The City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 859

No. 305 AN ORDINANCE AMENDING CHAPTER 760, SECTION 1 "ESTABLISHING A CLASSIFICATION PLAN" FOR THE CITY OF PROVIDENCE AS APPROVED AUGUST 7, 1953.

Approved May 20, 1954

Be it ordained by the City of Providence:

SECTION 1: The Classification Plan as incorporated and adopted in Section 1 of Ordinance Chapter 760 entitled: "An Ordinance Establishing a Classification Plan for the City of Providence", as amended, is hereby further amended in the following respects:

Delete:	Institution Nurse I	(320)
	Institution Nurse III	(324)
	Institution Nurse IV	(326)
	Institution Nurse V	(328)
	Superintendent of Nurses	(334)
	Nursing Instructor	(335)

Add:	Director of Nursing Service and School of Nursing	(334)
	Assistant Director of Nursing Service	(334A)
	Supervisor of Nurses	(328)
	Assistant Supervisor of Nurses	(329)
	Instructor of Nurses	(335)
	Assistant Instructor of Nurses	(335A)
	Clinical Instructor of Nurses	(333)
	Head Nurse-Wards	(315)
	Assistant Head Nurse-Wards	(316)
	Head Nurse-Tuberculosis Ward	(317)
	Head Nurse-Operating Room	(318)
	Head Nurse-Outpatient Department	(319)
	Staff Nurse	(320)
	Ward Secretary	(323)
	Practical Nurse	(324)
	Nurses Aide	(326)

SECTION 2: This Ordinance shall take effect upon its passage.

IN CITY COUNCIL
MAY 6 - 1954
First Reading Read and Passed
Referred to Committee on FINANCE
D. Everett Wheelan
Clerk

APPROVED
MAY 20 1954
Walter H. Reynolds
MAYOR

IN CITY COUNCIL
MAY 20 1954
FINAL READING
READ AND PASSED
Thomas F. Hunt
PRESIDENT
Vincent Leslie
Acting CLERK

No.

CHAPTER

AN ORDINANCE

HEAD NURSE - WARDS

CLASS TITLE: Head Nurse - Wards

CLASS DEFINITION: Graduate registered nurse who is responsible for the administration of a designated unit.

DISTINGUISHING FEATURES OF WORK: Employee is responsible for the administration of a unit and for the supervision of all non-professional and professional personnel in her charge. The head nurse functions under special instruction and supervision of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the head nurse and are not intended to be all inclusive or exclusive.) Maintain proper nursing care of all patients by providing adequate supervision of students and graduates in the administration of treatments and medications; maintain a clean, comfortable, safe environment; secure adequate supplies and equipment; utilize all opportunities to enrich the clinical experience of student and graduate personnel; evaluate and record the quality of nursing care rendered by all students and graduates in her charge; provide for adequate assistance required by the medical staff. Provide and maintain adequate descriptive records. It is the responsibility of the head nurse to see that all administrative procedures exercised on her unit conform with policies and practices of this institution.

QUALIFICATIONS:

Necessary Knowledge, Skills and Abilities: Thorough knowledge of modern approved nursing skills and communicable disease technique. Ability to follow directions and guide others in her charge. Maintain good relationship with patients, co-workers, and all individuals with whom she has contact. Should have some experience as a staff nurse and/or assistant head nurse, and display potential ability as a head nurse.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registered in Rhode Island, or eligible for same.

5/6/54

ASSISTANT HEAD NURSE - WARDS

CLASS TITLE: Assistant Head Nurse - Wards

CLASS DEFINITION: Graduate registered nurse employed to render professional nursing care and related work and to assume the duties of the head nurse in her absence.

DISTINGUISHING FEATURES OF WORK: Position involves responsibility for rendering professional nursing care according to established rules and regulations of the hospital, and standard practices of the nursing profession. The assistant head nurse functions under the instructions and supervision of medical and nursing superiors. She works closely with the head nurse in matters of the ward administration and is capable of taking full charge of a designated unit in the absence of the head nurse. Assistant head nurses may exercise supervision over non-professional workers, student nurses, and general duty staff nurses within a designated unit.

