

ACT Public Service

WORK LEVEL STANDARDS

Classification: Nurse and Midwife



ACT
Government

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This document will be reviewed on a 3 yearly basis or following any significant changes to work practices, such as review of the nursing and midwifery enterprise agreement.

FURTHER INFORMATION

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1. INTRODUCTION

The ACT Nursing and Midwifery Work Level Standards (WLS) are designed to provide a consistent classification of nursing and midwifery roles across ACT public health services and workplaces.

They are applicable across:

- ACT Health Directorate (ACTHD)
- Canberra Health Services (CHS)
- Calvary Public Hospital Bruce (CPHB)

The WLS have been structured to allow for the diversity of roles across the nursing and midwifery workforce and to promote a transparent approach to career planning and development with which to support strategic workforce planning.

The WLS are not intended as a position description or to replace any individual or personal performance plans or to provide a definitive list of duties. Rather, they provide consistency and a broad understanding of the type of nursing and midwifery work expected (responsibilities and duties) at each Classification Level. They are intended to ensure quality and consistent governance can be achieved.

The original background review and development process for the Nursing and Midwifery WLS identified that various agencies across Government have based their WLS on the Australian Public Service (APS) WLS. In addition, in the ACT Public Service (ACTPS), WLS for a discreet selection of 9 of the 30 ACTPS professions were reviewed and standardised in 2019. This work was undertaken by the Workforce Capability and Governance Division of the Chief Minister, Treasury and Economic Development Directorate (CMTEDD). The CMTEDD review standardised a WLS template that defined consistent language for role functions including responsibility progression. Whilst both the APS and ACTPS WLS templates offer opportunity for consistency of language and formatting, both been developed with a technical and administrative focus, as opposed to a health profession perspective. This lack of health professional focus does not adequately allow for mapping of the role responsibilities and functions to the predominantly clinical nature or context of nursing or midwifery work.

Therefore, permission has been sought and gained from the Office of the Chief Nursing and Midwifery Officer (CNMO), Queensland Government, to use the generic work statements within the published ***Queensland Nurses and Midwives (Queensland Health) Award – State 2015 as at 2 September 2020*** as the basis for the ACT Nursing and Midwifery WLS, with contextual changes made as appropriate. The use of this resource as the basis ensures that the WLS also align to the nursing and midwifery professional domains defined by the Australian Bureau of Statistics (ABS) Australian and New Zealand Standard Classification of Occupations ([ANZSCO](#)) which are well known and understood by the nursing and midwifery professions.

The ACT Nursing and Midwifery WLS do not replace the nursing and midwifery professional Standards for Practice, developed by the NMBA.

2. DOMAINS

The work of nurses and midwives occurs across a range of settings. The ABS recognises nursing and midwifery work as either clinical, educational, managerial or research in nature (MINOR GROUP 254 Midwifery and Nursing Professionals). These fields of work have come to be known as the ***domains of nursing and midwifery work***.

2.1. NURSING AND MIDWIFERY DOMAINS

DOMAIN		DESCRIPTION
1	CLINICAL	How, and the degree to which, the Nurse or Midwife engages in undertaking or leading clinical practice.
2	MANAGEMENT	How, and the degree to which, the Nurse or Midwife uses managerial skills to influence and progress, the work of the individuals who report to them and, collaboration through all levels of health service. For example, clinical care or policy.
3	EDUCATION	How, and the degree to which, the Nurse or Midwife uses their knowledge and skills to educate others, lead the education of others and/or develop education materials and/or opportunities for their profession.
4	RESEARCH	How, and the degree to which, the Nurse or Midwife uses/engages with/leads research in formulating practice decisions, self-regulation, and the development of new systems of care.

All domains have an element of leadership responsibility, which will increase alongside the degree of required skills and responsibilities and as such Leadership is often identified as the fifth domain of nursing and midwifery.

DOMAIN		DESCRIPTION
5	LEADERSHIP	How, and the degree to which, the Nurse or Midwife uses their leadership skills to influence their peers, the work of their chosen domain, the nursing or midwifery profession.

These five domains have consistently been used to describe and differentiate nursing and midwifery work across Australia. As they have been used as the basis for the ***Queensland Nurses and Midwives (Queensland Health) Award*** they provide a consistency in use of language and descriptors across the professions which is important when looking to create standards that can be easily understood and applied in practice.

It is important to note that there is a slight change in the wording used in the **Queensland Nurses and Midwives (Queensland Health) Award** to describe the domains as follows:

DOMAIN	ABS DOMAINS	QLD DOMAINS
1	Clinical	Direct comprehensive care or provision of direct care
2	Management	Support of Systems
3	Education	Education
4	Research	Research
5	Leadership	Professional Leadership

Within each Domain as identified in the **Queensland Nurses and Midwives (Queensland Health) Award**, there are a number of subcategories by which the work of the nurse or midwife has been further defined. These sub-categories have been utilised in the ACT Nursing and Midwifery WLS.

DOMAIN		SUB-CATEGORY	DESCRIPTOR
1	CLINICAL	Accountability and Responsibility	The level of Accountability and Responsibility of the individual regarding their practice and outcomes of their work.
		Skills & Knowledge	The required skills and knowledge (e.g., training) required for undertaking work at this level.
		Role in clinical care	Descriptors of expected work at this level.
2	SUPPORT OF SYSTEMS	Information systems, policies, protocols, guidelines, standards and legislation	The degree to which the individual engages with or leads work requirements, initiatives and/or projects related to information systems, policies, protocols, guidelines, standards and legislation.
		Quality/Safety/Risk Management	The degree to which the individual engages with or leads quality, safety and/or risk related initiatives across the profession and their place of work, including understanding and application of work health safety strategies.
		Management	The degree to which the individual takes on managerial duties such as staff and/or systems planning, management or evaluation or budgetary and reporting capabilities.

		Change Management	The degree to which the individual engages with or leads change management across the organisation or the profession.
		Mentorship/Reporting lines	The degree to which the individual engages in support and inspiring nurses and/or midwives to achieve their career goals.
3	EDUCATION	The degree to which the individual engages with or leads work requirements, initiatives and/or projects related to the education and training of self or others.	
4	RESEARCH	The degree to which the individual engages with or leads work requirements, initiatives and/or projects related to research.	
5	PROFESSIONAL LEADERSHIP	The degree to which the individual undertakes leadership responsibilities.	

2.2. AREA OF PRACTICE SPECIALTY

Within any of the Domains an individual may have an Area of Practice Specialty (AoPS).

An AoPS is any subgroup of the nursing or midwifery profession that practitioners align their skills and work activities with. Formal education, informal education and/or work experience will influence how a nursing or midwifery practitioner identifies with an AoPS.

For novice or newly qualified practitioners' alignment with an AoPS may start with them taking an interest in a specific area of clinical practice. The next stage would be to gain additional skills, knowledge, or expertise in this area of practice, thereby extending their practice. As an individual progresses through the Classification Levels, they typically take on increased levels of responsibility for activities within an AoPS, progressing through to roles that will see them undertaking oversight, management, and leadership of the AoPS, within a team, ward, department, or division.

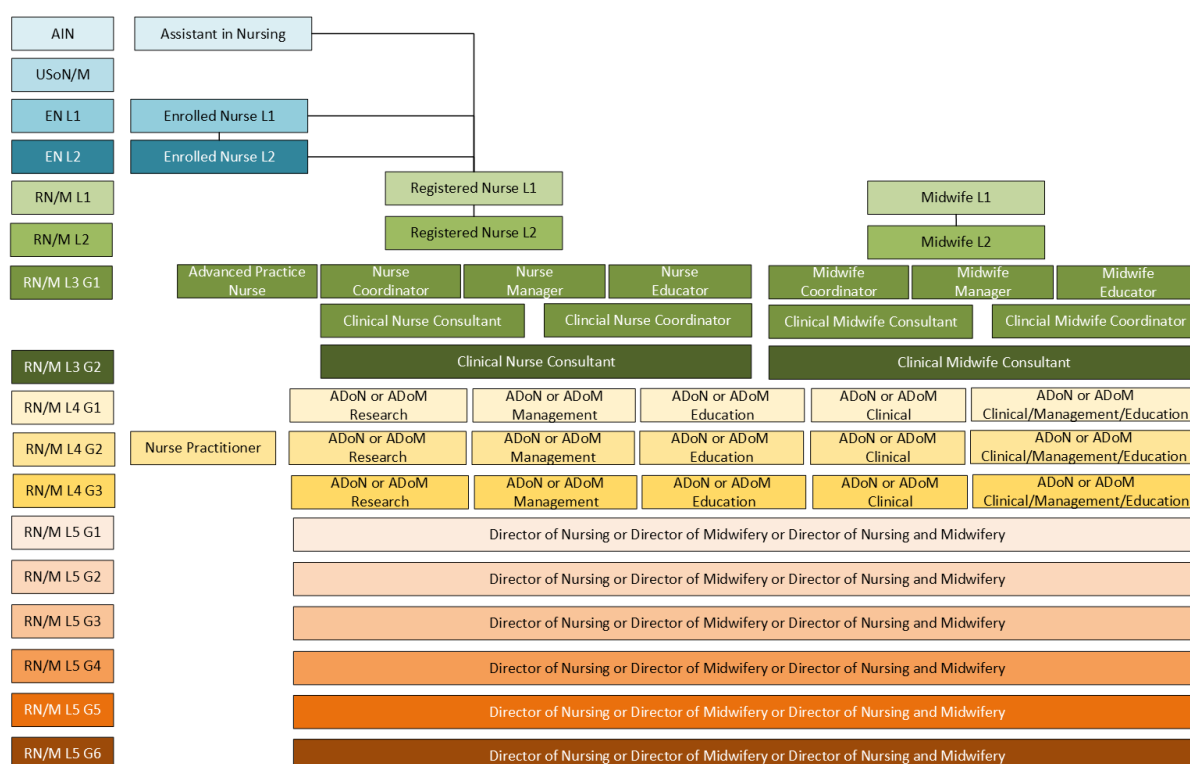
In some jurisdictions of healthcare an AoPS may be defined as a portfolio, such that the individual has an interest in or oversight of a specialty area of practice. However, as portfolio in these WLS is used to define the collection of evidence of all achievements, continuing professional development (CPD) activities, competencies, experiences, and professional goals for the individual the definition of AoPS will be used to identify any activities or responsibilities for an individual.

3. CLASSIFICATION LEVELS

To clarify how nurses and midwives work across the domains as their level of responsibility increases, **Classification Levels** have been developed. The Classification Levels help to differentiate the elements of expected work (responsibilities and duties) and leadership requirements for, and between each Classification Level. Therefore, WLS provide the detail for expected work at each defined Classification Level. It is acknowledged that most positions will include an element of each of the five domains, with domain specific roles having a greater leadership focus in that area of practice.

The WLS Classification Levels may be used to help managers classify and/or design positions, assist with workforce planning, performance management and learning and development planning. As they are general in nature, they are not position descriptions, nor do they identify the volume of work undertaken. Further, the salary paid for positions within each Classification Level is determined through a separate decision-making process and is not addressed in this document.

The Nursing and Midwifery WLS have been designed to encompass all levels of nursing and midwifery work and where possible, and details are known, to identify the work expectations wherever the work may be undertaken – a clinical or non-clinical setting. For these WLS the roles and corresponding Classification Levels have been identified as follows:



4. DEFINING THE PROFESSIONS

The commonly used/known role descriptions in Australian nursing and midwifery professions are:

MIDWIFERY:

- Midwifery student
- Midwife*
- Endorsed Midwife
- Registered Midwife (RM)
- Graduate Midwife

NURSING:

- Nursing student
- Assistant in nursing (AIN)
- Enrolled Nurse (EN)*
- Nurse*
- Registered Nurse (RN)*
- Nurse Practitioner (NP)*
- Graduate Nurse

The titles identified with an asterisk (*) are Protected Titles under National Law and are the correct way to refer to the individuals registered with the Australian Health Practitioner Regulation Agency (AHPRA). There is a Protected Title of Midwife Practitioner, however this is not commonly used across the midwifery profession and there is no current NMBA registration standard leading to endorsement as such. Registered Midwife and the associated acronym 'RM' whilst commonly used, is not a Protected Title.

The AIN role has been defined in existing EA, however individuals employed under this Classification are not required to register with AHPRA as the role is not regulated under the Health Practitioner Regulation National Law. These individuals are typically required to hold a minimum Certificate III (or equivalent) qualification.

In addition, to the recognised AIN role, Clause 23.2 of the 2020-2022 EA mentions the Undergraduate Student of Nursing (USoN) and the Undergraduate Student of Midwifery (USoM), Classifications which have been based on the Victorian Registered Undergraduate Student of Nursing (RUSON) model. As per the EA Clause 23.2 the USoN and the USoM position descriptions and duty statements need to be collaboratively developed and mutually agreed between the ACTPS and the ANMF and as such at this time have not been included in this version of the Nursing and Midwifery WLS.

Midwives who hold an endorsement for scheduled medicines are not currently defined as a separate title to Midwife within the NMBA nor the Australian Bureau of Statistics (ABS). Further, the current EA with the ANMF does not include detail for role description or Classification Level for a Midwife who holds an Endorsement for scheduled medicines for midwives with the NMBA as this is a

position not currently employed across ACT public health services. Whilst there is recognition that this may change with the scoping, development and implementation of the Focussed on our Future maternity services plan, for this iteration of the WLS, the Midwife who holds an Endorsement for scheduled medicines has not been included.

For the purposes of these Nursing and Midwifery WLS, the Protected Titles have been used as the basis of the Classification Levels.

4.1. STANDARDS FOR NURSING AND MIDWIFERY PRACTICE

The NMBA regulates the nursing and midwifery professions and defines standards for practice which address the role definition and scope of practice. For the purposes of this document the NMBA Standards for Practice have been used to define the role and scope of practice for nurses and midwives registered with AHPRA. They can be found at the following links:

ROLE	YEAR PUBLISHED	LINK
ENROLLED NURSE	2016	https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx
REGISTERED NURSE	2016	https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/registered-nurse-standards-for-practice.aspx
NURSE PRACTITIONER	2021	https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/nurse-practitioner-standards-of-practice.aspx
MIDWIFE	2018	https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/midwife-standards-for-practice.aspx

5. PRACTICE SUPERVISION

Supervision is one of the critical components of a comprehensive quality and clinical governance framework that ensures safety and quality of practice and in the clinical setting patient care. In the Nursing and Midwifery WLS context, supervision refers to the level of guidance required, and expected, to be provided or undertaken at each Classification Level.

For the purposes of this document, the NMBA definitions of supervision have been applied. For clarity and ease of understanding the definitions are provided as follows:

DIRECT SUPERVISION

The supervisor takes direct and principal responsibility for the nursing or midwifery care provided (e.g., assessment and/or treatment of individuals)

For example, the supervisor is physically present and works alongside the person being supervised in an active or observational capacity.

INDIRECT SUPERVISION

The supervisor and supervisee share the responsibility for the care of individuals.

The supervisor is easily contactable and is available to observe and discuss the nursing or midwifery care the supervisee is delivering.

For example, the supervisor works in the same facility but is not necessarily physically present unless requested to be so.

