

IU Classification Level Guide
Health Care Professional

Positions in the Health Care Professional family provide direct patient care or laboratory testing or diagnostic analysis used in determining patient care treatment. Positions in this family are not assigned levels. This guide aids in determining appropriate slotting of positions within this family.

	Health Care Provider	Clinical Diagnostician
Level Overview	<ul style="list-style-type: none"> • Fully competent and productive professional contributor in a specific health profession with required licensure, authorized to provide direct patient/health care and/or assist in treatment of diseases. • May train or direct work of other staff. 	<ul style="list-style-type: none"> • Fully competent and productive professional contributor in a specific health profession with required licensure, authorized to perform clinical tests of human tissues and body fluids or use of medical and/or biomedical/scientific instruments for purposes of diagnosis, prevention, and treatment of diseases. • Jobs may have significant technical requirements with a high level of accountability. • May train or direct work of other staff.
Decision Making	<ul style="list-style-type: none"> • Performs full range of professional level work in a specific discipline that typically involves complex health issues. • Identifies problems, then solutions and takes appropriate action to resolve in accordance with the protocols of the specific discipline. • Guidance from higher management is limited to expected outcomes and pertains more to university or unit policy and procedures. • Latitude in the performance of duties is defined by the particular discipline. 	<ul style="list-style-type: none"> • Performs full range of professional level work in a specific discipline that typically involves complex health issues. • Identifies problems then solutions and takes appropriate action to resolve in accordance with the protocols of the specific discipline. • Makes independent judgments concerning acceptability of test results and quality control. • Guidance from higher management is limited to expected outcomes and pertains more to university or unit policy and procedures. • Latitude in the performance of duties is defined by the particular discipline.

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Characteristic Duties	<ul style="list-style-type: none"> • Provide direct patient care. • Assist physician or determine the appropriate diagnosis as well as appropriate treatment planning and referrals. • Collaborate with physicians in the development, monitoring and evaluation of program of care standards and individual patient care processes. • Participate in multidisciplinary team evaluations to aid in the completion of a comprehensive evaluation of clients being served. • Provide innovation in service delivery with development of workshops responsive to the expressed needs of the community. • Provide ongoing systematic and empirical assessment of treatment outcomes. • Provide for various student educational and training opportunities for a well-rounded education to variety of disciplines. • Establish and maintain a supportive environment for patients and families. • Maintain compliance with requirements of regulating agencies. 	<ul style="list-style-type: none"> • Perform routine and specialized diagnostic protocols; tissue typing for transplant patients. • Perform general and chemical tests on body fluids from patients. • Conduct specific testing of chromosomes and analysis of results. • Supervise the maintenance and harvesting of reagent serum supply. • Enforce laboratory rules, university standards, and government directives. • Train new staff in analytical chemical and biological testing procedures. • Establish and control the short and long term storage of biological and chemical specimens. • Review the accuracy and quality of results of each test done by technicians. • Develop, maintain SOPs and/or revise existing SOPs as indicated. • Monitor and update laboratory manuals and related records. • Develop new procedures and improve current procedure in order to improve quality of final specimen and turn-around time to final report.
Minimum Education/ Experience (or equivalent)	<ul style="list-style-type: none"> • Education, certification and licensure vary by job. • For all positions, professional and state licensing requirements must be met 	<ul style="list-style-type: none"> • Education, certification and licensure vary by job.