FUNCTION: (Note: The following examples of work are only illustrative of the kind of work to be performed by Assistant Head Nurses and are not intended to be all inclusive or exclusive.) Give medications and treatments as prescribed, give general bedside care, check special treatment equipment. Assist in orienting new personnel to the unit. Assume supervisory responsibilities for unit personnel as designated by the head nurse. Function as the head nurse in the absence of same.

QUALIFICATIONS:

Necessary Knowledge, Skills, and Abilities; Thorough knowledge of modern approved nursing skills and communicable disease technique. Ability to follow direction and guide others in her charge. Should have some experience as a staff nurse. Potential ability as a head nurse.

SPECIAL REQUIREMENTS: Graduation from an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

HEAD NURSE-TUBERCULOSIS WARD

CLASS TITLE: Head Nurse-Tuberculosis Ward

CLASS DEFINITION: Graduate registered nurse who is responsible for the administration of a designated unit or clinical division.

DISTINGUISHING FEATURES OF WORK: Employee is responsible for the administration of a unit and for the supervision of all non-professional and professional personnel in her charge. The head nurse functions under special instruction and supervision of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kinds of work to be performed by the head nurse and are not intended to be all inclusive or exclusive.) Maintain proper nursing care of all patients by providing adequate supervision of students and graduates in the administration of treatments and medications: maintain a clean, comfortable safe environment; secure adequate supplies and equipment; utilize all opportunities to enrich the clinical experience of student and graduate personnel; evaluate and record the quality of nursing care rendered by all students and graduates in her charge; provide for adequate assistance required by the medical staff. Provide and maintain adequate descriptive records. It is the responsibility of the head nurse of the tuberculosis ward to see that all administrative procedures exercised on her unit conform with policies and practices of this institution.

QUALIFICATIONS:

Necessary knowledges, skills and abilities: Thorough knowledge of modern approved nursing skills and communicable disease technique. Ability to follow directions and guide others in her charge. Maintain good relationship with patients, co-workers, and all individuals with whom she has contact. She should have some experience as a staff nurse and/or assistant head nurse, and display potential ability as a head nurse.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registered in Rhode Island, or eligible for same.

5/6/54

HEAD NURSE-OPERATING ROOM

CLASS TITLE: Head Nurse-Operating Room

CLASS DEFINITION: Graduate registered nurse who is responsible for the administration of the operating room.

DISTINGUISHING FEATURES OF WORK: Employee is responsible for the administration of the operating room and the supervision of professional and non-professional personnel. The head nurse in the operating room functions under direction of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the head nurse of the operating room and are not intended to be all inclusive or exclusive.) Maintain modern and adequate surgical supplies. Provide for adequate nursing assistance required by the surgeon. Teaches, guides and supervises surgical staff nurses. Maintain clean, comfortable, safe environment. Evaluate and revise surgical nursing techniques as the need arises. Provide and maintain adequate descriptive surgical and nursing records. It is the responsibility of the head nurse in this clinical division to see that all procedures conform with policies and practices which will insure excellent means of surgical asepsis.

QUALIFICATIONS:

Necessary knowledge, skills and abilities: Thorough knowledge of modern surgical nursing techniques. Ability to guide others in her charge. Experience as an operating room staff nurse. Potential ability as an operating room head nurse.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

HEAD NURSE - OUTPATIENT DEPARTMENT

CLASS TITLE: Head Nurse-Outpatient Department.

CLASS DEFINITION: Graduate registered nurse who is responsible for the administration of the out-patient department.