NMBA, 2021, Supervision guidelines for nursing and midwifery

The following instances of supervision supported by the NMBA Standards for Practice and NMBA Decision-making framework apply to these WLS:

SUPERVISOR	SUPERVISEE	TYPE
REGISTERED NURSE	RN	Direct or Indirect
	EN	Direct or Indirect
	AIN	Direct or Indirect, <i>in the context of care that has been delegated to them</i>
	Nursing student	Direct or Indirect, <i>in the context of care that has been delegated to them</i>
	Midwife*	<i>In the context of delegating an aspect of nursing care</i>

NURSE PRACTITIONER	RN	Direct or Indirect
	EN	Direct or Indirect
	AIN	Direct or Indirect, <i>in the context of care that has been delegated to them</i>
	Nursing student	Direct or Indirect, <i>in the context of care that has been delegated to them</i>
	Midwife*	<i>In the context of delegating an aspect of nursing care</i>
ENROLLED NURSE	EN	Direct or Indirect
	Nursing student	<i>Direct or Indirect, in the context of care that has been delegated to them</i>
	AIN*	<i>In the context of an RN delegation</i>
MIDWIFE	Midwife	Direct or Indirect
	Midwifery student	<i>Direct or Indirect, in the context of care that has been delegated to them</i>
	RN*	<i>In the context of delegating an aspect of midwifery care</i>
	EN*	

* Per the NMBA Decision Making Framework

Typically, as leadership responsibilities (and Classification Levels) increase so too do the requirements to provide direct or indirect supervision to nurses, midwives at lower Classification Levels. However, supervision, as defined by the NMBA, is accessible to any individual regardless of their Classification Level.

These WLS do not address supervision in the context of nurses or midwives having their capacity to work supervised (*nurses or midwives under supervision*, NMBA 2021, *Supervision guidelines for nursing and midwifery*).

Further, supervision in the context of these WLS is not **Clinical Supervision** which is defined as a formally structured arrangement between a supervisor and one or more supervisees purposely constructed to provide a space for critical reflection on the work issues brought to that space by the supervisee(s). Clinical Supervision for the nursing and midwifery professions is addressed in the (joint) Position Statement – Clinical Supervision for Nurses and Midwives, which was released in 2019 by the Australian College of Midwives, Australian College of Nurses and the Australian College of Mental Health Nurses and is similarly addressed in the ANMF national position statement (2020), Clinical (reflective) supervision for nurses and midwives.

6. CAREER PROGRESSION

Primary career progression for nurses and midwives typically sees the individual advance from a novice to experienced practitioner within a Classification Level. Individuals may also look to advance their career by seeking out suitable education and training to attain the required skills and qualities to undertake a role at a higher Classification Level. In some instances, the required education and training is clearly defined and well established. However, as the Classification Level increases the specifics required have typically been harder to define and are often describe in relation to years of service as opposed to specific educational or training requirements.

Nursing and midwifery are distinct professions. As such career progression in this WLS is related to progression within the distinct profession. Individuals may choose to expand their scope of practice by undertaking study to add a qualification to their skill set (e.g., EN or RN studies to become a Midwife, or Midwife studies to become an RN).

In light of this, consideration must be given to position descriptions and roles that have requirements for an individual to hold qualifications and registration in both professions.

Information obtained from the existing EA for ACT identify known career progression details as follows.

6.1. MIDWIFERY CLINICAL (STUDENT TO CLASSIFICATION LEVEL 3 GRADE 2):

CLASSIFICATION (FROM)	CLASSIFICATION (TO)	REQUIREMENTS TO PROGRESS TO NEXT ROLE
MIDWIFERY STUDENT	Midwife Level 1	<ul style="list-style-type: none">Completion of an NMBA approved program of study at a Bachelor level, leading to registration as a Midwife.Position becomes available.
MIDWIFE LEVEL 1	Midwife Level 2	<ul style="list-style-type: none">Position becomes available/personal classification.Typically requires at least 1 year of service at Midwife Level 1.Demonstrated competence in advanced midwifery practice.
MIDWIFE LEVEL 2	Level 3 Grade 1	<ul style="list-style-type: none">Demonstrated competency, skills and expertise for a specific domain – clinical, management, research, education or leadership.Position becomes available. <p>Often desirable to have postgraduate qualifications related to midwifery, education, management, research or project management, or an area of practice specialty.</p>
	Level 3 Grade 2	<ul style="list-style-type: none">Demonstrated competency, skills, and expertise for at least one specific domain – clinical, management, research, education or leadership.

CLASSIFICATION (FROM)	CLASSIFICATION (TO)	REQUIREMENTS TO PROGRESS TO NEXT ROLE
		<ul style="list-style-type: none"> May be required to demonstrate competency, skills, and expertise for a combination of domains, dependent on the size and/or complexity and nature of the midwifery service. Position becomes available. <p>Often desirable to have postgraduate qualifications related to midwifery education, management, research or project management, or an area of practice specialty.</p>

6.2. NURSING CLINICAL (STUDENT TO CLASSIFICATION LEVEL 3 GRADE 2):

CLASSIFICATION (FROM)	CLASSIFICATION (TO)	REQUIREMENTS TO PROGRESS TO NEXT ROLE
NURSING STUDENT	RN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Bachelor level, leading to registration as an RN. Position becomes available.
NURSING STUDENT	EN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Diploma level leading to registration as an EN. Position becomes available.
AIN	EN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Diploma level leading to registration as an EN. Position becomes available.
	RN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Bachelor level, leading to registration as an RN. Position becomes available.
EN LEVEL 1	EN Level 2	<ul style="list-style-type: none"> Position becomes available/personal classification. Merit based on demonstrated competency in an area of extended practice.
	RN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Bachelor level, leading to registration as an RN. Position becomes available.
EN LEVEL 2	RN Level 1	<ul style="list-style-type: none"> Completion of an NMBA approved program of study at a Bachelor level, leading to registration as an RN. Position becomes available.
RN LEVEL 1	RN Level 2	<ul style="list-style-type: none"> Position becomes available/personal classification. Typically requires at least 1 year of service at RN Level 1. Demonstrated competence in advanced nursing practice.

RN LEVEL 2	Level 3 Grade 1	<ul style="list-style-type: none"> • Demonstrated competency, skills, and expertise for a specific domain – clinical, management, research, education, or leadership. • Position becomes available. <p>Often desirable to have postgraduate qualifications related to nursing education, management, research or project management, or an area of practice specialty.</p>
	Level 3 Grade 2	<ul style="list-style-type: none"> • Demonstrated competency, skills, and expertise for at least one specific domain – clinical, management, research, education, or leadership. • May be required to demonstrate competency, skills, and expertise for a combination of domains, dependent on the size and/or complexity and nature of the nursing service. • Position becomes available. <p>Often desirable to have postgraduate qualifications related to nursing education, management, research or project management, or an area of practice specialty.</p>
RN LEVEL 2 ONWARDS	Nurse Practitioner RN Level 4 Grade 2	<ul style="list-style-type: none"> • At least three years full-time (5,000 hours) experience in a chosen advanced clinical nursing practice level, within the past six years. • Successful completion of an NMBA approved program of study, at the Masters level, leading to endorsement as an NP. • Position becomes available.

6.3. MIDWIFERY OR NURSING MANAGEMENT (CLASSIFICATION LEVEL 4 TO LEVEL 5 GRADE 6)

The role requirements for the following Classification Levels are not always profession specific, rather they are reflective of the requirement for increased management skills across policy, governance, and leadership, which may see the individual coordinating multiple professions to ensure delivery of health care and services.

CLASSIFICATION (FROM)	CLASSIFICATION (TO)	REQUIREMENTS TO PROGRESS TO NEXT ROLE
MIDWIFE LEVEL 3 RN LEVEL 3	Level 4 Grade 1	<p>Progression to this Classification Level is the result of the acquisition of higher levels of proficiency, education, and management skills with the ability to:</p> <ul style="list-style-type: none"> • provide professional leadership and guidance to health professionals who report directly to them. • assist with the provision of high-level operational and clinical advice to senior management. • assist in the formulation of the areas' operational, business, and clinical plans. <p>Often desirable to have postgraduate qualifications related to nursing or midwifery education, management, research or project management, or an area of practice specialty.</p>
	Level 4 Grade 2	<p>Progression to this Classification Level is the result of the acquisition of higher levels of proficiency, education and management skills with the ability to:</p> <ul style="list-style-type: none"> • provide professional leadership and guidance to health professionals who report directly to them. • assist with the provision of high-level operational and clinical advice to senior management. • assist in the formulation of the areas' operational, business, and clinical plans. <p>Often desirable to have postgraduate qualifications related to nursing or midwifery education, management, research or project management, or an area of practice specialty.</p>
	Level 4 Grade 3	<p>Progression to this Classification Level is the result of the acquisition of advanced levels of proficiency and management expertise with ability to:</p> <ul style="list-style-type: none"> • provide leadership and acting as a clinical resource, advisor, mentor, role model, technical expert, to RNs/Midwives, ENs and members of multi-disciplinary team. • oversee, contribute, and provide high level operational and clinical advice to senior management. • participate in the development of the divisions' operational, business, and clinical plans. <p>Often desirable to have postgraduate qualifications related to nursing or midwifery education, management, research or project management, or an area of practice specialty.</p> <p>Typically requires at least one years' experience in senior management or leadership position in a nursing or midwifery, or government context.</p>

CLASSIFICATION (FROM)	CLASSIFICATION (TO)	REQUIREMENTS TO PROGRESS TO NEXT ROLE
	Level 5 Grade 1 to Grade 6	<p>Progression to this Classification Level is the result of the acquisition of advanced levels of proficiency and management expertise with ability to:</p> <ul style="list-style-type: none"> • oversee, contribute, and provide high level operational and clinical advice to health service executives. • lead the development of the divisions' operational, business, and clinical plans. <p>Preceptorship responsibilities, skills and attributes will be underpinned by the provision of professional advice and leadership to health professionals who report directly to them. As they progress through the Classification Levels, they will expand their sphere of influence through to Grade 6 where their advice and support will be to the nursing and/or midwifery executive members and others.</p> <p>Often desirable to have postgraduate qualifications related to nursing or midwifery education, management, research or project management, or an area of practice specialty.</p> <p>Typically requires at least five years' experience in senior management or leadership position in a nursing or midwifery, or government context.</p>

6.4. INDICATIVE TITLES FOR CLASSIFICATION LEVELS

Indicative Titles are generalised descriptions for positions at a particular Classification Level, where the individual's role and function aligns to the requirements set out in the Nursing and Midwifery WLS. The Indicative Titles identified in these WLS are those that are commonly used across both clinical and non-clinical settings.

The intention of the Indicative Title is not to be restrictive, but rather to reflect the nursing and midwifery work environment and employment opportunities, to provide employers with guidance on the generally accepted Titles for a particular Classification Level and to assist nurses and midwives with identification of career progression requirements (e.g., helping to identify the roles and responsibilities and Classification Level they need to meet to progress to a particular role/position).

For consistency, the Indicative Titles used in the WLS are those that align to the Nursing and Midwifery EA.

6.5. CAREER PROGRESSION TO EXECUTIVE ROLES (OUTSIDE OF THE NURSING AND MIDWIFERY WLS)

It is noted that a stage of career progressions for nurses and midwives might be to progress through to an executive level position which is no longer covered by the EA. These positions may encompass employment from the health services or the ACTHD. As they are covered by separate EA's they have not been included in this WLS, but rather referred to as career progression to 'other executive roles'.

The details contained in the higher Classification Level (Level 5) functions, roles and responsibilities of this WLS may aide employers seeking to engage a Nurse or Midwife into an executive role to understand and/or map the skills, knowledge and professional engagement requirements to the intended position.

6.6. CAREER PROGRESSION EDUCATION AND TRAINING FRAMEWORK

The ACTHD has undertaken a substantial body of work to develop a Framework that captures the Territory-wide education and training requirements for all health professionals.

At this time the Training & Education Framework has addressed two of the four elements related to education and training specific to an individual – Mandatory and Profession specific training and education requirements. The work to identify Role and Career Advancement specific training and education options is ongoing.

It is recommended that at such time this WLS is reviewed the Territory-wide Education and Training Framework be reviewed in parallel to ascertain whether there is an advancement in the details pertaining to Role and Career Advancement specific training that can inform these standards and those wishing to apply them.

7. GENERIC LEVEL STATEMENTS

7.1. ASSISTANT IN NURSING

The individual at this Classification Level supports RNs in the delivery of delegated aspects of nursing care, per the nursing care plan and the maintenance of a safe patient care environment.

AUTONOMY

- Works under direct supervision of an RN.
- Onsite supervision required.

JOB CONTEXT

- The AIN is not required to be registered with the NMBA as an AIN.
- Undertakes routine tasks against clearly defined and established priorities and procedures as delegated by an RN.

PRECEPTORSHIP

- Individuals at this Classification Level do not have supervisory responsibilities.

MANAGERIAL RESPONSIBILITIES

- Individuals at this Classification Level do not have managerial responsibilities.

REPORTING LINE

- Individuals at this Classification Level report to at least an RN Level 1.

CAREER PROGRESSION

- EN Level 1
- RN Level 1

INDICATIVE TITLE/S

- Assistant in Nursing

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for own healthcare practice and to the responsible RN for delegated episodes of care. Responsible for accepting delegated tasks/duties which require basic skills, training, and experience. Expected to be an active participant within their multidisciplinary work unit. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Training to apply standardised practices and procedures as delegated, for example hold, as a minimum, a vocational qualification, Certificate III, or equivalent, with consideration to the area of specialisation or intended place of employment. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Perform a range of duties that require basic skills, knowledge, training, and experience. Performance of patient care needs such as: <ul style="list-style-type: none"> gather information about resident/patient care needs by observing the resident/patient and reporting to the RN, to assist the RN to assess, plan and evaluate care 	<p>INFORMATION SYSTEMS, POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the organisation. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Contribute to the maintenance of a physically, culturally, and psychosocially safe environment for recipients of healthcare services and staff. Engage in incident reporting to promote safe, and/or rectify unsafe, practice. 	<ul style="list-style-type: none"> Attend education sessions. Maintain personal ongoing education and development portfolio. 	<ul style="list-style-type: none"> Contribute to research activities as appropriate. 	<ul style="list-style-type: none"> Under the guidance of the RN work to achieve best practice outcomes within the work unit environment.

<ul style="list-style-type: none"> ○ perform and report on outcomes of care delivery as delegated by the RN ○ assist with the personal hygiene and appearance of the recipients of healthcare services ○ contribute to and maintaining the healthcare environment ○ contribute to the maintenance of a safe and secure environment for staff and the recipients of healthcare services. 				
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7.2. ENROLLED NURSE LEVEL 1

The individual at this Classification Level works under direction of the RN, as part of the health care team, and demonstrates competence in the provision of person-centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

AUTONOMY

- Works under direct or indirect supervision of an RN to provide nursing care, within scope of practice.
- Seeks assistance and support in decision making from an RN regarding delegated work.

JOB CONTEXT

- Is registered with the NMBA as an EN.
- Undertakes routine nursing services commensurate with level of clinical experience in accordance with the NMBA EN Standards for Practice.

PRECEPTORSHIP

- Roles at this Classification Level may provide support to nursing students and newly qualified ENs.
- They may also support AINs with the oversight and guidance of a more senior EN or RN.

MANAGERIAL RESPONSIBILITIES

- Individuals at this Classification Level do not have managerial responsibilities.

REPORTING LINE

- Individuals at this Classification Level report to at least an RN Level 1.

