	8250	Perfusionist (Cardio-Pulmonary)	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. Use Professional (P) Career Band.	X
Patient Care	8871	Scribe	Accompanies provider in the patient examination room in order to supply real-time charting of provider and patient encounters during medical exams. Locates and obtains patient medical records. Records patient symptoms and provider-dictated diagnoses as well as instructions for patient follow-up and/or provider dictated prescriptions. Use Technical (T) Career Band.	X
Patient Care	8868	Surgery First Assistant	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. Use Technical (T) Career Band.	X
Patient Care	8220	Surgical Technician	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. Use Technical (T) Career Band.	X

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Function	Code	Title	Description	
Patient Care	8869	Surgical Technologist	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 preoperative 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). Use Technical (T) Career Band.	X
Patient Services	8923	Call Center - RN	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. Use Professional (P) Career Band.	X
Patient Services	8771	Genetic Counselor	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. Use Professional (P) Career Band.	X
Patient Services	8640	Infection Control Coordinator (Non-RN)	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. Use Professional (P) Career Band.	X
Patient Services	8641	Infection Control Practitioner - RN	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. Use Professional (P) Career Band.	X
Patient Services	8917	Lactation Consultant - RN	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. Use Professional (P) Career Band.	X
Pharmacy	8308	Clinical Pharmacist	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. Use Professional (P) Career Band.	X
Pharmacy	8307	Nuclear Pharmacist	Compounds and dispenses radiopharmaceutical medications. Prepares and maintains all necessary records on prescriptions, patient charges and inventory in adherence to regulatory compliance guidelines. Use Professional (P) Career Band.	X
Pharmacy	8310	Pharmacist	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. Use Professional (P) Career Band.	X
Physician Assistant	8867	Physician Assistant	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. Use Professional (P) Career Band.	X
Physician Assistant	8548	Physician Assistant - Clinical/Outpatient	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. Use Professional (P) Career Band.	X
Psychological/Social Services	8515	Licensed Clinical Social Worker (LCSW)	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. Use Professional (P) Career Band.	X

				Health Care Clinical and Professional (HCP)
Function	Code	Title	Description	
Psychological/Social Services	8477	Mental Health Technician	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. Use Technical (T) Career Band.	X
Psychological/Social Services	8510	Social Worker (BSW)	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. Use Professional (P) Career Band.	X
Psychological/Social Services	8500	Social Worker (MSW)	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. Use Professional (P) Career Band.	X
Psychological/Social Services	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X

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Function	Code	Title	Description	
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Radiology	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.	X
Rehabilitation Services	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.	X
Rehabilitation Services	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.	X
Rehabilitation Services	8462	Certified Respiratory Therapy Technician	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. Use Technical (T) Career Band.	X
Rehabilitation Services	8475	Chemical Dependency Counselor	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. Use Professional (P) Career Band.	X



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Function	Code	Title	Description	
Rehabilitation Services	8540	Child Life Specialist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8478	Enterostomal Therapist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8864	Exercise Physiologist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8375	Massage Therapist	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. Use Technical (T) Career Band.	X
Rehabilitation Services	8390	Occupational Therapist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8360	Physical Therapist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8362	Physical Therapy Assistant (Licensed)	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. Use Technical (T) Career Band.	X
Rehabilitation Services	8370	Physical Therapy Attendant	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.	X
Rehabilitation Services	8410	Recreational Therapist	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8460	Respiratory Therapist (Registered)	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. Use Professional (P) Career Band.	X
Rehabilitation Services	8440	Speech and Language Pathologist	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. Use Professional (P) Career Band.	X
Residents	9250	Chief Resident (MD/DO)	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.	X
Residents	9180	Resident - 1st Year (MD/DO)	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.	X