DISTINGUISHING FEATURES OF WORK: Employee is responsible for the administration of the outpatient department and for the supervision of all non-professional and professional personnel in her charge. The head nurse functions under special instruction and supervision of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the head nurse of outpatient department and arenot intended to be all inclusive or exclusive.) Plans, executes, delegates, and supervises the nursing activities of the outpatient department. Maintain comfortable and clean physical facilities to insure a safe environment. Maintain adequate medical, surgical, drug and general supplies needed for effective administration. Keep necessary records and make reports.

QUALIFICATIONS:

Necessary knowledge, skills and abilities: Thorough knowledge of modern approved nursing methods and techniques to insure effective and safe adaptation of nursing procedures on an outpatient basis. Ability to instruct and interpret doctor's orders to patients, Skilled in the art of human relations.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registered in Rhode Island, or eligible for same.

5/6/54

STAFF NURSE

CLASS TITLE: Staff Nurse

CLASS DEFINITION: Graduate nurse employed to render professional nursing care and related work as required.

DISTINGUISHING FEATURES OF WORK: Position involves responsibility for rendering professional nursing care according to established rules and regulations of the hospital, and standard practices of the nursing profession. The general duty nurse functions under special instruction and supervision of medical and nursing superiors. General duty nurses may exercise supervision over non-professional workers and a student nurses within a designated nursing unit.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by general duty nurse and are not intended to be all inclusive or exclusive.) Give medications and treatments as prescribed, give general bedside care, assist physicians in the performance of their duties, keep records, charts, and submit reports as required. Supervise non-professional workers and student nurses. Substitute for the head nurse when so delegated.

QUALIFICATIONS:

Necessary knowledges, skills and abilities: Thorough knowledge of modern approved nursing skills and communicable disease technique. Ability to follow directions and guide others in her charge. Good physical and mental health.

SPECIAL REQUIREMENTS: Graduation from an accredited school of nursing. Registered in Rhode Island or eligible for same.

5/6/54

WARD SECRETARY

CLASS TITLE: Ward Secretary

CLASS DEFINITION: One who functions as a secretary and receptionist on a designated ward under the supervision of a graduate nurse.

DISTNGUISHING FEATURES OF WORK: Position involves the responsibility of performing duties of a receptionist and simple clerical procedures which relate to ward administration.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the ward clerks and are not intended to be all inclusive or exclusive.) Answer phone-receive, deliver and sned telephone messages. Prepare new charts, requisitions, diet slips, laboratory slips, etc. Check charts. Record routine information on charts, insert laboratory reports, X-ray reports, consultation slips, etc. Assist visitors; collect visiting passes. Prepare charts and clothes lists for new admissions.

NECESSARY KNOWLEDGES, SKILLS AND ABILITIES: Ability to understand and effectively carry out oral and written instructions. Some familiarity with business procedures. A knowledge of good business English. Well groomed, pleasing manner, good physical and mental health.

QUALIFICATIONS: Experience in clerical work with ability to follow oral and written directions.

5/6/54

PRACTICAL NURSE

CLASS TITLE: Practical Nurse

CLASS DEFINITION: Practical nurse who renders nursing care to the chronically ill patient, convalescent patient, and the mildly ill patient under the supervision of a professional nurse.

DISTINGUISHING FEATURES OF WORK: Position involves responsibility for rendering nursing care to the chronically ill, the convalescent, and the mildly ill adult, child, or infant, under the supervision of a professional nurse. The assignments are made in detail and the quality of the work is checked frequently. The registered practical nurse functions under the supervision of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the practical nurse and are not intended to be all inclusive or exclusive.) Assist with patient admissions and discharges; give baths; make beds; feed patients; take and record temperature, pulse, respiration and blood pressure; give enemata; give simple irrigations; give medications which do not require calculation of fractional dosage; assist with simple diagnostic procedures; write simple nursing notes on patients.

QUALIFICATIONS:

Necessary knowledge, skills and abilities: Ability to understand and perform assigned duties in an intelligent, well organized manner. Personal cleanliness; good physical and mental health.