CAREER PROGRESSION

- EN Level 2
- RN Level 1

INDICATIVE TITLE/S

- Enrolled Nurse

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing practice. Provide direct and indirect care, engage in reflective and analytical practice, and demonstrate professional and collaborative practice. Expected to be an active participant within their multidisciplinary work unit. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Consolidate educational preparation and increase knowledge and skills while moving from beginner to experienced. Demonstrates competence through vocational qualification (Diploma) or, where appropriate, equivalent qualifications. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Collaborate and consult with healthcare recipients, their families and community as well as RNs and other health professionals, to plan, implement and evaluate nursing care. Perform a range of duties that require skills, knowledge, training, and experience to undertake routine nursing duties and tasks of increasing complexity. Contributes to care planning under the direction of an RN. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the organisation. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Engage in incident reporting and participate in quality improvement activities to promote safe, and/or rectify unsafe, practice. <p>MENTORING/REPORTING LINES</p> <ul style="list-style-type: none"> Participate with other members of the healthcare team in providing support to new and less experienced staff. 	<ul style="list-style-type: none"> Attend education sessions. Maintain personal ongoing education and development portfolio. Contribute to quality healthcare through lifelong learning and professional development of self and others. Provide health promotion and education to recipients of healthcare services and carers. 	<ul style="list-style-type: none"> Participate as appropriate in evaluative and local action research activities. Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services as delegated by the RN. 	<ul style="list-style-type: none"> Under the guidance of the RN work to achieve best practice outcomes within the work unit environment. Collaborate with the RN in clinical and organisational governance. Provision of support to nursing students and newly qualified ENs.

7.3. ENROLLED NURSE LEVEL 2

The individual at this Classification Level works with the RN, demonstrating a higher level of knowledge, skills, and experience to the EN Level 1, in an area of practice specialty (AoPS).

They undertake tasks of increasing complexity as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

AUTONOMY

- Works under direct or indirect supervision of an RN to provide nursing care according to scope of practice.
- Seeks assistance and support in decision making from an RN regarding delegated work.

JOB CONTEXT

- Is registered with the NMBA as an EN.
- Undertakes routine nursing services, of increasing complexity, commensurate with level of clinical experience and in accordance with the NMBA EN Standards for Practice.
- Provision of clinical nursing care may be focussed on an AoPS.

PRECEPTORSHIP

- Roles at this Classification Level may supervise nursing students, newly qualified ENs and ENs at Level 1.
- They may also support AINs with the oversight and guidance of an RN.

MANAGERIAL RESPONSIBILITIES

- May assume leadership of an AoPS.

REPORTING LINE

- Individuals at this Classification Level report to at least an RN Level 1.

CAREER PROGRESSION

- RN Level 1

INDICATIVE TITLE/S

- Enrolled Nurse

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing practice and, where undertaken, supervision of less experienced healthcare workers. Provide direct and indirect care, engage in reflective and analytical practice, and demonstrate professional and collaborative practice. Expected to be an active participant within their multidisciplinary work unit. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate a greater depth of knowledge, skills, experience, competence, and more effective integration of theory to practice than an EN Level 1. Demonstrates competence in an AoPS. Demonstrates competence through vocational qualification (Diploma) or, where appropriate, equivalent qualifications. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the organisation. May assist in reviewing and evaluating nursing standards at the local level. May have oversight of an AoPS. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Engage in incident reporting and participate in quality improvement activities to promote safe, and/or rectify unsafe, practice. 	<ul style="list-style-type: none"> Attend education sessions. Maintain personal ongoing education and development portfolio. Contribute to quality healthcare through lifelong learning and professional development of self and others. Provide health promotion and education to recipients of healthcare services and carers. 	<ul style="list-style-type: none"> Participate as appropriate in evaluative and local action research activities. Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services as delegated by the RN. 	<ul style="list-style-type: none"> Under the guidance of an RN work to achieve best practice outcomes within the work unit environment. Collaborate with RNs and others in clinical and organisational governance. Provision of support and/or preceptorship to nursing students, newly qualified ENs and ENs at Level 1.

<p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Perform a range of duties that require skills, knowledge, training, and experience to undertake routine nursing duties and tasks of increasing complexity. • Provide effective communication with members of the healthcare team, recipients of healthcare services, families, and other agencies in collaboration with the RN. • Contributes to care planning under the direction of an RN. • Provide support and direction and act as a role model to others where appropriate. 	<p>MENTORING/REPORTING LINES</p> <ul style="list-style-type: none"> • Participate with other members of the healthcare team in providing support and/or Preceptorship to new graduate and/or less experienced ENs. 	<ul style="list-style-type: none"> • Educate and support less experienced staff in relation to the provision of care where appropriate. 		
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7.4. REGISTERED NURSE LEVEL 1

The individual at this Classification Level provides nursing services within health service settings, demonstrating competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

AUTONOMY

- Practices independently and as an equal contributor to the team and work environment demonstrating evidence of increasing autonomy and exercising greater levels of professional judgement in the clinical environment as they move from a novice to experienced practitioner.
- Assumes Accountability and Responsibility for own actions and delegation of care to nursing students, ENs, AINs, and other healthcare workers, as appropriate.
- They may also work under indirect supervision of more experienced RNs when expanding their scope of practice.

JOB CONTEXT

- Is registered with the NMBA as an RN.
- Provides nursing care in any setting including the home, community, hospitals, clinics, or health units.
- Undertakes routine nursing services commensurate with level of clinical experience in accordance with the NMBA RN Standards for Practice.

PRECEPTORSHIP

- Roles at this Classification Level may be responsible for providing supervision, at a level dependent on own experience, to less experienced RNs, ENs, AINs, or nursing students.
- May also include supervision of Midwives, in the context of delegating an aspect of nursing care.

MANAGERIAL RESPONSIBILITIES

- Individuals at this Classification Level do not have specific managerial responsibilities.

REPORTING LINE

- Individuals at this Classification Level report to at least an RN Level 2.

CAREER PROGRESSION

- RN Level 2 and above
- Nurse Practitioner

INDICATIVE TITLE/S

- Registered Nurse
- Nurse
- Graduate Nurse - *commonly used term, not a Protected Title*

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated to RNs, ENs, AINs, nursing students, or other healthcare workers. Provide direct and indirect care, engage in reflective and analytical practice, and demonstrate professional and collaborative practice. Expected to be an active participant within their multidisciplinary work unit. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Consolidate educational preparation and increase knowledge and skills while moving from beginner to experienced practitioner. Demonstrates recognised expertise obtained through a tertiary degree or, where appropriate, equivalent qualifications. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Lead the management and coordination of comprehensive nursing care for individual recipients of healthcare services. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the organisation. Participate in developing, reviewing, and evaluating clinical/nursing standards, guidelines, protocols, pathways, procedures, standards, and systems of work. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Participate in incident investigation and quality improvements to promote safe, and/or rectify unsafe, practice. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Contribute to quality healthcare through lifelong learning and professional development of self and others. Provide health promotion and education to recipients of healthcare services and carers. 	<ul style="list-style-type: none"> Participate in evaluative and local action research activities. Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services. 	<ul style="list-style-type: none"> Proactively engage with peers, and others to achieve best practice outcomes within the work environment. Collaborate in clinical and organisational governance. Provide clinical leadership for professional and clinical practice.

<ul style="list-style-type: none"> • Assess, plan, implement and evaluate nursing care in collaboration with individuals, peers, and the healthcare team to achieve goals and health outcomes. • Make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services. • Develop in partnership with the recipient of health care services individualised care plans to meet their unique health care needs. • Provide support and direction and act as a role model to others where appropriate. 	<p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, preceptorship, supervision and mentoring to healthcare team as appropriate. • Delegate to, and supervision of, ENs, and nursing students consistent with the NMBA Decision Making Framework and RN Standards for Practice. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Depending on service size/location may take on the role of Team Leader, commensurate with the level of competence and only in the absence of a RN Level 2. 	<ul style="list-style-type: none"> • Support nursing practice and learning experiences by providing in-service teaching, orientation, and preceptorship for the nursing team. 		
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7.5. MIDWIFE LEVEL 1

The individual at this Classification Level provides midwifery services within health service settings, demonstrating competence in the provision of woman-centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

AUTONOMY

- Practices independently and as an equal contributor to the team and work environment demonstrating evidence of increasing autonomy and exercising greater levels of professional judgement in the clinical environment as they move from a novice to experienced practitioner.
- Assumes Accountability and Responsibility for own actions and delegation of care to midwifery students and other healthcare workers, as appropriate.
- They may also work under indirect supervision of more experienced Midwives, when expanding their scope of practice.

JOB CONTEXT

- Is registered with the NMBA as a Midwife.
- Provides midwifery care in any setting including the home, community, hospitals, clinics, or health units.
- Works in partnership with the woman, or birthing person, to give the necessary support, care and advice during pregnancy, labour, birth, and the postpartum period, including care for the newborn and the infant in accordance with the NMBA Midwife Standards for Practice.

PRECEPTORSHIP

- Roles at this Classification Level may be responsible for providing supervision, at a level dependent on own experience, to less experienced Midwives, and midwifery students.
- May also include supervision of RNs or ENs, in the context of delegating an aspect of midwifery care.

MANAGERIAL RESPONSIBILITIES

- Individuals at this Classification Level do not have specific managerial responsibilities.

REPORTING LINE

- Individuals at this Classification Level report to at least a Midwife Level 2.

CAREER PROGRESSION

- Midwife Level 2 and above

INDICATIVE TITLE/S

- Midwife
- Graduate Midwife - *commonly used term, not a Protected Title*

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own midwifery practice, professional advice given and for activities delegated to another Midwife, midwifery student or other healthcare workers. Accountable for delegation of activities to others and shifting accountability/coordination as allocated. Expected to be an active participant within their multidisciplinary work unit. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Consolidate educational preparation in midwifery and increase knowledge and skills while moving from beginner to experienced practitioner. Demonstrates recognised expertise obtained through a tertiary degree or, where appropriate, equivalent qualifications. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Lead the management and coordination of comprehensive midwifery care for individual recipients of healthcare services across the continuum of care. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set out by the organisation. Participate in developing, reviewing, and evaluating clinical/midwifery standards, guidelines, protocols, pathways, procedures, standards, and systems of work. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Participate in incident investigation and quality improvements to promote safe, and/or rectify unsafe, practice. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Contribute to quality healthcare through lifelong learning and professional development of self and others. Provide health promotion and education, not only for the woman, or birthing person, but also within the family and the community. 	<ul style="list-style-type: none"> Participate in evaluative and local action research activities. Apply evidence-based guidelines to achieve positive care outcomes for recipients of healthcare services. 	<ul style="list-style-type: none"> Proactively engage with peers and others to achieve best practice outcomes within the work environment. Collaborate in clinical and organisational governance. Provide clinical leadership for professional and clinical practice.

<ul style="list-style-type: none"> • Assess, plan, implement and evaluate midwifery care in partnership with the woman, or birthing person, and/or other healthcare providers to achieve goals and health outcomes. • Make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services. • Develop in partnership with the woman, or birthing person, individualised care plans for antenatal, postnatal, and intrapartum care and may extend to women's health, sexual or reproductive health, preparation for parenthood and childcare. • Provide support and direction and act as a role model to others where appropriate. 	<p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, preceptorship, supervision and mentoring to healthcare team as appropriate. • Delegate to, and supervision of, midwifery students and other healthcare workers consistent with the NMBA Decision Making Framework and the Midwife Standards for Practice. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Depending on service size/location may take on the role of Team Leader, commensurate with the level of competence and only in the absence of a Midwife Level 2. 	<ul style="list-style-type: none"> • Support midwifery practice and learning experiences by providing in-service teaching, orientation, and preceptorship for the midwifery team. 		
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7.6. REGISTERED NURSE LEVEL 2

The individual at this Classification Level provides nursing services within health service settings, demonstrating competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

They may assume operational and/or supervisory responsibilities including development of less experienced staff, performance appraisal, co-ordination of workflow processes, quality of output of the work unit and implementing occupational health and safety guidelines.

They will have an advanced level of nursing knowledge and skills in comparison to an RN Level 1 and they may have an advanced level of nursing knowledge and skills in AoPS.

AUTONOMY

- Practices independently/autonomously.
- Assumes Accountability and Responsibility for own actions and delegation of care to nursing students, AINs, ENs and other healthcare workers.
- Provides leadership in clinical decision making, to give and/or coordinate care to recipients of healthcare services.

JOB CONTEXT

- Is registered with the NMBA as an RN.
- Provides nursing care in any setting including the home, community, hospitals, clinics, or health units.
- The activities required of roles at this level are predominantly clinical in nature, but also provide support to an RN Level 3, or above, in operational activities.

PRECEPTORSHIP

- Roles at this Classification Level are typically responsible for providing supervision to less experienced RNs, ENs, AINs, or nursing students.
- May also include supervision of Midwives, in the context of delegating an aspect of nursing care.

MANAGERIAL RESPONSIBILITIES

- Assumes Team Leader responsibilities in the absence of the Clinical Nurse Consultant.
- May be responsible for an AoPS with a focus on clinical care, leadership, management, education and/or research.

REPORTING LINE

- Individuals at this Classification Level report to at least an RN Level 3.

CAREER PROGRESSION

- RN Level 3 and above
- Nurse Practitioner

INDICATIVE TITLE/S

- Registered Nurse
- Nurse
- Clinical Development Nurse (CDN)
- Team Leader

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions and the outcomes of own nursing practice, professional advice given and for activities delegated to RNs, ENs, AINs, nursing students or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Identify, select, implement, and evaluate nursing interventions that have less predictable outcomes. Responsible for a specific client population and able to function in more complex situations while providing support and direction to RNs, ENs, AINs and other healthcare workers. May team lead within a nursing team. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate the following: <ul style="list-style-type: none"> advanced clinical and problem-solving skills 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service procedures, protocols, standards, and guidelines. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Engage in incident reporting/investigation and conduct quality improvements audits and develop risk minimisation strategies/activities to promote safe, and/or rectify unsafe, practice. Consult and provide nursing advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Contribute to promoting a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning. 	<ul style="list-style-type: none"> Participate in developing and undertaking quality initiatives, clinical audits, clinical trials, and research. Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for recipients of healthcare services in line with organisational priorities. 	<ul style="list-style-type: none"> Proactively engage with the Clinical Nurse Consultant and others to achieve best practice outcomes within the work unit environment. Collaborate in clinical and organisational governance. Provide clinical leadership for professional and clinical practice, education, and research. Responsible for coordination of AoPS and providing professional advice.

<ul style="list-style-type: none"> ○ expert planning and coordination skills in the clinical management ○ ability to work without a collegiate/team structure ○ knowledge of contemporary nursing practice and theory. <ul style="list-style-type: none"> • Utilise the principles of contemporary human, material, and financial resource management in consultation with others. • Require an advanced level of knowledge and skills compared to an RN Level 1 and may have an advanced level of nursing knowledge and skills in an AoPS. • Responsible for a specific client population and able to function in more complex situations while providing support and direction to RNs, ENs, AINs, and other healthcare workers. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Lead the management and coordination of comprehensive care for individual recipients of healthcare services or cohorts that is additional to the responsibility of an RN Level 1. • Provide nursing care in any setting including the home, community, hospitals, clinics, or health units to assess needs, plan and implement or coordinate appropriate service delivery in partnership with patients and/or other healthcare providers. • Act as a role model for RNs, ENs, AINs and other healthcare workers in the provision of holistic healthcare. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. 	<ul style="list-style-type: none"> • Apply a quality framework to improve service delivery and outcomes for recipients of healthcare services. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • May take on the role of Team Leader, commensurate with the level of competence, and in the absence of an RN Level 3, or above, e.g., Clinical Nurse Consultant. • Team Leader responsibilities may include: <ul style="list-style-type: none"> ○ team shift coordination ○ performance management/review ○ change management ○ rostering/staffing ○ workplace culture. • May assist and support the RN Level 3, or above, in contemporary human, material, and financial resource management. • May collaborate with after-hours staffing coordinator with regards to clinical and management issues. 	<ul style="list-style-type: none"> • Provide and update education resources for staff, recipients of healthcare services, carers, and others in consultation. • Act as a clinical and educational resource within an area based on knowledge, skills, and experience. • Work collaboratively with the Nurse Educator, CDN or Clinical Nurse Consultant on provision of orientation to new staff. • Contribute to the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Identify inconsistencies between policy and practice. • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	
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<ul style="list-style-type: none"> • Adhere to the quality and safety standards and contribute to or participate in the continuous improvement of clinical outcomes. • Develop individualised care plans in partnership with patients and make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services. 	<p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles. 	<ul style="list-style-type: none"> • Act as a role model in supporting staff e.g., orientation and capacity building within the clinical environment. 		
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7.7. MIDWIFE LEVEL 2

The individual at this Classification Level provides midwifery services within health service settings, demonstrating competence in the provision of woman-centred care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care

They may assume operational and/or supervisory responsibilities including development of less experienced staff, performance appraisal, co-ordination of workflow processes, quality of output of the work unit and implementing occupational health and safety guidelines.

