Nursing and Midwifery Negotiations EBA 2010
Career Structure Overview

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This document endeavours to outline the proposed 2010 Nursing and Midwifery Career Structure that has been developed through joint consultation between ANF, HACSU, and DHHS – managers, frontline nurses and midwives.

1. The proposed new career structure uses the principles of Benner’s theory of ‘Novice to Expert’. It is based on a single spine which allows transition from the bottom to the top depending on the development of experience, skills, knowledge and qualifications along with personal ambition.

2. The introduction of the new structure will occur over an agreed time frame with a translation process for all nurses / midwives.

3. It is not intended that anyone will incur a loss of salary as a result of transition to the new structure. Implementation of the new structure will be by ‘translation’ – not ‘spill and fill’. All nurses / midwives will directly translate across to direct pay points but a request for a review of a position and an appeal process will be built in to this process.

4. The new structure essentially introduces 3 new grades
   - Grade 1 - Assistant in Nursing (AIN) Assistant in Midwifery (AIM)
   - Grade 5 - Clinical Co-ordinator
   - Grade 7B - Nurse Unit Manager (Large Unit / Service)

5. Nurses / midwives already working within the DHHS who have trained within the hospital and vocational setting (general nursing and EN, and hospital certificates eg psychiatric and midwifery) will not be disadvantaged by the proposed career structure.

6. The introduction of a trial of AINs / AIMS will allow RNs RMs and ENs more time to provide direct nursing care and use their knowledge and skills to higher levels of decision making and planning for care. Implementation is not agreed.

7. Education Entry Points are where the graduate certificate, diploma or bachelor employee can apply to gain a position within DHHS as indicated on the career structure schematic.

8. Grade 1 AIN / AIM entry point - Cert III or equivalent in nursing studies (Implementation not agreed)
   - provides assistance to nurses / midwives where deemed clinically appropriate as determined by the NUM and the relevant DON of the clinical area in consultation with nursing staff.
   - it is proposed that AINs / AIMS will initially be introduced as a 6 month trial. Undergraduate nursing students will be engaged as AINs / AIMS as part of the trial.
9. **Grade 2 Enrolled Nurse** entry points - Certificate IV or Diploma

- the Advanced Diploma of Nursing will attract a post graduate allowance

10. **Grade 3 Registered Nurse / Midwife** entry point – Bachelor - Whilst there are 7 annual incremental points the new career structure provides for:

- **Formal Capability Assessment Point** - a structured process where nurses / midwives will be assessed to ensure that they are working at a standard that is satisfactory to their role before progression to the next increment. This would occur for all grade 3 nurses / midwives at year 4 prior to advancement to year 5. If unsuccessful nurses / midwives will be provided with a dedicated support program and reassessed within an agreed timeframe and

- **Application for Advanced Progression to Year 6 is available at this point.** This process has been put in place for those employees who are demonstrating advanced knowledge and skills and wish to accelerate their career within the clinical setting. Nurses / midwives may apply for the advanced progression and will be formally assessed by their NUM as part of a peer review process. If unsuccessful they may appeal or reapply within an agreed timeframe.

Application to Grade 4 - optional so that nurses / midwives who do not wish to progress to that level, are not required to apply for progression. However nurses / midwives who reach Grade 3 year 7 may apply at anytime to progress following completion of that year. Nurses / midwives would be assessed by their NUM as part of a peer review process. If unsuccessful nurses / midwives may appeal or reapply within an agreed timeframe. This is a not a promotable position but recognises well developed practice and competence.

11. **Grade 4 Registered Nurse / Midwife** entry point – Formal Capability Assessment Point

- is the grade where nurses / midwives are expected to have well developed clinical expertise, providing above average support to students, as well as mentorship to junior nurses / midwives. These nurses / midwives will be thinking about the stream of practice they want to aim for such as management, clinical, education or research

- **Consultation re Formal Capability Review** after 2 years and thereafter every 2 years. If unable to meet assessment criteria, a dedicated support program will be provided. If the registered nurse / midwife is still unable to meet assessment criteria after an agreed timeframe then they may revert to grade 3 year 7

- **Consultation re Community Health entry points:** Further consultation is required to develop the pathway for all community nurses. The graduate year may be followed by a ‘community candidate’ position, in consideration of a safe skill mix. This will provide a pathway into the community health team with an opportunity to pursue specialist qualifications.

12. **Promotion Points:** positions from Grade 5 and above are promotional and application for these positions will occur as funded positions become vacant as per the normal DHHS recruitment process. A work value review is currently being undertaken for all promotable positions.
13. **Grade 5 Clinical Coordinator** is a new role for developing nurses / midwives as managers of the future. This role is designed to:

- coordinate and take responsibility for the planning and management of staff, clinical care delivery and patient outcomes
- responsible for the allocation and management of appropriate human, physical and financial resources in consultation with NUM
- be responsible for the management of the clinical team providing care in a defined ward / unit / service including the on-going coordination of day to day patient care activities, assessment, admission and discharge planning
- work in a management partnership with the Nurse Unit Manager and Clinical Nurse Educator to contribute to a strong professional environment through leadership
- advise and support the Nurse Unit Manager and accept delegated responsibility from the Nurse Unit Manager for managing the performance of the team
- provide and co-ordinate primary case management for a group of clients
- coordinate effective communication channels between internal and external stakeholders
- work with a significant degree of autonomy and expertise within a designated nursing team
- deputise in the role of Nurse Unit Manager as required
- shift worker status, predominantly early and late shifts seven days a week and would be part of direct hours

14. **Grade 6 Clinical Nurse / Midwife Consultant, Clinical Nurse / Midwife Educator, Nurse Practitioner Candidate**

- the specialist practice area for clinicians, educators and nurse practitioner candidates
- nurses / midwives at this level will have the relevant qualifications to undertake the specialist level of this role and will be working towards masters level of relevant education
- the nurse practitioner candidate position provides for master level studies that will only be available if a vacant practitioner role is available. The candidate must be completed in a maximum of 2 years

15. **Grade 7 Nurse Unit Manager**

- this position has been split into two levels (a) and (b) The differences in the levels include but are not limited to the size of the role in respect of beds, FTE, budget and service
- a review of the Nurse Unit Manager role has been proposed as part of the development of this structure
16. Grades 8 and 9 are divided into non incremental ‘Levels’ instead of years with entry points for a range of management positions

17. **Grade 8 Assistant Director of Nursing / Midwifery, Director of Nursing, Nursing Director of Clinical Practice, Nurse Practitioner**

   - some examples of grade 8 roles will be: Assistant Director of Nursing in major hospitals or Director of Nursing of larger rural areas
   - this will be inclusive of a new position being canvassed, Nursing Director of Clinical Practice. This role relates to specific areas of practice where nurses have an Agency wide role, for example infection control
   - Nurse Practitioner positions will be included where appropriate for service needs eg remote area nurse, aged care

18. **Grade 9 Executive Director of Nursing / Midwifery**

   - the Executive Director of Nursing reflects the move to Area Health Service management and is applicable to nurses / midwives who are managing an Area Health Service or state-wide service e.g. Mental Health also including the Chief Nurse position in the nursing career structure.

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References