SPECIAL REQUIREMENTS: Graduate of an accredited school of practical nursing. Registered in Rhode Island or eligible for same.

5/6/54

NURSES AIDE

CLASS TITLE: Nurses Aide

CLASS DEFINITION: One who renders nursing care to the convalescent patient under the supervision of a professional nurse.

DISTINGUISHING FEATURES OF WORK: Position involves responsibility for rendering general nursing care of the convalascent patient. Assignments are made in detail and the quality of the work is checked frequently.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the nurses' adies and are not intended to be all inclusive or exclusive.) Give baths, make beds, clean units, clean linen closets, wash enamel ware, transfer patients, take patients to x-ray or other departments, do errands, administer simple nursing treatments under supervision of the profession nurse. General ward cleaning.

NECESSARY KNOWLEDGES, SKILLS AND ABILITIES: Ability to understand and perform assigned duties in an intelligent, well organized manner. Personal cleanliness; good physical and mental health.

QUALIFICATIONS: Ability to understand the course content of the nurses' aide classes.

5/6/54

SUPERVISOR OF NURSES

CLASS TITLE: Supervisor of Nurses

CLASS DEFINITION: Graduate registered nurse who is responsible for supervising the nursing service on a designated group of units and clinical divisions.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibility for rendering general supervision of patient care by guiding the activities of the head nurse for effective administration in each unit. The supervisor exercises supervision over the assistant head nurses, staff nurses, students, and all non-professional workers. The supervisor functions under direction of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the supervisor and are not intended to be all inclusive or exclusive.) Provides for maximum nursing care by interpreting the principles of good ward administration to the head nurse and guiding her in the daily use of these principles; reviewing the daily patient assignment to facilitate the prompt and effective performances of the nursing personnel; observe personnel rendering care and help them to adjust to the individual needs of the patient; assist in the orientation of new students, graduates, and non-professional workers; evaluate and record the quality of service rendered by the head nurse; help the head nurse to evaluate and record the performance of other workers on the individual units; inspect physical facilities on the units to insure a safe environment for the patients and personnel; keep the nursing service administration informed of the needs of the nursing units and any special problems which arise.

QUALIFICATIONS:

Necessary knowledges, skills and abilities: Advanced knowledge of modern approved nursing skills and communicable disease techniques. Ability to organize and guide large groups of individuals. Skilled in the art of human relations. At least three (3) years of nursing experience, including at least one (1) year of head nurse experience in which she demonstrated administrative and teaching abilities.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

ASSISTANT SUPERVISOR OF NURSES

CLASS TITLE: Assistant Supervisor of Nurses

CLASS DEFINITION: Graduate registered nurse who is responsible for assisting the supervisor and acting in a supervisory capacity when so delegated by her superiors.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibliity for rendering general supervision of patient care on a unit or a group of units. Supervision is exercised over professional and non-professional personnel. The assistant supervisor functions under direction of medical and nursing superiors.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the assistant supervisor and are not intended to be all inclusive or exclusive.) The assistant supervisor relieves the supervisor in her absence, at which time she assumes full supervisory responsibility. When both supervisor and assistant supervisor are on duty, the assistant will assume responsibility for one unit or a group of units as assigned to her by her superiors.

QUALIFICATIONS:

Necessary Knowledge, Skills and abilities; Advanced knowledge of modern approved nursing skills and communicable disease technique. Ability to organize and guide large groups of individuals. Skilled in the art of human relations. At least two years of nursing experience. Potential administrative and teaching abilities.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