They will have an advanced level of midwifery knowledge and skills in comparison to a Midwife Level 1 and they may have an advanced level of midwifery knowledge and skills in AoPS

This Classification level is also applicable to midwives working in a Continuity of Care Midwifery Model (CCM) where there is an expectation to work autonomously across the continuum of care.

AUTONOMY

- Practices independently/autonomously.
- Assumes Accountability and Responsibility for own actions and delegation of care to Midwives, midwifery students, and other healthcare workers.
- Provides leadership in clinical decision making, to give and/or coordinate care to recipients of healthcare services.

JOB CONTEXT

- Is registered with the NMBA as a Midwife.
- Provides midwifery care in any setting including the home, community, hospitals, clinics, or health units.
- The activities required of roles at this level are predominantly clinical in nature, but also provide support to a Midwife Level 3, or above, in operation activities.

PRECEPTORSHIP

- Roles at this Classification Level are typically responsible for providing supervision to less experienced Midwives, or midwifery students.
- May also include supervision of RNs or ENs, in the context of delegating an aspect of midwifery care.

MANAGERIAL RESPONSIBILITIES

- Assumes Team Leader responsibilities in the absence of the Clinical Midwife Consultant.
- May be responsible for an AoPS with a focus on clinical care, leadership, management, education and/or research.

REPORTING LINE

- Individuals at this Classification Level report to at least a Midwife Level 3.

CAREER PROGRESSION

- Midwife Level 3 and above

INDICATIVE TITLE/S

- Midwife
- Clinical Development Midwife (CDM)
- Team Leader

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions and the outcomes of own midwifery practice, professional advice given and for activities delegated to a Midwife, midwifery student or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Identify, select, implement, and evaluate midwifery interventions that have less predictable outcomes. May team lead within a midwifery team. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Require an advanced level of knowledge and skills compared to a Midwife Level 1 and may have an advanced level of midwifery knowledge and skills in an AoPS. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service procedures, protocols, standards, and guidelines. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Engage in incident reporting/investigation and conduct quality improvements audits and develop risk minimisation strategies/activities to promote safe, and/or rectify unsafe, practice. Consult and provide midwifery advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Contribute to promoting a learning culture by encouraging reflection and professional development, providing clinical teaching, in-service education, and assisting/ supporting others to maintain portfolios/ records of learning. 	<ul style="list-style-type: none"> Participate in developing and undertaking quality initiatives, clinical audits, clinical trials, and research. Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for recipients of healthcare services in line with organisational priorities. 	<ul style="list-style-type: none"> Proactively engage with the Clinical Midwife Consultant and others to achieve best practice outcomes within the work unit environment. Collaborate in clinical and organisational governance. Provide clinical leadership for professional and clinical practice, education, and research.

<ul style="list-style-type: none"> • Demonstrate the following: <ul style="list-style-type: none"> ○ advanced clinical and problem-solving skills ○ expert planning and coordination skills in the clinical management ○ ability to work without a collegiate/team structure ○ knowledge of contemporary midwifery practice and theory. • Responsible for a specific client population and able to function in more complex situations while providing support and direction to Midwives, midwifery students and other healthcare workers. • Utilise the principles of contemporary human, material, and financial resource management in consultation with others. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Lead the management and coordination of comprehensive care for individual recipients of healthcare services or cohorts that is additional to the responsibility of a Midwife Level 1. • Provide midwifery care in any setting including the home, community, hospitals, clinics, or health units to assess needs, plan and implement or coordinate appropriate service delivery in partnership with the woman, or birthing person, and/or other healthcare providers. • Make appropriate referral to, and consult with peers, other relevant health professionals, service providers, and community and support services. 	<ul style="list-style-type: none"> • Apply a quality framework to improve service delivery and outcomes for recipients of healthcare services. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • May take on the role of Team Leader, commensurate with the level of competence, and in the absence of a Midwife Level 3, or above, e.g., Clinical Midwife Consultant. • Team Leader responsibilities may include: <ul style="list-style-type: none"> ○ team shift coordination ○ performance management/review ○ change management ○ rostering/staffing ○ workplace culture. • May assist and support the Midwife Level 3, or above, in contemporary human, material, and financial resource management. • May collaborate with after-hours staffing coordinator with regards to clinical and management issues. 	<ul style="list-style-type: none"> • Provide and update education resources for staff, recipients of healthcare services, carers, and others in consultation. • Act as a clinical and educational resource within an area based on knowledge, skills, and experience. • Work collaboratively with the Midwife Educator, CDM or Clinical Midwife Consultant on provision of orientation to new staff. • Contribute to the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Identify inconsistencies between policy and practice. • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	<ul style="list-style-type: none"> • Responsible for coordination of AoPS and providing professional advice.
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<ul style="list-style-type: none"> • Act as a role model for Midwives, midwifery students and other healthcare workers in the provision of holistic healthcare. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Adhere to the quality and safety standards and contribute to or participate in the continuous improvement of clinical outcomes. • Develop in partnership with the woman, or birthing person, individualised care plans for antenatal, postnatal, and intrapartum care and may extend to women's health, sexual or reproductive health, preparation for parenthood and childcare. 	<p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles. 	<ul style="list-style-type: none"> • Act as a role model in supporting staff e.g., orientation and capacity building within the clinical environment. 		
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7.8. REGISTERED NURSE LEVEL 3 GRADE 1

The individual at this Classification Level demonstrates increased competence in the provision of nursing care, in comparison to the RN Level 2. Their practice is defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- have specialised clinical expertise, greater experience and/or specialised skills (AoPS) in one of the domains - clinical care, leadership, management, education, or research.
- Assumes operational and/or supervisory responsibilities including development of less experienced staff, performance appraisal, co-ordination of workflow processes, quality of output of the work unit and implementing occupational health and safety guidelines.

In a non-clinical setting, they:

- may use their skills and knowledge to provide nursing advice, and support the development, implementation, and evaluation of projects to enhance and support the nursing profession.

AUTONOMY

- Works in collaboration with line manager to:
 - undertake advanced level of autonomous clinical and professional practice and decision making
 - undertake operational leadership
 - apply principles of clinical governance.
- Applies critical thinking and expert clinical judgement across one or more of the domains.

JOB CONTEXT

- Is registered with the NMBA as an RN.
- Strategic focus will typically be related to their AoPS.

- In a clinical setting, work requires expertise and responsibility for the provision of advice against at least one AoPS across the domains – clinical care, leadership, management, education, or research.
- In a non-clinical setting, they provide high level advice and support on nursing professional issues to the ACT CNMO.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance, to RNs or ENs who report directly to them.
- They will typically delegate the supervision of less experienced RNs, ENs, AINs or nursing students, to RNs or ENs who report to them.
- They may also delegate the supervision of Midwives, in the context of overseeing delegated aspects of nursing care, to RNs who report to them.

MANAGERIAL RESPONSIBILITIES

- Assumes responsibility for professional leadership for a ward, service, or unit in the absence of a Level 3 Grade 2.
- Operationalises the strategies that support a work-based culture that promotes and supports education, learning, research, and workforce development.
- As a Clinical Nurse Consultant, they are responsible for the quality of clinical nursing care provided in a ward or clinical unit or to a specified group of patients/clients.
- They may liaise with unions, staff bodies and external agencies when required.

REPORTING LINE

- In a clinical context, will report professionally to at least an RN Level 3 Grade 2.
- In a non-clinical setting, will report professionally to the relevant Director of Services and/or the ACT CNMO.

CAREER PROGRESSION

- Nurse Practitioner
- Level 3.2 and above

INDICATIVE TITLE/S

- Registered Nurse
- Clinical Nurse Consultant
- Nurse Educator
- Nurse Manager
- Nurse Coordinator
- Advanced Practice Nurse
- Clinical Nurse Coordinator

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing practice, professional advice given and for activities delegated to RNs, ENs, AINs, nursing students or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with a Level 3 Grade 2, or above, to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Responsible for a specific AoPS within one of the domains - management, clinical care, leadership, education, or research. Provide clinical and professional leadership. Contribute to organisational key objectives and performance indicators. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate higher level of contemporary nursing knowledge practice and theory than an RN Level 2. 	<p>INFORMATION SYSTEMS, POLICIES, PROTOCOLS, GUIDELINES AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service guidelines, procedures, protocols, standards, and guidelines in collaboration with an RN Level 3 Grade 2, or above. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Monitor quality activities against agreed standards and initiate the development of quality benchmarks to measure service performance and outcomes for recipients of healthcare services. Consult and provide nursing advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing workforce. Develop education resources for staff and recipients of healthcare services in consultation. 	<ul style="list-style-type: none"> Coordinate the undertaking of quality initiatives, clinical audits, clinical trials, and research. Use contemporary information, research evidence, personal knowledge, and experience to support translating contemporary evidence to practice. Identify inconsistencies between policy and practice and takes steps to rectify. 	<p>In collaboration with the RN Level 3 Grade 2, or above:</p> <ul style="list-style-type: none"> participate in innovation and change to develop responses to address emerging service needs provide policy advice on issues relating to professional and clinical practice, education, and research contribute to the unique body of knowledge when engaging with others.

<ul style="list-style-type: none"> • Demonstrate specialised knowledge, experience and clinical skills and competence in an AoPS. • Utilise and apply the principles of contemporary human, material, and financial resource management for the multidisciplinary environment in consultation with an RN Level 3 Grade 2, or above. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Apply advanced clinical knowledge and skills in coordination with the RN Level 3 Grade 2, or above, for participation in the delivery of direct and indirect clinical care. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing education into practice. 	<ul style="list-style-type: none"> • Identify and conduct quality improvement activities in collaboration with an RN Level 3 Grade, 2 or above. • Monitor and report emerging trends and respond as relevant in consultation with others. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, mentoring, preceptorship and role modelling. • Promote cooperation and collaborative teamwork. • Undertake clinical supervision of nurses in consultation with RN Level 3 Grade 2, or above. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Participate in contemporary human, material, and financial resource management in collaboration with the RN level 3 Grade 2, or above. • May work across professional and organisational boundaries to influence outcomes. • May represent the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles in facilitating change. • Act as a change agent and assist in the implementation of change strategy at a local level. 	<ul style="list-style-type: none"> • Provide clinical teaching, in-service education, and assisting/ supporting others to maintain portfolios/ records of learning. • Participate in orientation and induction of new staff. • Facilitate the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	
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7.9. MIDWIFE LEVEL 3 GRADE 1

The individual at this Classification Level demonstrates increased competence in the provision of midwifery care, in comparison to the Midwife Level 2. Their practice is defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- have specialised clinical expertise, greater experience and/or specialised skills (AoPS) in at least one of the domains - clinical care, leadership, management, education, or research.

In a non-clinical setting, they:

- may use their skills and knowledge to provide midwifery advice, and support the development, implementation, and evaluation of projects to enhance and support the midwifery profession

AUTONOMY

- Works in collaboration with line manager to:
 - undertake advanced level of autonomous clinical and professional practice and decision making
 - undertake operational leadership
 - apply principles of clinical governance.
- Applies critical thinking and expert clinical judgement in at least one or more of the domains.

JOB CONTEXT

- Is registered with the NMBA as a Midwife.
- Strategic focus will typically be related to their AoPS.
- They may liaise with unions, staff bodies and external agencies when required.

- In a clinical setting, work requires expertise and responsibility for the provision of advice against at least one AoPS across the domains – clinical care, leadership, management, education, or research.
- In a non-clinical setting, they provide high level advice and support on midwifery professional issues to the ACT CNMO.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance, to Midwives who report directly to them.
- They will typically delegate the supervision of less experienced Midwives, or midwifery students, to Midwives who report to them.
- They may also delegate the supervision of RNs or ENs, in the context of overseeing delegated aspects of midwifery care, to Midwives who report to them.

MANAGERIAL RESPONSIBILITIES

- Assumes responsibility for professional leadership for a ward, service, or unit in the absence of a Level 3 Grade 2.
- Operationalises the strategies that support a work-based culture that promotes and supports education, learning, research, and workforce development.
- As a Clinical Midwife Consultant, they are responsible for the quality of clinical midwifery care provided in a ward or clinical unit or to a specified group of patients/clients.

REPORTING LINE

- In a clinical context, will report professionally to at least a Level 3 Grade 2.
- In a non-clinical setting, will report professionally to the relevant Director of Services and/or the ACT CNMO.

CAREER PROGRESSION

- Level 3.2 and above

INDICATIVE TITLE/S

- Midwife
- Clinical Midwife Consultant
- Midwife Educator
- Midwife Manager
- Midwife Coordinator
- Clinical Midwife Coordinator
- Clinical Midwife Manager, CCM

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions and the outcomes of own midwifery practice, professional advice given and for activities delegated to Midwives, midwifery students or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with a Level 3 Grade 2, or above, to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Responsible for a specific AoPS within one of the domains - management, clinical care, leadership, education, or research. Provide clinical and professional leadership. Contribute to organisational key objectives and performance indicators. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate higher level of contemporary midwifery knowledge practice and theory than a Midwife Level 2. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service guidelines, procedures, protocols, standards, and guidelines in collaboration with Midwife Level 3 Grade 2, or above. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Monitor quality activities against agreed standards and initiate the development of quality benchmarks to measure service performance and outcomes for recipients of healthcare services. Consult and provide midwifery advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated midwifery workforce. Develop education resources for staff and recipients of healthcare services in consultation. 	<ul style="list-style-type: none"> Coordinate the undertaking of quality initiatives, clinical audits, clinical trials, and research. Use contemporary information, research evidence, personal knowledge, and experience to support translating contemporary evidence to practice. Identify inconsistencies between policy and practice and takes steps to rectify. 	<p>In collaboration with the Midwife Level 3 Grade 2, or above:</p> <ul style="list-style-type: none"> participate in innovation and change to develop responses to address emerging service needs provide policy advice on issues relating to professional and clinical practice, education, and research contribute to the unique body of knowledge when engaging with others.

