



DIVISION SCOPE OF SERVICE

Division: CONTINENTAL

Classification: GENETIC COUNSELOR

Applicant Name:

Genetic Counselor:

The Genetic Counselor must have equivalent qualifications, competence and function in the same role as employed individuals performing the same or similar services at the facility, as defined by facility job description.

Definition of Care or Service:

The Genetic Counselor the process of helping people understand and adapt to the medical, psychological and familial implications of genetic contributions to disease. They work as members of a healthcare team, providing risk assessment, education and support to individuals and families at risk for, or diagnosed with, a variety of inherited conditions. Genetic counselors also interpret genetic testing, provide supportive counseling, and serve as patient advocates. Scope of service may include:

- Interpretation of family and medical histories to assess the change of disease occurrence or recurrence
- Education about inheritance, testing, management, prevention, resources and research
- Counseling to promote informed choices and adaptation to the risk or condition
- Support of many areas of medicine including:
 - ART/Infertility Genetics
 - Cancer Genetics
 - Cardiovascular Genetics
 - Cystic Fibrosis Genetics
 - Fetal Intervention and Therapy Genetics
 - Hematology Genetics
 - Metabolic Genetics
 - Neurogenetics
 - Pediatric Genetics
 - Personalized Medicine Genetics
 - Prenatal Genetics
- Obtain and evaluate individual, family, and medical histories to determine genetic risk for genetic/medical conditions and diseases in a patient, his/her offspring, and other family members;
- Discuss the features, natural history, means of diagnosis, genetic and environmental factors, and management of risk for genetic/medical conditions and diseases; I
- Identify and coordinate genetic laboratory tests and other diagnostic studies as appropriate for the genetic assessment;
- Integrate genetic laboratory test results and other diagnostic studies with personal and family medical history to assess and communicate risk factors for genetic/medical conditions and diseases;
- Explain the clinical implications of genetic laboratory tests and other diagnostic studies and their results;
- Evaluate the client's or family's responses to the condition or risk of recurrence and provide client-centered counseling and anticipatory guidance;
- Identify and utilize community resources that provide medical, educational, financial, and psychosocial support and advocacy; and



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- Provide written documentation of medical, genetic, and counseling information for families and health care professionals
- Demonstrates Clinical and Service excellence behaviors to include code of HCA Healthcare conduct core fundamentals in daily interactions with patients, families, co-workers and physicians.

Setting(s):

- Healthcare facilities including but not limited to hospitals
- Patient care areas, all settings

Supervision:

- Direct supervision by the oncology service line leader &/or Navigation Coordinator (may be hospital or market level) or department director

Evaluator: Department director and/or Oncology Service Line Leader (may be hospital or market level)

Tier Level: 2

eSAF Access Required: Yes

Qualifications:

- Master’s degree or higher in Genetic Counseling from an American Board of Genetic Counseling (ABGC) accredited program
- License in state of practice as a Genetic Counselor (check State Requirements)

Preferred Qualifications:

- Board certification through the ABGC or American Board of Medical Genetics and Genomics (ABMGG)

NOTE: Where education may not be defined in qualifications area of the Scope, HCA Healthcare requires the highest level of education completed (not training or courses) confirmed on your background check.

State Requirements:

- N/A

Preferred State Requirements:

- Colorado:
 - License will be required effective June 2020

Experience:

- 1 year as a Genetic Counselor

Competencies:

Genetic Counselor will demonstrate:

- Interpreting, understanding and extrapolating research conclusions to clinical applications
- Coordinate all aspects of the prenatal genetic consultation for individuals and families when there is a family history of or increased risk for birth defects or genetic conditions & coordinate genetic evaluation of neonate with birth defects or features suggestive of a genetic condition from initial referral through doctor &/or patient follow up.
- Provide accurate, appropriate and effective counseling and education regarding natural history, etiology, clinical features, inheritance patterns, treatment/care options, and risk for occurrence/recurrence of a condition or birth defect, calculate risks based on pedigree analysis, inheritance patterns, epidemiological data and quantitative genetic principles.
- Assess and provide appropriate support for psychosocial issues, including risk perception, supporting/coping mechanisms, interpersonal relationships, decision making processes, and patient/family anxiety, stress or fear.
- Assess client’s understanding of and response to information and its implications to modify a counseling



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session as needed.

- Complete laboratory requisitions/online test ordering to coordinate diagnostic and screening tests through appropriate laboratories; ensure correct testing is ordered
- Interpret and communicate genetic test results to patients and referring providers.
- Locate appropriate medical specialists for continuing patient care and coordinate follow-up referrals
- Contribute to the development and implementation of formal and informal educational programs to referring providers and community.
- Practices consistent hand hygiene
- Infection Prevention
 - Practices consistent hand hygiene
 - Uses personal protective equipment (PPE) when required
 - Required immunizations per Division requirements
 - Complies with Isolation precautions
 - Maintains sterile field

Core Skills of Genetic Counselors include (as defined by the National Society of Genetic Counselors):

- Deep and broad knowledge of genetics
- Ability to tailor, translate, and communicate complex information in a simple, relevant way for a broad range of audiences
- Strong interpersonal skills, emotional intelligence, and self-awareness
- Ability to dissect and analyze a complex problem
- Research skills (self-education)
- In-depth knowledge of healthcare delivery

References:

National Society of Genetic Counselors, About Genetic Counselors. Retrieved from:

<http://nsgc.org/p/cm/ld/fid=46>

ABGC: <http://www.abgc.net/ABGC/AmericanBoardofGeneticCounselors.asp>

ABMGG Verification: <http://www.abmogg.org/pages/searchmem.shtml>

Document Control:

- Content updates 10/14/2019

Your signature confirms you will be able to comply with the Qualifications and Competencies listed within this Scope of Service and that you will confirm education via your background check.

Applicant Printed Name: _____

Signature: _____

Date: _____