CLINICAL INSTRUCTOR OF NURSES

CLASS TITLE: Clinical Instructor of Nurses

CLASS DEFINITION: Graduate registered nurse who has as her chief responsibility the planning and directing of the teaching program within the clinical area used for a student experience.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibility for rendering general supervision of the student nurses and teaching the students how to give maximum nursing care. The clinical instructor functions under direction of nursing superiors. The clinical instructor exercises supervision over student nurses. She does not exercise supervision over graduate personnel but works very closely with them in planning student assignments for their clinical experience.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the clinical instructor and are not intended to be all inclusive or exclusive.)
Provide for maximum nursing care by interpreting, to the students, the principles of nursing and communicable disease technique, and assist them to correlate theory and practice; assist the students to develop the ability to recognize the nursing problems of each individual patient and to adjust their nursing plans to meet the needs of that patient; plan, conduct and supervise clinical conferences; review the daily patient assignment considering the guidance of the student in the acquisition of new skills - remembering, at all times that patient assignments are also reviewed for effective and prompt performance of nursing service; keep proper records, evaluating and recording the quality of nursing care rendered by the student; assist the student to record the proper information on the clinical conference record.

QUALIFICATIONS:
Necessary Knowledge, Skills and Abilities: Advanced knowledge of modern approved nursing skills and communicable disease techniques. Ability to guide and teach student nurse. Skilled in the art of human relations. Advanced academic preparation and/or sufficient experience in the clinical area where she has demonstrated teaching abilities.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

DIRECTOR OF NURSING SERVICE AND SCHOOL OF NURSING

CLASS TITLE: Director of Nursing Service and School of Nursing

CLASS DEFINITION: Highly responsible professional nursing work in planning, directing and reviewing the work of a large staff of registered and student nurses engaged in the professional care and treatment of patients at the Charles V. Chapin Hospital; and related work as required.

DISTINGUISHING FEATURES OF WORK: Highly responsible professional nursing work involving responsibility for the entire nursing services at the Charles V. Chapin Hospital. General instructions are received from the hospital superintendent regarding policies of the institution and specific instructions are received from staff physicians on individual patient care. Work is reviewed for compliance with instructions and general results. Supervision is exercised over the entire registered and student nursing staff.

ILLUSTRATIVE EXAMPLES OF WORK: Prepares schedule of hours for, assigns work to, and instructs registered nurses and student nurses administering to the personal needs and comfort of the patients. Supervises and participates in the training of student nurses in proper communicable disease nursing techniques. Interview student nurses upon arrival and when leaving and during their period of training, reads reports and examinations. Supervises the carrying out of physicians' orders with regard to the care and treatment of patients. Visits and inspects wards relative to sanitary conditions and patient care. Hears employee and patient complaints and makes adjustments. Supervises the keeping of records and making of reports concerning personnel and patients. Checks hospital equipment and supplies and reviews and signs drug slips and ward requisitions.

DESIRABLE KNOWLEDGES, SKILLS AND ABILITIES: Thorough and extensive knowledge of professional nursing theory and practice with special reference to contagious disease nursing. Thorough knowledge of materia medica, sanitation and personal hygiene. Thorough knowledge of nursing administration. Ability to plan a course of instruction, to teach, and supervise others teaching contagious disease nursing to student nurses. Ability to supervise the work of the personnel of the nursing staff. Ability to handle emergency situations with coolness and good judgment. Ability to get along well with the nursing staff and other hospital employees and patients.

QUALIFICATIONS REQUIRED FOR APPOINTMENT: Graduation from a college of recognized standing with specialization in the physical and natural sciences; graduation from an accredited school of nursing preferably supplemented by advanced courses in nursing supervision and hospital administration. Several years of responsible professional experience at the supervisory level in contagious disease nursing, preferably including recent experience as a superintendent or assistant superintendent of nurses.