<ul style="list-style-type: none"> • Demonstrate specialised knowledge, experience and clinical skills and competence in an AoPS. • Utilise and apply the principles of contemporary human, material, and financial resource management for the multidisciplinary environment in consultation with a Midwife Level 3 Grade 2, or above. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Apply advanced clinical knowledge and skills in coordination with the Midwife Level 3 Grade 2, or above, for participation in the delivery of direct and indirect clinical care. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary midwifery education into practice. 	<ul style="list-style-type: none"> • Identify and conduct quality improvement activities in collaboration with a Midwife Level 3 Grade 2, or above. • Monitor and report emerging trends and respond as relevant in consultation with others. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provides support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. • Undertake clinical supervision of nurses and/or midwives in consultation with a Midwife Level 3 Grade 2, or above. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Participate in contemporary human, material, and financial resource management in collaboration with the Midwife Level 3 Grade 2, or above. • May work across professional and organisational boundaries to influence outcomes. • May be a representative for the profession, or organisation, at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles in facilitating change. • Act as a change agent and assist in the implementation of change strategy at a local level. 	<ul style="list-style-type: none"> • Provide clinical teaching, in-service education, and assisting/ supporting others to maintain portfolios/ records of learning. • Participate in orientation and induction of new staff. • Facilitate the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	
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7.10. REGISTERED NURSE LEVEL 3 GRADE 2

The individual at this Classification Level has a similar skill set and role responsibility as the RN Level 3 Grade 1. In their practice they demonstrate competence in the provision of nursing care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- have specialised clinical expertise, greater experience and/or specialised skills in at least one of the domains - clinical care, leadership, management, education, or research.
 - may be required to hold a composite role such that they have specialised expertise, experience and/or skills across multiple domains – clinical, education, research, management, leadership, as defined by the size, complexity, or nature of the midwifery service.
- assumes operational and/or supervisory responsibilities including development of less experienced staff, performance appraisal, co-ordination of workflow processes, quality of output of the work unit and implementing occupational health and safety guidelines.

In a non-clinical setting, they:

- may use their skills and knowledge to provide nursing advice, and support the development, implementation, and evaluation of projects to enhance and support the nursing profession.

AUTONOMY

- Advanced level of autonomous clinical and professional practice and decision making in collaboration with an RN or Midwife Level 4, or above.
- Applies critical thinking and expert clinical judgement across all the domains.

JOB CONTEXT

- Is registered with the NMBA as an RN.
- Strategic focus will typically be related to their AoPS.

- They may liaise with unions, staff bodies and external agencies when required.
- In a clinical setting, work requires expertise and responsibility for the provision of advice against one or more AoPS across domains - clinical, leadership, management, education, or research.
- In a non-clinical setting work includes provision of high-level advice and support on nursing professional issues to the ACT CNMO.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance to RNs or ENs who report directly to them.

- They will typically delegate the supervision of less experienced RNs, ENs, AINs or nursing students to RNs or ENs who report to them.
- They may also delegate the indirect supervision of Midwives, in the context of overseeing delegated aspects of nursing care, to RNs who report to them.

MANAGERIAL RESPONSIBILITIES

- Assumes responsibility for professional leadership for a ward, service, or unit.
- Operationalises the strategies that support a work-based culture that promotes and supports education, learning, research, and workforce development.
- Applies operational leadership and principles of clinical governance in collaboration with an RN or Midwife Level 4, or above.

REPORTING LINE

- In a clinical context, will report professionally to at least a Level 4.

- In a non-clinical setting, will report professionally to the relevant Director of Services and/or the ACT CNMO.

CAREER PROGRESSION

- Nurse Practitioner
- Level 4, and above

INDICATIVE TITLE/S

- Registered Nurse
- Clinical Nurse Consultant
- Nurse Educator
- Nurse Manager
- Nurse Coordinator
- Advanced Practice Nurse
- Clinical Nurse Coordinator

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing practice, professional advice given and for activities delegated to RNs, ENs, AINs, or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with an RN or Midwife Level 4, or above, and internal and external stakeholders to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Responsible for more than one AoPS across domains - management, clinical care, leadership, education, or research. Provide clinical and professional leadership. Contribute to organisational key objectives and performance indicators. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service guidelines, procedures, protocols, standards, and guidelines in collaboration with an RN or Midwife Level 4, or above. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Monitor quality activities against agreed standards and initiate the development of quality benchmarks to measure service performance and outcomes for recipients of healthcare services. Consult and provide nursing advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Lead the development and sustainability in the culture of learning resulting in a capable and educated nursing workforce. Develop education resources for staff and recipients of healthcare services in consultation. 	<ul style="list-style-type: none"> Coordinate the undertaking of quality initiatives, clinical audits, clinical trials, and research. Use contemporary information, research evidence, personal knowledge, and experience to support translating contemporary evidence to practice. Identify inconsistencies between policy and practice and takes steps to rectify. 	<p>In collaboration with an RN or Midwife Level 4, or above:</p> <ul style="list-style-type: none"> participate in innovation and change to develop responses to address emerging service needs provide policy advice on issues relating to professional and clinical practice, education, and research contribute to the unique body of knowledge when engaging with others.

<p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate higher level of contemporary nursing knowledge practice and theory than lower Classification Levels. • Demonstrate specialised knowledge, experience and clinical skills and competence in an AoPS. • Utilise and apply the principles of contemporary human, material, and financial resource management for the multidisciplinary environment in consultation with an RN or Midwife Level 4, or above. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Apply advanced clinical knowledge and skills in coordination with the RN or Midwife Level 4, or above, for participation in the delivery of direct and indirect clinical care. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing education into practice. 	<ul style="list-style-type: none"> • Identify and conduct quality improvement activities in collaboration with an RN or Midwife Level 4, or above. • Monitor and report emerging trends and respond as relevant in consultation with others. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, mentoring, preceptorship, and role modelling. • Promote cooperation and collaborative teamwork. • Undertake clinical supervision of nurses and/or midwives in consultation with an RN or Midwife Level 4, or above. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Participate in contemporary human, material, and financial resource management in collaboration with an RN or Midwife Level 4, or above. • May work across professional and organisational boundaries to influence outcomes. • May be a representative for the profession or organisation at committee meetings, public forums, training activities and other relevant working groups. • Monitor an allocated budget for a specific work area. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles in facilitating change. • Act as a change agent and assist in the implementation of change strategy at a local level. 	<ul style="list-style-type: none"> • Provide clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning. • Participate in orientation and induction of new staff. • Facilitate the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	
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7.11. MIDWIFE LEVEL 3 GRADE 2

The individual at this Classification Level has a similar skill set and role responsibility as the Midwife Level 3 Grade 1. In their practice they demonstrate competence in the provision of midwifery care as specified by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- have specialised clinical expertise, greater experience and/or specialised skills (AoPS) in one of the domains - clinical care, leadership, management, education, or research.
 - may be required to hold a composite role such that they have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership - as defined by the size, complexity, or nature of the midwifery service.
- assumes operational and/or supervisory responsibilities including development of less experienced staff, performance appraisal, co-ordination of workflow processes, quality of output of the work unit and implementing occupational health and safety guidelines.

In a non-clinical setting, they:

- may use their skills and knowledge to provide midwifery advice, and support the development, implementation, and evaluation of projects to enhance and support the midwifery profession.

AUTONOMY

- Advanced level of autonomous clinical and professional practice.
- Decision making in collaboration with an RN or Midwife Level 4, or above.
- Applies critical thinking and expert clinical judgement across all the domains.

- They may liaise with unions, staff bodies and external agencies when required.
- In a clinical setting, work requires expertise and responsibility for the provision of advice against more than one AoPS across the domains – leadership, clinical, management, education, or research.
- In a non-clinical setting, they provide high-level advice and support on midwifery professional issues to the ACT CNMO.

JOB CONTEXT

- Is registered with the NMBA as a Midwife.
- Strategic focus will typically be related to their AoPS.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance to Midwives who report directly to them.

- They will typically delegate the supervision of less experienced Midwives or midwifery students to Midwives who report to them.
- They may also delegate the indirect supervision of RN's or EN's, in the context of overseeing delegated aspects of midwifery care, to Midwives who report to them.

MANAGERIAL RESPONSIBILITIES

- Assumes responsibility for professional leadership for a ward, service, or unit.
- Applies operational leadership and principles of clinical governance in collaboration with an RN or Midwife Level 4, or above.
- Operationalises the strategies that support a work-based culture that promotes and supports education, learning, research, and workforce development.

REPORTING LINE

- In a clinical setting, will report professionally to at least an RN or Midwife Level 4.

- In a non-clinical setting, would report professionally to the relevant Director of Services and/or the ACT CNMO.

CAREER PROGRESSION

- Level 4, and above

INDICATIVE TITLE/S

- Midwife
- Clinical Midwife Consultant
- Midwife Educator
- Midwife Manager
- Midwife Coordinator
- Clinical Midwife Coordinator
- Clinical Midwife Manager, CCM

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions and the outcomes of own midwifery practice, professional advice given and for activities delegated to Midwives, midwifery students, or other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with an RN or Midwife Level 4, or above, and internal and external stakeholders to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Responsible for more than one AoPS across domains - management, clinical care, leadership, education, or research. Provide clinical and professional leadership. Contribute to organisational key objectives and performance indicators. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Participate in developing, evaluating, and updating clinical service guidelines, procedures, protocols, standards, and guidelines in collaboration with an RN or Midwife Level 4, or above. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Understand and apply obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Monitor quality activities against agreed standards and initiate the development of quality benchmarks to measure service performance and outcomes for recipients of healthcare services. Consult and provide midwifery advice on the development and application of quality and risk management frameworks. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Lead the development and sustainability in the culture of learning resulting in a capable and educated midwifery workforce. Develop education resources for staff and recipients of healthcare services in consultation. 	<ul style="list-style-type: none"> Coordinate the undertaking of quality initiatives, clinical audits, clinical trials, and research. Use contemporary information, research evidence, personal knowledge, and experience to support translating contemporary evidence to practice. Identify inconsistencies between policy and practice and takes steps to rectify. 	<p>In collaboration with an RN or Midwife Level 4, or above:</p> <ul style="list-style-type: none"> participate in innovation and change to develop responses to address emerging service needs provide policy advice on issues relating to professional and clinical practice, education, and research contribute to the unique body of knowledge when engaging with others.

<p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate higher level of contemporary midwifery knowledge practice and theory than lower Classification Levels. • Demonstrate specialised knowledge, experience and clinical skills and competence in more than one AoPS. • Utilise and apply the principles of contemporary human, material, and financial resource management for the multidisciplinary environment in consultation with an RN or Midwife Level 4, or above. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Apply advanced clinical knowledge and skills in coordination with an RN or Midwife Level 4, or above, or participation in the delivery of direct and indirect clinical care. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary midwifery education into practice. 	<ul style="list-style-type: none"> • Identify and conduct quality improvement activities in collaboration with an RN or Midwife Level 4, or above. • Monitor and report emerging trends and respond as relevant in consultation with others. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide support, guidance, mentoring, preceptorship, and role modelling. • Promote cooperation and collaborative teamwork. • Undertake clinical supervision of nurses and/or midwives in consultation with an RN or Midwife Level 4, or above. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Participate in contemporary human, material, and financial resource management in collaboration with an RN or Midwife Level 4, or above. • May work across professional and organisational boundaries to influence outcomes. • May be a representative for the profession, or organisation, at committee meetings, public forums, training activities and other relevant working groups. • Monitor an allocated budget for a specific work area. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Apply change management principles in facilitating change. • Act as a change agent and assist in the implementation of change strategy at a local level. 	<ul style="list-style-type: none"> • Provide clinical teaching, in-service education, and assisting/supporting others to maintain portfolios/records of learning. • Participate in orientation and induction of new staff. • Facilitate the support of undergraduate and postgraduate students. 	<ul style="list-style-type: none"> • Work collaboratively in leading implementation of policy, practice changes and clinical innovations. 	
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7.12. REGISTERED NURSE OR MIDWIFE LEVEL 4 GRADE 1

The individual at this Classification Level demonstrates increased competence in the provision of professional leadership and care, in comparison to the RN or Midwife Level 3 Grade 2. Their practice is defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage a medium sized discipline specific, or multidisciplinary team
- contribute to strategic direction across a division or department, from the perspective of the unit, ward, or service
- have demonstrated their specialised clinical expertise, greater experience and/or specialised skills (AoPS) in one of the domains - clinical care, leadership, management, education, or research.
 - may be required to hold a composite role such that they have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership - as defined by the size, complexity, or nature of the service.

In a non-clinical setting, they:

- may use their skills and knowledge to lead the development, implementation, and evaluation of projects to enhance and support the nursing and/or midwifery profession/s and as required provide professional advice and support.

AUTONOMY

- Advanced level of autonomous clinical and professional practice.
- Advanced level of decision making in collaboration with a multi-disciplinary team.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.
- Strategic focus will be unit based (operational).

- Responsibility for management of a medium sized discipline specific, or multidisciplinary, team.
- They will have a formal role in the performance appraisal and management of staff including consulting with unions, staff bodies and external agencies when required.
- In a non-clinical setting, they are responsible for professional leadership for dedicated aspects of project work.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance to health professionals who report directly to them.

- They will typically delegate the supervision of less experienced health professionals to those who report to them, providing professional leadership and support to the supervisees.

MANAGERIAL RESPONSIBILITIES

- Undertakes operational leadership.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development and decision making.
- Applies operational leadership and principles of clinical governance.

REPORTING LINE

- In a clinical setting, will report professionally to at least a Director of Nursing or Director of Midwifery.
- In a non-clinical setting, will report professionally to the relevant Director of Services and/or the ACT CNMO.

CAREER PROGRESSION

- Nurse Practitioner
- Level 4 Grade 2, and above

INDICATIVE TITLE/S

- Assistant Director of Nursing, or Assistant Director of Midwifery (ADoN or ADoM) – Clinical
- ADoN or ADoM – Management
- ADoN or ADoM – Research
- ADoN or ADoM – Education
- ADoN or ADoM – Clinical/Management/Education

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice, professional advice given and for activities delegated to other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with peers, and others, to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Accountable for outcomes and achievement of service performance targets. Demonstrate advanced application of clinical and professional leadership. Contribute to organisational key objectives and performance indicators. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate advanced knowledge and application of contemporary nursing and/or midwifery practice and theory. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Coordinate, develop, implement, translate, and evaluate clinical practice standard guidelines, procedures and protocols using an evidence-based approach. Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making. Integrate key objectives from the strategic plan (facility/division, clinical service) into service delivery for a clinical unit/department. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by supporting staff to understand and meet their obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing and/or midwifery workforce. Lead and coordinate education activities to build expertise and capability within the nursing and/or midwifery workforce. 	<ul style="list-style-type: none"> Engage in quality initiative and research projects to inform practice change. Contribute to the development of unique body of knowledge and translates it into practice. Action policy and evidence-based research for application. 	<ul style="list-style-type: none"> Participate in innovation and change to develop responses to address emerging service needs. Collaborate in the provision of advice on nursing and/or midwifery matters. Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education, and research.

