

GENERAL MEDICAL 3.0

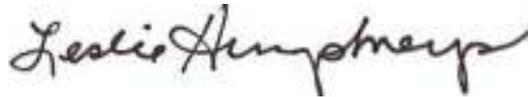
Professional Standards – 3.1

Professional Supervision – 3.1.b

Date Issued: November 15, 2013

**Date Last
Revised:**

Signature:



By:

Leslie Humphreys, MPA
Assistant Commissioner
Division of Community Health Services

POLICY

All professionally licensed staff delivering patient care in health department settings will have input and concurrence of a like professional included in their performance evaluation. Each physician and Advanced Practice Nurse (APN) will have a physician included in his/her evaluation process. Each dentist and dental hygienist will have a dentist included in his/her evaluation process. Each Regional Medical Director, Regional Dental Director, and Regional Pharmacist will have the Division of Community Health Services Medical Director, Dental Director, or Pharmacy Director respectively, or their designee, included in his/her evaluation process. All licensed nursing staff will have a licensed nurse in his/her evaluation process. Reviews and evaluations of all nursing staff will be conducted according to State rules and regulations.

APPLICABILITY

This policy applies to all Local Health Department and Regional Office physicians, dentists, pharmacists, Advance Practice Nurses, Public Health Nurses, and Dental Hygienists, who deliver patient care in health department settings.

PURPOSE

To assure the quality of clinical care delivered to health department patients.

PROCEDURE

Physicians, dentists, and advanced practice nurses will receive professional supervision as outlined in the Professional Standards Board (PSB) Guidelines for the Initial Professional Practice Evaluation (IPPE) and the Ongoing Professional Practice Evaluation (OPPE). The clinical performance of other professional staff will be evaluated by other medical/nursing/dental professionals in their respective evaluation process.

The first line supervisor of all professionally licensed staff must request written input from the County Director on job performance issues. A County Director who identifies a performance problem will be included in the discussion with the clinical provider and contribute to a plan for performance improvement.

Regional Medical Directors and Regional Dental Directors providing clinical services will participate in the Initial Professional Practice Evaluation and the Ongoing Professional Practice Evaluation as prescribed by the Professional Standards Board.

All new Public Health Nursing staff {nursing assistants (NAs), licensed practical nurses (LPNs), registered nurses (RN), and APNs} will complete the Public Health Nursing Standardized Orientation. Certain non-clinical modules may be abbreviated for nursing staff with previous public health experience at the discretion of the Regional Nursing Director. Nursing skills check list must be complete for all levels of nursing staff.

Regional Pharmacy Directors will be supervised by Regional Medical Directors who will solicit input and concurrence of State Pharmacy Director for evaluation process.

REFERENCE DOCUMENT

[Health Related Boards Rules and Regulations](#)

Public Health Nursing Orientation and Practice Manual

Professional Standards Board

OFFICE OF PRIMARY RESPONSIBILITY

Office of the Medical Director, Division of Community Health Services, (615) 253-3407