

Minimum Qualification Specifications
for the Classes:

LICENSED PRACTICAL NURSE I, II, & III

License Required:

Applicants must possess a valid license to practice as a practical nurse in the State of Hawaii.

Experience Requirements:

Except for the substitutions provided elsewhere in these specifications, applicants must have had progressively responsible experience of the kind and quality, and in the amounts shown below, or any equivalent combination of training and experience:

Class Title	Specialized Experience
LICENSED PRACTICAL NURSE I	0
LICENSED PRACTICAL NURSE II	1
LICENSED PRACTICAL NURSE III	2*

Specialized Experience: Progressively responsible work experience as a (1) licensed practical nurse, (2) licensed vocational nurse, or (3) registered nurse, in performing a variety of personal care, nursing care and related technical work under the direction of a higher level licensed practical nurse, registered nurse or a licensed physician, and which required the knowledge of and ability to apply practical nursing principles and practices.

Applicants for the II and III levels must have had one (1) year of experience comparable in scope and difficulty to the next lower level in the State service.

***Supervisory Aptitude:** For Licensed Practical Nurse III positions, applicants must have demonstrated supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader; or in similar work in which opportunities for demonstrating supervisory or administrative capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

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Substitution Allowed:

Completion of a registered nursing curriculum from an accredited school may be substituted for one (1) year of Specialized 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.

Tests:

Applicants may be required to qualify on an appropriate examination.

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.

Physical and Medical Requirements:

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

This is an amendment to the minimum qualification specification for the classes LICENSED PRACTICAL NURSE I, II, and III which was approved on January 25, 2007.

DATE APPROVED: OCT 29 2008

Alan M. Young
for MARIE C. LADERTA
Director of Human Resources Development