<ul style="list-style-type: none"> • Demonstrate advanced specialist knowledge, experience, and clinical skills. • Lead the application and evaluation of contemporary human, material, and financial resource management for the multidisciplinary environment. • Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Provide leadership in professional decision-making through the application of advanced clinical knowledge and skills. • Participate indirectly in the delivery of clinical care to individuals/groups in a specialty area of clinical practice. • Coordinate clinical practice delivery in a clinical specialty or AoPS. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing and/or midwifery education into practice. 	<ul style="list-style-type: none"> • Promote and support a culture of continuous quality improvement. • Responsible for the implementation of a quality and risk management framework to improve quality of care and work environment. • Initiate and conduct quality improvement activities. • Respond to emerging trends in healthcare services in consultation with other relevant stakeholders. • Responsible for compliance with professional standards. • Consult with and provide expert nursing and/or midwifery advice to achieve integrated care within health services. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Coordinate and guide mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. • Provide clinical supervision, mentorship, and professional leadership to Midwives, RNs and/or ENs. • Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth. • Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to RNs, ENs, Midwives and/or members of the multi-disciplinary team. • Undertake supervision and act as a role model and/or mentor. 	<ul style="list-style-type: none"> • Promote engagement by self and others in professional development. • Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace. • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Translate evidence into practice to foster achievement of best practice outcomes. 	<ul style="list-style-type: none"> • Use contemporary information, research evidence, personal knowledge, and experience to support decision making. 	<ul style="list-style-type: none"> • Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups, partners and/or bodies. • Lead and implement organisational strategy to achieve team and divisional objectives.
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	<p>MANAGEMENT</p> <ul style="list-style-type: none"> • Lead and coordinate a nursing and/or midwifery team and/or other healthcare team and oversees and provide clinical support or relevant expertise. • May work across professional and organisational boundaries to influence health service and/or professional outcomes. • Incorporate strategic objectives into contemporary human, material, and financial resource management. • Participate in strategic planning at a departmental, unit or work area level. • May represent the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. • Accountable for the administration, direction and control of the asset and financial management of one or more cost centres. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Lead change management processes. • Participate in innovation, monitor, and report on the impact of change within the scope of the position and service. 	<ul style="list-style-type: none"> • Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position. 		
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7.13. REGISTERED NURSE OR MIDWIFE LEVEL 4 GRADE 2

The individual at this Classification Level has a similar skill set and role responsibility as the RN or Midwife Level 4 Grade 1. In their practice they demonstrate competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage a medium sized discipline specific, or multidisciplinary team
- contribute to strategic direction across a division or department
- have demonstrated their specialised clinical expertise, greater experience and/or specialised skills (AoPS) in one or more of the domains - clinical care, leadership, management, education, or research.
 - may be required to hold a composite role such that they have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership - as defined by the size, complexity, or nature of the service.

In a non-clinical setting, they:

- may use their skills and knowledge to lead the development, implementation, and evaluation of projects to enhance and support the nursing and/or midwifery profession/s and as required provide professional advice and support.

AUTONOMY

- Advanced level of autonomous clinical and professional practice.
- Advanced level of decision making in collaboration with a multi-disciplinary team.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.

- Strategic Focus will be department or division based.
- Responsibility for management of a medium sized discipline specific or multidisciplinary team.
- They will have a formal role in the performance appraisal and management of staff including consulting with unions, staff bodies and external agencies when required.
- In a non-clinical setting, they are responsible for professional leadership for dedicated aspects of project work.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance to health professionals who report directly to them.
- They will typically delegate the supervision of less experienced health professionals to those who report to them, providing professional leadership and support to the supervisees.

MANAGERIAL RESPONSIBILITIES

- Undertakes operational leadership.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development and decision making.
- Applies operational leadership and principles of clinical governance.
- Contributes to the development of professional competence in their given area.

REPORTING LINE

- In a clinical setting, will report professionally to at least a Director of Nursing or Director of Midwifery.
- In a non-clinical setting, will report professionally to the ACT CNMO.

CAREER PROGRESSION

- Level 4 Grade 3, and above

INDICATIVE TITLE/S

- ADoN or ADoM – Clinical
- ADoN or ADoM – Management
- ADoN or ADoM – Research
- ADoN or ADoM – Education
- ADoN or ADoM – Clinical/Management/Education

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice, professional advice given and for activities delegated to other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Accountable for outcomes and achievement of service performance targets. Demonstrate advanced application of clinical and professional leadership. Contribute to organisational key objectives and performance indicators. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate advanced knowledge and application of contemporary nursing and/or midwifery practice and theory. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Coordinate, develop, implement, translate, and evaluate clinical practice standard guidelines, procedures and protocols using an evidence-based approach. Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making. Integrate key objectives from the strategic plan (facility/division, clinical service) into service delivery for a clinical unit/department. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by supporting staff to understand and meet their obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing and/or midwifery workforce. Lead and coordinate education activities to build expertise and capability within the nurse and midwifery workforce. 	<ul style="list-style-type: none"> Engage in quality initiative and research projects to inform practice change. Contribute to the development of unique body of knowledge and translates it into practice. Action policy and evidence-based research for application. 	<ul style="list-style-type: none"> Participate in innovation and change to develop responses to address emerging service needs. Collaborate in the provision of advice on nursing and/or midwifery matters. Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education, and research.

<ul style="list-style-type: none"> • Demonstrate advanced specialist knowledge, experience, and clinical skills. • Lead the application and evaluation of contemporary human, material, and financial resource management for the multidisciplinary environment. • Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Provide leadership in professional decision-making through the application of advanced clinical knowledge and skills. • Participate indirectly in the delivery of clinical care to individuals/groups in an AoPS. • Coordinate clinical practice delivery in a clinical specialty or AoPS. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing and/or midwifery education into practice. 	<ul style="list-style-type: none"> • Promote and support a culture of continuous quality improvement. • Responsible for leading the implementation of service-wide quality and risk management framework to improve quality of care and work environment. • Initiate and conduct quality improvement activities. • Respond to emerging trends in healthcare services in consultation with other relevant stakeholders. • Responsible for compliance with professional standards. • Consult with and provide expert nursing and/or midwifery advice to achieve integrated care within health services. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Coordinate and guide mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. • Provide clinical supervision, mentorship, and professional leadership to Midwives, RNs and/or ENs. • Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth. • Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to Midwives, RNs, ENs and members of multi-disciplinary team. 	<ul style="list-style-type: none"> • Promote engagement by self and others in professional development. • Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace. • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Translate evidence into practice to foster achievement of best practice outcomes. 	<ul style="list-style-type: none"> • Use contemporary information, research evidence, personal knowledge, and experience to support decision making. 	<ul style="list-style-type: none"> • Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners /bodies. • Lead and implement organisational strategy to achieve team and divisional objectives.
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	<ul style="list-style-type: none"> • Undertake supervision and act as a role model and/or mentor. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Lead and coordinate a nursing and/or midwifery team and/or healthcare team and oversees and provide clinical support or relevant expertise. • May work across professional and organisational boundaries to influence health service and/or professional outcomes. • Incorporate strategic objectives into contemporary human, material, and financial resource management. • Contribute to strategic direction across a division or department. • May represent the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. • Accountable for the administration, direction and control of the asset and financial management of one or more cost centres. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Lead change management processes. • Participate in innovation, monitor, and report on the impact of change within the scope of the position and service. 	<ul style="list-style-type: none"> • Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position. 		
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7.14. NURSE PRACTITIONER (REGISTERED NURSE LEVEL 4 GRADE 2)

The individual at this Classification Level is a clinical specialist role that is only available to those employees who are RNs endorsed as a Nurse Practitioner with the NMBA in a specialty area of practice and appointed to a designated Nurse Practitioner position. Their practice is defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

AUTONOMY

- Clear authority for advanced scope of practice in an extended nursing role with autonomous decision making.
- Works autonomously and collaboratively within the multi-disciplinary team.
- Works collectively to apply the principles of clinical governance.

JOB CONTEXT

- Is registered with the NMBA as an RN with an endorsement to practice as an NP.
- The scope of practice of each NP is specific to the context of practice and is determined by the speciality in which the NP is educated, competent to perform and permitted by law.
- Use of expanded skills and knowledge in assessment planning and implementation, diagnosis, and evaluation of nursing care across all five domains.

PRECEPTORSHIP

- Roles at this Classification Level are typically responsible for providing supervision to less experienced RNs, ENs, AINs, or nursing students.
- May also include supervision of Midwives, in the context of delegating an aspect of nursing care.

MANAGERIAL RESPONSIBILITIES

- Responsibilities dependent on scope as defined by collaborative agreement and credentialling requirements.

REPORTING LINE

- Reporting will be in line with the NPs collaborative agreement and credentialling requirements.

CAREER PROGRESSION

- Level 4 Grade 3 and above

INDICATIVE TITLE/S

- Nurse Practitioner

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing practice. Provide direct individual or group care for a complete occasion of service to a defined patient population within a scope of practice. Use critical analysis, problem solving and acute decision making to support optimal outcomes for recipients of healthcare services. May have multi-site responsibilities within the defined scope of practice. Accountable for clinical practice, professional advice given, delegations of care. Accountable for practicing in accordance with NMBA NP registration standards. Accountable for addressing inconsistencies between practice and policy. Work collaboratively with others to contribute to resource and health quality development. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Lead and collaborate in the development and evaluation of clinical protocols, standards, policies, and procedures. Participate in the planning, coordination, development and evaluation of policies, procedures, protocols, standards, and systems as established by the hospital and health service, the service program, and the profession, for provision of safe clinical care. May develop, guide, or contribute to the application of clinical informatics. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Promote and support a culture of continuous quality improvement. Accountable for own actions and delegations to mitigate risk and improve facility/service/AoPS outcomes. Monitor and address emerging trends with potential to influence nursing/midwifery and/or facility/service AoPS. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing and/or midwifery workforce. Promote engagement by self and others in professional development. 	<ul style="list-style-type: none"> Conduct and guide clinical research and quality initiatives to inform practice change. Contribute to the development of unique body of knowledge and translate into practice. Use contemporary information, research, evidence, personal knowledge, and experience to support decision making. 	<ul style="list-style-type: none"> Participate in innovation and change to develop responses to address emerging service needs. Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education, and research. Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners/bodies.

<p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate expertise and knowledge obtained through relevant tertiary education. • Specialist/expert knowledge, skills, and extended practice in an AoPS. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Primarily provide direct expert nursing care for a specified population/group. • Provide extended comprehensive assessment, history, and physical examination. • Direct referrals to other healthcare professionals. • Initiate, implement and monitor interventional therapies. • Prescribe medications, order, initiate and interpret diagnostic pathology and/or radiology. • Partners with other health professionals to operationalise clinical and corporate governance requirements aligned with the defined scope of practice. 	<ul style="list-style-type: none"> • Comply with legal requirements governing healthcare and professional standards relevant to the defined scope of practice. • Contribute expert nursing assessment and advice to achieve integrated nursing care within a risk management and best practice framework. <p>MENTORSHIP</p> <ul style="list-style-type: none"> • Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth. • Provide professional nursing leadership in a support capacity. • Undertake a supervision, role model and/or mentor role for NP candidates. • Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to RNs, ENs, AIN's and/or nursing students. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Demonstrate effective management of services and/or specified AoPS. • Participate in the implementation and evaluation of systems and processes to foster the development of a positive facility/service culture and values, and optimum standards of practice and performance. • Contribute clinical expertise for the management of assets and equipment. 	<ul style="list-style-type: none"> • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Translate evidence into practice to foster achievement of best practice outcomes. • Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position. 		
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	<ul style="list-style-type: none"> • Participate in implementing, evaluating, and reporting on health services, policies, practices, outcomes, and performance targets. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Facilitate change management. • Participate in change management, including monitoring and reporting on the impact of change within the scope of the position and services. 			
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7.15. REGISTERED NURSE OR MIDWIFE LEVEL 4 GRADE 3

The individual at this Classification Level has a similar skill set and role responsibility as the RN or Midwife Level 4 Grade 2. In their practice they demonstrate competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage a medium sized discipline specific, or multidisciplinary team
- contribute to strategic direction across a division or department
- have demonstrated their specialised clinical expertise, greater experience and/or specialised skills (AoPS) in one or more of the domains - clinical care, leadership, management, education, or research.
 - may be required to hold a composite role such that they have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership - as defined by the size, complexity, or nature of the service.

In a non-clinical setting, they:

- may use their skills and knowledge to lead the development, implementation, and evaluation of projects to enhance and support the nursing and/or midwifery profession/s and as required provide professional advice and support.

AUTONOMY

- Advanced level of autonomous clinical and professional practice.
- Advanced level of decision making in collaboration with a multi-disciplinary team.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and midwifery and multi-disciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

- Strategic Focus will be division based.
- In a clinical setting, they will have responsibility for management of a medium sized discipline specific or multidisciplinary team.
- They will have an operational or resource focus and a formal role in the performance appraisal and management of staff including consulting with unions, staff bodies and external agencies when required.
- In a non-clinical setting, they are responsible for leading a number of projects, initiatives, policy and strategic plans.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing leadership and acting as a clinical resource, advisor, mentor, role model, technical expert, to RNs/Midwives, ENs and members of multi-disciplinary team.

MANAGERIAL RESPONSIBILITIES

- Undertakes operational leadership.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development and decision making.
- Applies operational leadership and principles of clinical governance.
- Contributes to the development of professional competence in their given area.

REPORTING LINE

- In a clinical setting, will report professionally to at least a Director of Nursing, Director of Midwifery or Director of Nursing and Midwifery.
- In a non-clinical setting, will report professionally to the relevant Director of Services or the ACT CNMO.

CAREER PROGRESSION

- Level 5 Grade 1 and above
- Other executive roles

INDICATIVE TITLE/S

- ADoN or ADoM – Clinical
- ADoN or ADoM – Management
- ADoN or ADoM – Research
- ADoN or ADoM – Education
- ADoN or ADoM – Clinical/Management/Education

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, the outcomes of own nursing and/or midwifery practice and professional advice given to other healthcare workers. Accountable for the delivery of safe clinical practice and professional advice. Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services. Accountable for outcomes and achievement of service performance targets. Demonstrate advanced application of clinical and professional leadership. Contribute to organisational key objectives and performance indicators. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate advanced knowledge and application of contemporary nursing and/or midwifery practice and theory. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Adhere to established guidelines, protocols, procedures, standards, and systems of work as set by the organisation. Coordinate, develop, implement, translate, and evaluate clinical practice standard guidelines, procedures and protocols using an evidence-based approach. Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making. Integrate key objectives from the strategic plan (facility/division, clinical service) into service delivery for a clinical unit/department. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by supporting staff to understand and meet their obligations for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing and/or midwifery workforce. Lead and coordinate education activities to build expertise and capability within the nursing and midwifery workforce. 	<ul style="list-style-type: none"> Engage in quality initiative and research projects to inform practice change. Contribute to the development of unique body of knowledge and translates it into practice. Action policy and evidence-based research for application. 	<ul style="list-style-type: none"> Participate in innovation and change to develop responses to address emerging service needs. Collaborate in the provision of advice on nursing and/or midwifery matters. Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education, and research.

<ul style="list-style-type: none"> • Demonstrate advanced specialist knowledge, experience, and clinical skills, in at least one AoPS. • Lead the application and evaluation of contemporary human, material, and financial resource management for the multidisciplinary environment. • Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Provide leadership in professional decision-making through the application of advanced clinical knowledge and skills. • Participate directly or indirectly in the delivery of clinical care to individuals/groups in a specialty area of clinical practice. • Coordinate clinical practice delivery in an AoPS. • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing and/or midwifery education into practice. 	<ul style="list-style-type: none"> • Promote and support a culture of continuous quality improvement. • Responsible for managing the implementation of service-wide quality and risk management framework to improve quality of care and work environment. • Initiate and conduct quality improvement activities. • Responsible for compliance with professional standards. • Respond to emerging trends in healthcare services in consultation with other relevant stakeholders. • Consult with and provide expert nursing and/or midwifery advice to achieve integrated care within health services. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Coordinate and guide mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork. • Provide clinical supervision, mentorship, and professional leadership to RNs/Midwives and ENs. • Apply the principles of succession management and mentoring to involve colleagues in ongoing career development and growth. • Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to RNs/Midwives, ENs and members of multi-disciplinary team. • Undertake supervision and act as a role model and/or mentor. 	<ul style="list-style-type: none"> • Promote engagement by self and others in professional development. • Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace. • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Translate evidence into practice to foster achievement of best practice outcomes. 	<ul style="list-style-type: none"> • Use contemporary information, research evidence, personal knowledge, and experience to support decision making. 	<ul style="list-style-type: none"> • Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners/bodies. • Lead and implement organisational strategy to achieve team and divisional objectives.
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	<p>MANAGEMENT</p> <ul style="list-style-type: none"> • Lead and coordinate a nursing and/or midwifery team and/or healthcare team and oversees and provide clinical support or relevant expertise. • May work across professional and organisational boundaries to influence health service and/or professional outcomes. • Incorporate strategic objectives into contemporary human, material, and financial resource management • Take an active role in the development and implementation of the strategic direction across a division or department. • May represent the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. • Accountable for the administration, direction and control of the asset and financial management of one or more cost centres. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Lead change management processes. • Participate in innovation, monitor, and report on the impact of change within the scope of the position and service. 	<ul style="list-style-type: none"> • Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position. 		
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7.16. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 1

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 4. In their practice they demonstrate competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage a discipline specific, or multidisciplinary Unit or Division
- provide strategic and operational leadership, governance, and direction for the nursing and/or midwifery services
- focus on development and implementation of frameworks and systems within which nursing and/or midwifery employees practice, and on monitoring and evaluating clinical practice and service delivery standards
- have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership.
- effectively plan, develop, and utilise human and financial resources to achieve objectives
- make a significant contribution to the development and implementation of policy
- make independent professional judgement and exercise discretion on issues
- apply analytical and conceptual skills.

