

PART II	DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT	6.452
	STATE OF HAWAII	6.453
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	Minimum Qualification Specifications for the Classes:	6.456

REGISTERED NURSE II, III, IV, V and VI

License Required

License to practice as a registered nurse in the State of Hawaii.

Experience Requirement

Applicants must have had progressively responsible work experience of the kind and quality described in the paragraphs below and in the quantity shown in the table below, or any equivalent combination of training and experience.

Class Title	Total Experience (Years)
Registered Nurse II	0
Registered Nurse III	1/2
Registered Nurse IV	1-1/2
Registered Nurse V	2-1/2
Registered Nurse VI	3-1/2**

Experience Required: Professional work experience as a registered nurse. For public health nursing positions, applicants must have had public health nursing experience in the appropriate quantities shown in the table above.

For all positions, applicants for Registered Nurse IV and V must have had one year of satisfactory work experience comparable to the next lower level in the State service. For example, applicants for Registered Nurse V in the hospital, institutional or clinic setting must have had one year of experience comparable to Registered Nurse IV as a supervisor of nurses responsible for all patient care, management activities within an assigned ward, floor or clinical area. Applicants for Registered Nurse V in the public health nursing setting must have had one year of experience independently responsible for public health nursing treatment, care and educational services within an assigned geographic area.

For both public health and hospital, institutional or clinic nursing positions in the class Registered Nurse VI, all applicants must have had one year of experience comparable to the class Registered Nurse V or two years of experience comparable to the class Registered Nurse IV in the State service.

****Administrative Aptitude:** Applicants for Registered Nurse VI in both public health nursing and hospital, institutional or clinic nursing must have demonstrated administrative aptitude. Administrative aptitude may be demonstrated in experience which shows strong affirmative evidence of the necessary administrative aptitudes and abilities. Such evidence may be in the form of success in regular or special assignments or projects which involved administrative problems (e.g., in planning organizing, promoting, evaluating, controlling and directing programs, including policy and budgetary considerations; and/or providing staff advice and assistance in such matters); interest in administration demonstrated by the performance of work assignments in a manner which clearly indicates awareness of administrative problems and the ability to solve them; completion of educational or training courses in the areas of administration accompanied by the application of the principles, which were learned, to work assignments; management's observation and favorable evaluation of the applicant's leadership and administrative capabilities; success in trial assignments to managerial and/or administrative tasks.

Substitutions Allowed

1. Possession of a master's degree and/or a Doctor of Nursing Practice degree from an accredited college or university school of nursing may be substituted for one year of experience.

Quality of Experience

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. For such positions, Selective Certification Requirements may be established, and certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements

Applicants must be able to perform the essential functions of the position effectively and safely, with or without reasonable accommodation.

This is an amendment to the minimum qualification specification for the classes REGISTERED NURSE II, III, IV, V and VI, which was approved on June 3, 2013, and amends to include the Doctor of Nursing Practice degree as an education substitution for experience.

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