



Bob Riley
GOVERNOR

STATE OF ALABAMA
**DEPARTMENT OF MENTAL HEALTH
AND MENTAL RETARDATION**

MARY STARKE HARPER GERIATRIC PSYCHIATRY CENTER
P O BOX 21231
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JOHN HOUSTON
COMMISSIONER

BEVERLY WHITE, BSN, MS
FACILITY DIRECTOR

**ANNOUNCEMENT OF INTENT TO FILL A NON-MERIT SYSTEM POSITION
AN EQUAL OPPORTUNITY EMPLOYER**

JOB TITLE: Registered Nurse II
Clinical Investigator

NUMBER: 0862

JOB CODE: N3500

DATE: Sept. 24, 2008

JOB LOCATION: Mary Starke Harper
Tuscaloosa, Alabama

POSITION NO.: 8802073

SALARY RANGE: 76 (\$50,119.20 - \$65,690.40 Annually)

QUALIFICATIONS: Graduation from an accredited school of nursing and three (3) years experience as RN or graduation from an accredited four-year college or university with a degree in Nursing and two (2) years experience as a RN.

SPECIAL REQUIREMENTS: Possession of a certificate to practice nursing as issued by the Alabama Board of Nursing.

KIND OF WORK: This is a highly responsible position at a state mental health facility specializing in the psychiatric and medical care and treatment of mentally ill, geriatric patients. The individual in this position will function as a Clinical Investigator with responsibility for conducting investigations of incidents involving patients, employees, visitors, and property. This position will also provide assistance with nursing performance improvement. Conducts and completes in depth confidential facility investigations at the request of the Facility Director/designee in accordance with the Department of Mental Health and Harper Center policies / procedures and guidelines for investigations. These investigations may involve significant patient treatment, care and rights issues/complaints to include, abuse, neglect, theft, threats, and missing patient property. Monitor surveillance cameras for safety issues and investigation data as needed; monitors the hospital environment for risk situations. Will also conduct investigations within the time limits so that departmental productivity standards are met monthly. Prepares reports of findings that identify or describe: (a) what happened, (b) causes of contributing factors, (c) employee responsibility, (d) any policy violation, (e) whether the allegation is substantiated or unsubstantiated, (f) methods of prevention and correction to ensure a complete and thorough investigative report. Provides Facility Director with a status report on a weekly basis as often as necessary to promptly address possible obstacles/problems or concerns so that report completion deadlines are consistently met. Conducts investigations from a Clinical prospective when appropriate, or on request, and provides the treatment team recommendations as these relate to individual treatment plans and the patient's behavioral history or pattern which may prevent the reoccurrence of certain incidents. Conducts nursing performance improvement data collection and makes recommendations for improvement to the Director of Nursing. Performs other related duties as required.

Announcement #0862
RN II/Clinical Investigator
Sept. 24, 2008

REQUIRED KNOWLEDGES, SKILLS, and ABILITIES: Ability to communicate effectively orally and in writing. Knowledge, skills and ability to recognize medical and psychiatric emergencies. Ability to interact with various types of people; patients, peers, subordinated, supervisors, public, ect., in delicate, frustrating or tense situations. Self-controlled sufficiently to act independently, to take charge, to take moderate risks in situations not covered by existing procedure. Ability to provide patient care utilizing nursing process, standards of care and nursing plan of care. Ability to supervise to include the ability to delegate, instruct, discipline, commend, and interview as needed to evaluate staff performance, ensure completion of tasks as scheduled, assigned work load, address complaints and orient new employees. Ability to make decisions as needed, evaluate effectiveness of treatment/training program and nursing performance improvement establish priorities. Ability to operate medical equipment. Ability to provide education to patients and staff. Ability to combine information for various sources to produce new ideas or solutions.

METHOD OF SELECTION: Applicants will be rated on the basis of an evaluation of their job related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as above mentioned. All relevant information is subject to verification. Drug screening is required. Security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.

HOW TO APPLY: Use an "Application for Professional Employment" (Exempt Classification) which may be obtained from this office. Applications should be returned to the Bryce Hospital, Personnel Department, 200 University Boulevard, Tuscaloosa, Alabama 35401 by UNTIL FILLED in order to be considered for this position. Indicate your Alabama nursing licensure number on your application as directed. Current nursing licensure must be presented for inspection at time of interview. **An official copy of your academic transcript from the university or college from which you received your nursing degree is required and must be forwarded by the college or university to the personnel department at the above address.**

"Only work experience detailed on the application form will be considered. Additional sheets if needed, should be in the same format as the application. Resumes will not be accepted in lieu of an official application."

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