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Function	Code	Title	Description	
Residents	9190	Resident - 2nd Year (MD/DO)	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.	X
Residents	9200	Resident - 3rd Year (MD/DO)	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.	X
Residents	9210	Resident - 4th Year (MD/DO)	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.	X
Residents	9220	Resident - 5th Year (MD/DO)	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.	X
Residents	9230	Resident - 6th Year (MD/DO)	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.	X
Residents	9240	Resident - 7th Year (MD/DO)	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.	X
Staff Physicians and Clinicians	8990	Anesthesiologist (MD/DO)	Oversees and provides medical planning and treatment in anesthesiology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9010	Cardiologist (MD/DO)	Oversees and provides medical planning and treatment in cardiology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9015	Critical Care Physician (MD/DO)	Oversees and provides planning and treatment in critical care medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9020	Dentist	Oversees and provides planning and treatment in dentistry. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9025	Dermatologist (MD/DO)	Oversees and provides medical planning and treatment in dermatology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9030	Emergency Room Physician (MD/DO)	Oversees and provides planning and treatment in emergency room medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9032	Endocrinologist (MD/DO)	Oversees and provides medical planning and treatment in endocrinology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9033	Family Practice Physician (MD/DO)	Oversees and provides planning and treatment in family medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9035	Gastroenterologist (MD/DO)	Oversees and provides medical planning and treatment in gastroenterology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9040	General Practitioner (MD/DO)	Oversees and provides medical planning and treatment in general practice. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9045	Geriatrics Physician (MD/DO)	Oversees and provides medical planning and treatment in geriatrics. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9046	Hospitalist (MD/DO)	Oversees and provides planning and treatment in hospitalist medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9047	Infectious Disease Physician (MD/DO)	Oversees and provides medical planning and treatment in infectious disease. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9050	Internist (MD/DO)	Oversees and provides planning and treatment in internal medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9055	Nephrologist (MD/DO)	Oversees and provides medical planning and treatment in nephrology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9057	Neurologist (MD/DO)	Oversees and provides medical planning and treatment in neurology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9070	Obstetrician/Gynecologist (MD/DO)	Oversees and provides medical planning and treatment in obstetrics/gynecology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9071	Oncologist (MD/DO)	Oversees and provides medical planning and treatment in oncology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9072	Ophthalmologist (MD/DO)	Oversees and provides medical planning and treatment in ophthalmology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9076	Optometrist	Oversees and provides planning and treatment in optometry. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9078	Otolaryngologist (MD/DO)	Oversees and provides medical planning and treatment in otolaryngology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9090	Pathologist (MD/DO)	Oversees and provides medical pathology services. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9100	Pediatrician (MD/DO)	Oversees and provides medical planning and treatment in pediatrics. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9130	Physiatrist (MD/DO)	Oversees and provides planning and treatment in physiatric medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9105	Podiatrist	Oversees and provides planning and treatment in podiatry. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9110	Psychiatrist (MD/DO)	Oversees and provides medical planning and treatment in psychiatry. Directs health care personnel and may conduct in-service training programs.	X

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Function	Code	Title	Description	
Staff Physicians and Clinicians	9120	Psychologist	Oversees and provides planning and treatment in psychology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9135	Pulmonary Medicine Physician (MD/DO)	Oversees and provides planning and treatment in pulmonary medicine. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9150	Radiologist (MD/DO)	Oversees and provides medical planning and treatment in radiology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9155	Rheumatologist (MD/DO)	Oversees and provides medical planning and treatment in rheumatology. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9170	Surgeon (MD/DO)	Oversees and provides medical planning and treatment in surgery. Directs health care personnel and may conduct in-service training programs.	X
Staff Physicians and Clinicians	9175	Urologist (MD/DO)	Oversees and provides medical planning and treatment in urology. Directs health care personnel and may conduct in-service training programs.	X
Technical Services	8945	Anesthesia Technician	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. Use Technical (T) Career Band.	X
Technical Services	8861	Cardiac Catheterization Technologist	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. Use Professional (P) Career Band.	X
Technical Services	8862	Cardiac Technician	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. Use Technical (T) Career Band.	X
Technical Services	8859	Echocardiograph Technician (Echo)	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. Use Technical (T) Career Band.	X
Technical Services	8860	Electrocardiograph Technician (EKG)	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. Use Technical (T) Career Band.	X
Technical Services	8850	Electroencephalograph Technician (EEG)	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. Use Technical (T) Career Band.	X
Technical Services	8902	Endoscopy Technician	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. Use Technical (T) Career Band.	X
Technical Services	8863	Exercise Physiology Technologist	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. Use Professional (P) Career Band.	X
Technical Services	8265	Monitor Technician	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. Use Technical (T) Career Band.	X
Technical Services	8950	Ophthalmic Technician	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. Use Technical (T) Career Band.	X
Technical Services	8900	Orthopedic Technician	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. Use Technical (T) Career Band.	X
Technical Services	8903	Polysomnographic Technician	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. Use Technical (T) Career Band.	X

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Function	Code	Title	Description	
Technical Services	8880	Prosthetist/Orthotist	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. Use Professional (P) Career Band.	X
Technical Services	8898	Renal Dialysis Technician	Operates and monitors a variety of machines related to hemodialysis, peritoneal dialysis, drug overdose and plasmapheresis. 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. Use Technical (T) Career Band.	X
Technical Services	8906	Vascular Technologist	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. Use Professional (P) Career Band.	X