AUTONOMY

- Advanced level of autonomous decision making for clinical, operational, and administrative interventions based on policy and regulatory frameworks.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise and leads collaboration with nursing and midwifery and multi-disciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.
- Strategic and operational leadership at a unit or division level.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional advice and leadership to health professionals who report directly to them.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Community engagement, partnership, and leadership representation with key stakeholders.
- Provision of strategic leadership in the development, implementation and review of clinical governance and policy-level issues across a unit or division.

- Contributes to the development of professional competence in their given area.
- Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan.
- In a clinical setting, they are responsible for operational management of multi professional groups and others in a unit or division (team or multiple teams) including administration, direction and control of the asset management and financial management of one or more cost centres and facilitating staff development and performance appraisal including consulting with unions, staff bodies and external agencies when required.
- In a non-clinical setting, they are responsible for professional leadership for dedicated aspects of project work.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or the ACTHD.

CAREER PROGRESSION

- Level 5 Grade 2 and above
- Other executive roles

INDICATIVE TITLE/S

- Director of Nursing (DoN)
- Director of Midwifery (DoM)
- Directory of Nursing and Midwifery (DoNM)

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Responsible for the overall coordination policies relating the provision of nursing and/or midwifery healthcare. Accountable for the outcomes, management practices and achievement of performance targets. May have multi-service responsibilities. Responsible for the leadership and management of all nursing and/or midwifery staff within a Unit or Division. Responsible for own standards and actions of nursing and/or midwifery care and for activities delegated to others. Responsible for provision of and outcomes relating to nursing and/or midwifery management practices. Consult with nursing and/or midwifery and other key stakeholders in planning health services, workforce, and resource requirements. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Review existing systems and processes to support infrastructure changes. Advise and participate in planning, coordination, and development of policies, procedures, protocols, and standards for provision of safe and effective clinical care. Develop, guide, and contribute to the application of information systems. Collaborate in the implementation and evaluation of a nursing and/or midwifery professional practice framework. Monitor and evaluate information systems. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by ensuring the Unit or Division meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Work cooperatively with stakeholders to create a culture of learning and professional development that results in a capable and educated workforce. Role model the application of education principles. Promote engagement by self and others in professional development. 	<ul style="list-style-type: none"> Promote and/or engage in ongoing nursing and/or midwifery research within the facility. Sponsor research, scholarly activities, and translation of evidence into practice. Demonstrate expertise in research. Multi-site/multi-disciplinary hospital and health service responsibilities. 	<ul style="list-style-type: none"> Provide expertise on nursing and/or midwifery professional issues when collaborating with internal and external groups/partners/bodies. Contribute to strategic policy advice. Act as leader in the health service community. Responsible for the senior leadership and management of nursing and/or midwifery.

<ul style="list-style-type: none"> • Responsible for financial and human resource management. • Responsible for application and operational management of the business planning framework aligned to strategic and operational direction. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate advanced knowledge and application of contemporary nursing and/or midwifery practice and theory. • Demonstrate advanced specialist knowledge experience and clinical skills in a particular AoPS. • Lead the application and evaluation of contemporary human, material, and financial resource management for the multidisciplinary environment. • Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Provide leadership in professional decision-making through the application of advanced clinical knowledge and skills. • Participate directly or indirectly in the delivery of clinical care to individuals/groups in a specialty area of clinical practice. • Coordinate clinical practice delivery in an AoPS. 	<ul style="list-style-type: none"> • Promote and support a culture of continuous quality improvement in line with relevant standards, operational/strategic direction. • Identify and implement opportunities for innovation. • Monitor and address emerging trends with potential to influence nursing and/or midwifery and/or facility/service AoPS. • Monitor and report compliance with legal requirements governing healthcare and professional standards. <p>MENTORSHIP</p> <ul style="list-style-type: none"> • Apply the principles of succession management and mentoring to engage staff in ongoing career development, growth, and lifelong learning. • Provide professional advice and leadership to others. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Demonstrate effective management of a facility/ service. • Accountable for budget integrity and fiscal management according to financial and HR delegations. • Implement and evaluate systems and processes to foster the development of a positive facility/service culture and promote values which support optimum standards of practice and performance. • Demonstrate expertise in the management of assets and equipment. 	<ul style="list-style-type: none"> • Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace. • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Sponsor education, scholarly activities, and translation of evidence into practice within the strategic direction of the health service. 		
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<ul style="list-style-type: none"> • Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services. • Integrate and translate the principles of contemporary nursing and/or midwifery education into practice. 	<ul style="list-style-type: none"> • Develop and report on key performance indicators and targets in accordance with the hospital and health service, service agreement. • Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan. • Implement and report on key performance indicators of the nursing and/or midwifery strategic and related plans. • Action workforce priorities that contribute to effective recruitment and retention of staff. • Promote professionalism, and a positive practice environment. • Represent the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Effectively apply change management expertise. • Participate in innovation and monitor and report on the impact of change on practice and service needs. 	<ul style="list-style-type: none"> • Responsible for capacity building/up-skilling of staff within facility/service to enable the provision of safe quality care. 		
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7.17. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 2

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 5 Grade 1. In their practice they demonstrate advanced competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage a discipline specific, or multidisciplinary Division or Health Service (a large team or multiple small sized teams)
- provide strategic and operational leadership, governance, and direction for the nursing and/or midwifery services
- focus on development and implementation of frameworks and systems within which nursing and/or midwifery employees practice, and on monitoring and evaluating clinical practice and service delivery standards
- have specialised expertise, experience and/or skills (AoPS) across more than one domain – clinical, education, research, management, leadership
- effectively plan, develop, and utilise human and financial resources to achieve objectives
- make a significant contribution to the development and implementation of policy
- make independent professional judgement and exercise discretion on issues
- apply analytical and conceptual skills.

AUTONOMY

- Advanced level of autonomous decision making for clinical, operational, and administrative interventions based on policy and regulatory frameworks.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise to support collaboration with nursing and midwifery and multi-disciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.
- Strategic and operational leadership at a division or health service level.

- May be required to extend across more services than nursing and/or midwifery.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional nursing and/or midwifery advice and leadership in a support capacity to health professionals who report directly to them.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Community engagement, partnership, and leadership representation with key stakeholders.

- Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan.
- Provision of strategic leadership in the development, implementation and review of clinical governance and policy-level issues across a division or health service.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development and decision making.
- In a clinical setting, they are responsible for operational management of a division or health service (a large team or multiple small sized teams) including administration, direction and control of the asset management and financial management of one or more cost centres and facilitating staff development and performance appraisal including consulting with unions, staff bodies and external agencies when required.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or the ACTHD.

CAREER PROGRESSION

- Level 5 Grade 3 and above
- Other executive roles

INDICATIVE TITLE/S

- DoN
- DoM
- DoNM

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Responsible for nursing and/or midwifery activities in a facility/service/specified AoPS and contribute to strategic and operational policy development to achieve best practice outcomes. Accountable for the outcomes, management practices and achievement of performance targets. May have multi-site/service responsibilities. Accountable for professional leadership and operational management in the planning and delivery of safe quality care. Contribute to application of services and standards and operationalise corporate and clinical governance frameworks. Collaborate in the development and evaluation of the effectiveness of systems supporting continuous improvement in nursing and/or midwifery and/or healthcare team practice and healthy work environments. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Contribute to the planning, coordination, and development of policies, procedures, protocols, and standards relating to the provision of safe and effective clinical care. Participate in the implementation, application and evaluation of established guidelines, protocols, procedures, standards, and systems as established by the hospital and health service, the service program and the profession. May develop, guide, or contribute to the application of information systems to inform decision making. Contribute to the development, implementation, and evaluation of a nursing and/or midwifery professional practice framework. Collaborate in and/or coordinate the evaluation of nursing and/or midwifery practice, systems, process, and policies. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in internal and external stakeholder engagement. Role model application of education principles. Promote engagement by self and others in professional development. 	<ul style="list-style-type: none"> Promote and/or engage in ongoing nursing and/or midwifery research within the facility/service or delegated AoPS. Action and evaluate policy and evidence-based research for application. Use contemporary information, research evidence, personal knowledge, and experience to support decision making. 	<ul style="list-style-type: none"> Contribute to professional strategic direction, imperatives, and actions. Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, workforce, legislation, education and/or research. Participate in scholarly activities. Act as professional leader in health service community.

<ul style="list-style-type: none"> • Work collaboratively with others to contribute to resource and health strategy development. • May be responsible for the provision of human and material resources for a clinical service and/or an assigned number of clinical units/services within a hospital and health service or facility. • Responsible for application and operational management of the business planning framework. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate comprehensive knowledge of contemporary nursing and/or midwifery theory and practice. • Collaborate and consult with nursing and/or midwifery and other key stakeholders in planning health services, workforce, and resource requirements. • Demonstrate advanced capability in leadership, human, financial and resource management including professional standards and policy. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • Contribute to planning, coordination and formulation of healthcare policies that support professional decision making in alignment with professional standards and frameworks. • Collaborate with external and internal stakeholders to realise targets/outcomes. 	<ul style="list-style-type: none"> • Foster a safe work environment by ensuring the Division or Health Service meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. • Promote and support a culture of continuous quality improvement in line with nursing and/or midwifery professional strategic direction. • Identify and implement opportunities for innovation. • Monitor and address emerging trends with potential to influence nursing and/or midwifery and/or facility/ service AoPS. • Monitor and report compliance with legal requirements governing healthcare and professional standards relevant to a facility/service AoPS. <p>MENTORSHIP</p> <ul style="list-style-type: none"> • Apply the principles of succession management and mentoring to engage staff in ongoing career development, growth, and lifelong learning. • Provide professional nursing and/or midwifery advice and leadership in a support capacity. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • Demonstrate effective management of services and/or specified AoPS. • Contribute to budget integrity and fiscal management according to financial and HR delegations. 	<ul style="list-style-type: none"> • Support education specific to healthcare trends to promote the nursing and/or midwifery profession. • Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building. • Experience in education, scholarly activities, and translation of evidence into practice within the health service strategic direction. 	<ul style="list-style-type: none"> • Engage in projects/research. • Demonstrate expertise in research. • Multi-site/multi-disciplinary hospital and health service responsibilities. 	<ul style="list-style-type: none"> • Lead cross-disciplinary teams/AoPS.
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<ul style="list-style-type: none"> • Accountable for clinical and professional standards of self and others. • Contribute to strategic and operational governance and direction. • Integrate and evaluate models of care in the achievement of a cost-effective service. 	<ul style="list-style-type: none"> • Implement and evaluate systems and processes to foster the development of a positive facility/service culture and promote values which support optimum standards of practice and performance. • May contribute clinical or AoPS expertise for the management of assets and equipment. • Implement, evaluate, and report on health services, policies, practices outcomes and performance targets. • Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan. • Implement and report on key performance indicators of the nursing and/or midwifery strategic and related plans. • Action workforce priorities that contribute to enhanced recruitment and retention of nurses and/or midwives. • Promote professionalism and a positive practice environment. • Represent, or delegate representation of, the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Effectively apply change management expertise. • Participate in innovation and monitor and report on the impact of change on practice and service needs. 	<ul style="list-style-type: none"> • Implement education and workforce development framework to support capability and capacity building. • Collaborate in the development of a vision and strategy for a work-based culture that promotes education initiatives, and lifelong learning. 		
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7.18. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 3

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 5 Grade 2. In their practice they demonstrate advanced competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage an expansive and/or complex health service (large team or multiple medium sized teams), across diverse environments and complex population demographics
- provide strategic and operational leadership, governance, and direction for the nursing and/or midwifery services
- are responsible for a designated AoPS and context expertise and/or service line accountability.
- exercise advanced clinical, management leadership and/or specific AoPS expertise, experience, and aptitude to provide highly developed corporate support to optimise nursing and/or midwifery practice and services
- support the Service Executive.

AUTONOMY

- Autonomous decision making based on nursing and/or midwifery, policy, and regulatory frameworks.
- Shapes clinical and corporate governance.
- Partners with nursing and/or midwifery executives to apply clinical governance principles.
- Exercises professional and clinical expertise to guide collaboration with nursing and/or midwifery executive and multidisciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

- Strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (large team or multiple medium sized teams).
- May be required to extend across more services than nursing and/or midwifery.
- Focussed on the development and implementation of frameworks and systems within which employees' practice, and on monitoring and evaluating clinical practice and service delivery standards.
- Working in diverse environments and complex population demographics.
- Supports the Service Executive.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and guidance and management assistance to health professionals who report directly to them.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Works collaboratively with leadership groups, healthcare team members and stakeholders.
- Provision of strategic leadership in the development, implementation and review of clinical governance and policy-level issues across the health service.
- Contributes to the development of professional competence in the health service.
- Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan.
- May engage in the development, implementation, and evaluation of territory-wide initiatives.

- Operational management of an expansive and/or complex health service, including administration, direction and control of the asset management and financial management of one or more cost centres and facilitating staff development and performance appraisal including consulting with unions, staff bodies and external agencies when required.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or the ACTHD.

CAREER PROGRESSION

- Level 5 Grade 4 and above
- Other executive roles

INDICATIVE TITLE/S

- Director of Nursing and/or Midwifery

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Responsible for nursing and/or midwifery activities in a facility/service/specified AoPS and contribute to strategic and operational policy development to achieve best practice outcomes. May have multi-site/multi-disciplinary responsibilities. Accountable for professional leadership, management planning and delivery of safe, quality care. Accountable for coordination of services and standards and application of corporate and clinical governance for the facility/service/specified AoPS. Lead development and evaluate effectiveness of systems to support continuous improvement in nursing and/or midwifery and/or healthcare team practice and healthy work environments. 	<p>POLICIES, PROTOCOLS, GUIDELINES AND STANDARDS</p> <ul style="list-style-type: none"> Collaborate in planning, coordination, formulation and direction of policies, procedures, protocols, and standards relating to the provision of safe and effective clinical care. Promote and apply established guidelines, protocols, procedures, standards, and systems of work as established by the hospital and health service, the service program, and the profession. Lead, develop and guide the application of information systems to inform decision making. Contribute to the development, implementation, and evaluation of a nursing and/or midwifery professional practice framework. Collaborate in and/or coordinate the evaluation of nursing practice, systems, process, and policies. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by ensuring the Health Service meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Participate in internal and external stakeholder engagement. Role model application of education principles. Promote engagement by self and others in professional development. Support education specific to healthcare trends to promote the nursing and/or midwifery profession. 	<ul style="list-style-type: none"> Promote and/or engage in ongoing nursing and/or midwifery research within the facility/service or delegated AoPS. Action and evaluate policy and evidence-based research recommendations. Integrate contemporary information and research evidence with personal knowledge and experience to support executive level decision making. 	<ul style="list-style-type: none"> Contribute to professional strategic direction, imperatives, and actions. Provide leadership and policy advice on issues relating to professional and clinical practice, workforce, legislation, education and/or research. Participate in scholarly activities.