5/6/54

ASSISTANT DIRECTOR OF NURSING SERVICE

CLASS TITLE: Assistant Director of Nursing Service

CLASS DEFINITION: Highly responsible position which involves supervision of nursing service in the communicable division or the neuro-psychiatric division.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibility of assisting the Director of Nursing in planning, directing and supervising the nursing service. The Assistant Director of Nursing service in the communicable disease division functions under the guidance of the Hospital Director and the Nursing Director; the assistant in the neuro-psychiatric division functions under the guidance of the Director of the Neuro-psychiatry, the Hospital Director, and the Nursing Director. The Assistant Directors of Nursing service exercise supervision over all professional and non-professional employees who render nursing care or auxiliary services.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the Assistant Directors of Nursing service and are not intended to be all inclusive or exclusive.) Provides for maximum nursing service by planning weekly time assignments for professional and non-professional personnle. Reviews student weekly time plans. Maintains adequate staffing on all units and clinical divisions. Makes rounds of the units and confers with the head nurses to ascertain whether or not patients are receiving proper care. Assists the Director of Nursing to perform any administrative duties which will facilitate the prompt and effective performance of the nursing personnel. Keep records and make reports. Keep the Director of Nursing informed of the needs of the nursing units. Assume full administrative responsibility in the absence of the Director of Nursing.

QUALIFICATIONS:

Necessary Knowledges, skills and abilities: Thorough knowledge of modern nursing methods and techniques as they apply to communicable disease or neuro-psychiatry, and skill in their application. Ability to plan, delegate and supervise the performances of others. A working knowledge of the methods and practices of nursing supervision and hospital administration. Experience as a supervisor in a communicable disease hospital or a neuor-psychiatric hospital. Graduate of an accredited school of nursing-supplemented by advanced academic preparation in nursing supervision.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

INSTRUCTOR OF NURSES

CLASS TITLE: Instructor of Nurses

CLASS DEFINITION: Graduate registered nurse who has as her chief responsibility the planning and directing of the teaching program in the educational department.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibility of teaching the students the skills and principles involved when rendering nursing care to patients with communicable diseases. The instructor functions under the direction of the director of the hospital and the director of nursing. The instructor exercises supervision over the students, clinical instructor, and assistant instructor.

FUNCTION: (Note: The following examples of work are only illustrative of the kind of work to be performed by the instructor and are not intended to be all inclusive or exclusive.) Provide for maximum nursing care by planning, teaching, and supervising formal classroom instruction in communicable disease nursing; evaluate and record findings of student progress by conferences, review assignments and examinations; suggest the necessary reference books and visual aids needed; offer guidance to the students by conducting conferences with the individuals; plan for recreation with the student body.

QUALIFICATIONS:

Necessary Knowledge, Skills and Abilities: Thorough knowledge of modern approved nursing skills and communicable disease techniques. Ability to guide and teach students. Skilled in the art of human relations. B. S. degree in Nursing Education.

SPECIAL REQUIREMENTS: Graduate of an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

ASSISTANT INSTRUCTOR OF NURSES

CLASS TITLE: Assistant Instructor of Nurses

CLASS DEFINITION: Graduate registered nurse who is responsible for the formal classroom teaching of a designated group of students.

DISTINGUISHING FEATURES OF WORK: Position involves the responsibility of teaching a designated group of students, the principles and skills involved when rendering care of patients with communicable diseases. The assistant instructor functions under the direction of the instructor, hospital director, and director of nursing. The assistant instructor exercises supervision over the students and she works with the clinical instructor. She can exercise supervision over the clinical instructor when so delegated.

FUNCTIONS: (Note: The following examples of work are only illustrative of the kind of work to be performed by the assistant instructor and are not intended to be all inclusive or exclusive.) Provide for maximum nursing care by teaching the principles and skills of communicable disease nursing to a designated group of students. Evaluate and record the progress of said group, by conference, review of assignments and examinations; offer guidance by conducting conferences with the individuals. Confer with the instructor and acquaint her with the student problems and progress of said group. The assistant instructor must be capable of assuming full responsibility in the absence of the instructor.

QUALIFICATIONS:

Necessary Knowledge, Skills and Abilities: Thorough knowledge of modern approved nursing skills and communicable disease techniques. Ability to guide and teach student nurses. B. S. Degree in Nursing Education.

SPECIAL REQUIREMENTS: Graduation from an accredited school of nursing. Registration in Rhode Island or eligible for same.

5/6/54

The City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER 860

No. 306 AN ORDINANCE AMENDING CHAPTER 763, "ESTABLISHING A COMPENSATION PLAN" FOR THE CITY OF PROVIDENCE AS APPROVED AUGUST 7, 1953.

Approved May 20, 1954

Be it ordained by the City of Providence:

SECTION 1: Section 1 of Chapter 763 of the Ordinances of the City of Providence approved August 7, 1953, as amended, is hereby further amended in the following respects:

Delete:	Institution Nurse I	$ 2,860 yr.
	Night duty per mo. extra	15.00
	Institution Nurse III	3,146 yr.
	Night duty per mo. extra	15.00
	Institution Nurse IV	3,289 yr.
	Institution Nurse V	4,563 yr.
	Superintendent of Nurses	5,005 yr.
	Nursing Instructor	4,004 yr.
Add:	Director of Nursing Service and School of Nursing	5,005 yr.
	Assistant Director of Nursing Service	4,563 yr.
	Supervisor of Nurses	3,640-3,952 yr.
	Assistant Supervisor of Nurses	3,484-3,796 yr.
	Instructor of Nurses	4,004-4,316 yr.
	Assistant Instructor of Nurses	3,744-4,056 yr.
	Clinical Instructor of Nurses	3,588-3,900 yr.
	Head Nurse-Wards	3,380-3,692 yr.
	Assistant Head Nurse-Wards	3,276-3,588 yr.
	Head Nurse-Tuberculosis Ward	3,432-3,744 yr.
	Head Nurse-Operating Room	3,380-3,692 yr.
	Head Nurse-Outpatient Department	3,380-3,692 yr.
	Staff Nurses	3,120-3,432 yr.
	Night duty per mo. extra	15.00
	Ward Secretary	1,716-2,184 yr.
	Practical Nurse	1.00-1.15 hr.
	Nurses Aide	1,612-1,872 yr.

The City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

SECTION 2: Section 5, Paragraph 7 is hereby amended to include, Supervisor of Nurses, Assistant Supervisor of Nurses, Instructor of Nurses, Assistant Instructor of Nurses, Clinical Instructor of Nurses, Head Nurse-Wards, Assistant Head Nurse-Wards, Head Nurse-Tuberculosis Ward, Head Nurse-Operating Room, Head Nurse-Outpatient Department, Staff Nurses and Practical Nurses. The following paragraph if hereby added to Section 5: The minimum rate as hereby established in Section 1 of this Ordinance shall be paid to persons entering the City service in the following classification: Supervisor of Nurses, Assistant Supervisor of Nurses, Instructor of Nurses, Assistant Instructor of Nurses, Clinical Instructor of Nurses, Head Nurse-Wards, Assistant Head Nurse-Wards, Head Nurse-Tuberculosis Ward, Head Nurse-Operating Room, Head Nurse-Outpatient Department, and Staff Nurses. At the expiration of one (1) year of services their salaries shall be increased One Hundred Fifty Six ($156) Dollars and at the end of two (2) years of service an additional One Hundred Fifty Six ($156) Dollars. The entrance rate for Practical Nurse shall be $1.00 per hour and shall be increased $.05 per hour after each year of service until the maximum rate of $1.15 per hour, as established in Section 1 of this Ordinance, is attained.

SECTION 3: This Ordinance shall take effect upon its passage.

IN CITY COUNCIL
MAY 6 - 1954
First Reading Read and Passed
Referred to Committee on
FINANCE
D. Everett Whelan
Clerk

IN CITY COUNCIL
MAY 20 1954
FINAL READING
READ AND PASSED
Thomas F. Fungi
PRESIDENT
Vincent Cesba
acting CLERK

APPROVED
MAY 20 1954
Walter H. Reynolds
MAYOR