<ul style="list-style-type: none"> Accountable for leadership, coordination of resources and the development of health strategies in collaboration with others. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate comprehensive knowledge of contemporary nursing and/or midwifery theory and practice. Collaborate and consult with nursing and/or midwifery and other key stakeholders in planning health services, workforce, and resource requirements. Demonstrate expertise in leadership, human, financial and resource management including professional standards and policy. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Liaise with clinical networks and other external and internal stakeholders in relation to nursing and/or midwifery standards and practice to achieve targets and/or healthcare outcomes. Accountable for clinical and professional standards for self and others. Liaise with other stakeholders to optimise the reputation of nursing and/or midwifery. 	<ul style="list-style-type: none"> Promote and support a culture of continuous improvement in line with relevant standards, operational/strategic direction. Promote and support a culture of continuous quality improvement in line with nursing and/or midwifery professional strategic direction. Implement and report effectiveness of corporate administrative and risk management frameworks. Identify and implement opportunities for innovation. Investigate and address emerging trends with potential to influence nursing and/or midwifery and/or facility/service AoPS. Monitor and report compliance with legal requirements governing healthcare and professional standards relevant to a facility/service AoPS. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> Provide informed advice and support to nursing and/or midwifery colleagues and others as relevant. Apply the principles of succession management and mentoring to engage staff in ongoing career development, growth, and lifelong learning. Provide professional nursing and/or midwifery advice and leadership and management assistance. <p>MANAGEMENT</p> <ul style="list-style-type: none"> Demonstrate effective management of services and/or specified AoPS. Contribute to budget integrity and fiscal management according to financial and HR delegations. 	<ul style="list-style-type: none"> Develop and encourage a learning environment by mentoring and promoting team development, workforce learning and individual capacity building. Expertise in education, scholarly activities, and translation of evidence into practice within the health service strategic direction. Implement education and workforce development framework to support capability and capacity building. 	<ul style="list-style-type: none"> Develop, implement and evaluate significant projects/ research. Demonstrate expertise in research and provide advice. 	<ul style="list-style-type: none"> Engage in robust nursing and/or midwifery governance and leadership to inform professional direction. Lead cross-disciplinary teams/AoPS. Lead the strategic planning across divisional levels.
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<ul style="list-style-type: none"> • Apply clinical knowledge, experience and/or content expertise to achieve strategic and operational leadership and governance. 	<ul style="list-style-type: none"> • Implement and evaluate systems and processes to foster development of a positive facility/service culture and promote values which support optimum standards of practice and performance. • May contribute clinical or AoPS expertise to functional planning for capital works and asset equipment management. • Implement, evaluate, and report on health services, policies, practices, outcomes, and performance targets. • Assist in the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan. • Implement and report on key performance indicators of the nursing and/or midwifery strategic and related plans. • Implement workforce priorities that enhance recruitment and retention of nurses and/or midwives to develop and build workforce capacity and capability. • Promote professionalism and a positive practice environment. • Represent, or delegate representation of, the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Effectively apply change management expertise. • Initiate innovation, and review responses to implementation of change on practice and service needs. 	<ul style="list-style-type: none"> • Collaborate in the development of a vision and strategy for a work-based culture that promotes education initiatives, and lifelong learning. • Collaborate in the implementation and reporting of key performance indicators of the nursing and/or midwifery education and workforce development plans. • Participate in the integration of contemporary education and workforce development policies and strategies. • Monitor and report emerging trends relating to contemporary education initiatives and health service priorities. 		
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7.19. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 4

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 5 Grade 3. In their practice they demonstrate advanced competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage an expansive and/or complex health service (multiple large teams), across diverse environments and complex population demographics
- guide strategic and operational leadership, governance, and direction for the nursing and/or midwifery services
- demonstrate expert clinical, management leadership and/or specific AoPS expertise, experience, and aptitude to provide advanced corporate support to optimise nursing and/or midwifery practice and services.
- support the service Executive
- may have delegated responsibilities to support the RN or Midwife Level 5 Grade 6 where they would work collaboratively with health service and/or facility executive team members in the planning of health services and associated budgetary accountabilities.

AUTONOMY

- Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a tactical and operational perspective.
- Accountable for clinical and corporate governance.
- Works collaboratively with nursing and/or midwifery and other service executive members in aspects of clinical governance.
- Exercise professional and clinical expertise in partnership with nursing and/or midwifery and multidisciplinary stakeholders.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

- Provides strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (multiple large teams).
- May be required to extend across more services than nursing and/or midwifery.
- Focussed on the development and implementation of frameworks and systems within which employees' practice, and on monitoring and evaluating clinical practice and service delivery standards.
- Working in diverse environments and complex population demographics with often limited infrastructure supporting role.
- May be delegated to be a member of the Health Service Executive.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and managerial support to health professionals within sphere of influence.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Practices in co-operative partnership with multi-disciplinary executive members and other leadership groups.
- Provision of strategic leadership in the development, implementation and review of clinical governance and policy-level issues across the health service.
- Guide the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan.
- May engage in the development, implementation, and evaluation of territory-wide initiatives.

- Operational management of multiple large teams including administration, direction and control of the asset management and financial management of one or more cost centres and facilitating staff development and performance appraisal including consulting with unions, staff bodies and external agencies when required.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or the ACTHD.

CAREER PROGRESSION

- Level 5 Grade 5 and above
- Other executive roles

INDICATIVE TITLE/S

- Director of Nursing and/or Midwifery

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Responsible for nursing and/or midwifery activities in a facility/service/specified AoPS and contribute to strategic and policy development to achieve best practice outcomes. May have multi-site/multi-disciplinary responsibilities. Accountable for professional leadership, management planning and delivery of safe, quality care. Accountable for coordination of services and standards and the application of corporate and clinical governance for the facility/service/specified AoPS. Lead development and evaluate effectiveness of systems to support continuous improvement in nursing and/or midwifery and/or healthcare team practice and healthy work environments. 	<p>POLICIES, PROTOCOLS, GUIDELINES AND STANDARDS</p> <ul style="list-style-type: none"> Responsible for overarching planning, coordination, formulation and direction of policies, procedures, protocols, and standards relating to the provision of safe and effective clinical care. Role model and apply established guidelines, protocols, procedures, standards, and systems of work as established by the hospital and health service, the service program, and the profession. Implement, monitor, and evaluate information systems relevant to nursing and/or midwifery. Oversee the development, implementation, and evaluation of a nursing and/or midwifery professional practice framework. Provide advice regarding development and evaluation in the use of information systems. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Collaborate with internal and external stakeholders to foster a culture of learning and professional development to build a capable and educated nursing and/or midwifery workforce. Role model professional development principles. 	<ul style="list-style-type: none"> Provide sponsorship and foster ongoing nursing and/or midwifery research within the facility/service or delegated AoPS. Analyse and report the impact of high-level policy and evidence-based research decisions on nursing and/or midwifery. Collaborate in the development of a vision and strategy for research and quality projects. 	<ul style="list-style-type: none"> Collaborate on professional strategic direction, imperatives, and actions to foster professional principles, governance, and growth. Provide strategic and operational leadership, governance, and direction to inform the nursing and/or midwifery profession. Participate in scholarly activities.

<ul style="list-style-type: none"> Accountable for leadership, coordination of resources and the development of health strategies in collaboration with others. Responsible for application and operational management of the business planning framework. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate comprehensive knowledge of contemporary nursing and/or midwifery theory and practice. Collaborate and consult with nursing and/or midwifery and other key stakeholders in planning health services, workforce, and resource requirements. Demonstrate expertise in leadership, human, financial and resource management including professional standards and policy. <p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> Liaise with clinical networks and other external and internal stakeholders in relation to nursing and/or midwifery standards and practice to achieve targets and/or healthcare outcomes. Accountable for clinical and professional standards for self and others. 	<ul style="list-style-type: none"> Foster a safe work environment by ensuring the Health Service meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. Lead and support a culture of continuous quality improvement in alignment with nursing and/or midwifery professional strategic direction. Promote quality governance and risk mitigation strategies to improve facility/service AoPS outcomes. Collaborate with multidisciplinary hospital and health service executive members to develop, implement and evaluate quality governance and risk management frameworks. Identify and implement opportunities for innovation. Analyse and address emerging trends with the potential to influence nursing and/or midwifery and/or facility/service AoPS. Accountable for compliance with legal requirements governing healthcare and professional standards. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> Provide authoritative advice and support to nursing and/or midwifery colleagues and other stakeholders. Apply the principles of succession management and mentoring to engage staff in ongoing career development, growth, and lifelong learning. Provide professional leadership and managerial support to nursing and/or midwifery within sphere of influence. 	<ul style="list-style-type: none"> Demonstrate commitment to supporting contemporary education and research specific to healthcare trends to promote the nursing and/or midwifery profession. Lead opportunities for strategic progress and growth through mentoring, team development and individual capacity building through commitment to nursing and/or midwifery workforce learning and development. Expert strategic leadership of education, scholarly activities, and translation of evidence into practice within the facility/division or health service. 	<ul style="list-style-type: none"> Advocate for a strategic approach to the development and implementation of research projects. Demonstrate research expertise and provide strategic advice and leadership. Monitor and report on key performance indicators of the nursing and/or midwifery research. 	<ul style="list-style-type: none"> Lead robust nursing and/or midwifery governance and leadership to inform the professional direction of the health service/facility. Lead cross-disciplinary teams/AoPS.
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<ul style="list-style-type: none"> • Liaise with other stakeholders to optimise the reputation of nursing and/or midwifery. • Apply clinical knowledge, experience and/or content expertise to achieve strategic and operational leadership, governance, and direction. 	<p>MANAGEMENT</p> <ul style="list-style-type: none"> • May have single point of accountability for the nursing and/or midwifery workforce of facility and/or service program. • Accountable for budget integrity and fiscal management according to financial and HR delegations. • Apply strategic direction and priorities for quality improvement including the establishment of a quality framework which supports nursing and/or midwifery professional standards and safety of recipients of healthcare services. • Provide clinical expertise to functional planning for capital works and asset equipment management. • Apply and integrate contemporary policies and practices to optimise health service outcomes and performance targets. • Guide the development, implementation, and monitoring of the organisational Strategic Plan and/or Operational Plan. • Implement and report on key performance indicators of the nursing and/or midwifery strategic and related plans. • Lead the implementation of workforce priorities that enhance recruitment and retention of nurses and/or midwives to develop and build workforce capacity and capability. • Foster professionalism, and a positive practice environment and culture. • Analyse emerging trends within the broader service and industry and evaluate the impact on nursing and/or midwifery and/or health services. 	<ul style="list-style-type: none"> • Implement and report on key performance indicators of the nursing and/or midwifery education and workforce development plans. • Lead the development of a vision and strategy for a work-based culture that promotes education initiatives, and lifelong learning. • Implement and monitor application of education and workforce development framework to support capability and capacity building. 		
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	<ul style="list-style-type: none"> • Represent, or delegate representation of, the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Demonstrate extensive and effective change management expertise. • Initiate and/or oversee innovations, systemic change processes and co-ordination of responses to nursing and/or midwifery practice and health service needs. • Lead and sustain strategic change in a dynamic multidisciplinary healthcare environment and evaluate effectiveness to achieve outcomes that promote the professional standards and practice of nurses and/or midwives. 	<ul style="list-style-type: none"> • Apply and integrate contemporary education and workforce development policies and strategies to optimise health service outcomes and performance targets. • Analyse emerging trends relating to contemporary education initiatives and health service priorities. 		
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7.20. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 5

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 5 Grade 4. In their practice they demonstrate advanced competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage an expansive and/or complex health service (multiple large teams), across diverse environments and complex population demographics
- may act as an equal and collaborative partner on the Service Executive in the planning and delivery of health services with the associated budgetary accountabilities
- may provide expert advice to Health Service key stakeholders, including the RN or Midwife Level 5 Grade 6, the Chief Executive and Board on all matters in relation to nursing and/or midwifery
- may be responsible for ensuring a professional reporting/supervision framework is in place for all nursing and midwifery employees across the Hospital and/or Health Service.

AUTONOMY

- Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a strategic perspective.
- May collaborate as an equal member of the strategic executive hospital and health service leadership team in aspects of clinical governance.
- Exercises professional and clinical expertise in partnership with multidisciplinary members of the hospital and health service executive including consulting with unions, staff bodies and external agencies when required.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

- An active member of the Service Executive.
- Provides strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (multiple large teams).
- May be required to extend across more services than nursing and/or midwifery.
- Focussed on the development and implementation of frameworks and systems within which employees' practice, and on monitoring and evaluating clinical practice and service delivery standards.
- Working in diverse environments and complex population demographics with often limited infrastructure supporting role.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership and managerial support to the nursing and/or midwifery profession.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Engages as a member of the Divisional Executive Management Team in aspects of clinical and corporate governance.
- Provision of strategic leadership in the development, implementation and review of clinical governance and policy-level issues across the health service and/or ACTHD
- Responsible for the governance of nursing and/or midwifery across the hospital and health service.

- Operational management of multiple large teams including administration, direction and control of the asset management and financial management of one or more cost centres and facilitating staff development and performance appraisal including consulting with unions, staff bodies and external agencies when required.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or ACTHD.

CAREER PROGRESSION

- Level 5 Grade 6
- Other executive roles

INDICATIVE TITLE/S

- Director of Nursing and/or Midwifery

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Accountable for service/facility or hospital and health service AoPS, strategic development of the nursing and/or midwifery workforce to optimise outcomes. May have multi-site/multi-disciplinary tertiary/quaternary facility or hospital and health service designated AoPS responsibility. Accountable for strategic and professional leadership for the management planning and delivery of safe, quality care. Accountable for informing and supporting nursing and/or midwifery leadership in relation to governance, strategic direction, and achievement of Key Performance Indicators. 	<p>POLICIES, PROTOCOLS, GUIDELINES, AND STANDARDS</p> <ul style="list-style-type: none"> Responsible for overarching planning, coordination, formulation and direction of policies, procedures, protocols, and standards relating to the provision of safe and effective clinical care and related accreditation. Role model, lead and apply established guidelines, protocols, procedures, standards, and systems of work as established by the hospital and health service, the service program, and the profession. Translate and evaluate information systems relevant to nursing and/or midwifery. Lead the development, implementation, and evaluation of a nursing and/or midwifery professional practice framework. Appraise and guide development and evaluation in the use of information systems. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Initiate and lead consultation with internal and external stakeholders to foster a culture of learning and professional development to build a capable and educated nursing and/or midwifery workforce. Role model professional development principles. 	<ul style="list-style-type: none"> Provide sponsorship and foster ongoing nursing and/or midwifery research within the facility/service or delegated AoPS. Oversee research and quality projects that impact on nursing practice and outcomes in relation to nursing and/or midwifery governance. 	<ul style="list-style-type: none"> Lead professional strategic direction, imperatives, and actions to foster professional principles, governance, and growth. Provide strategic and operational leadership, governance, and direction to inform the nursing and/or midwifery profession and others, and service/AoPS outcomes.

<ul style="list-style-type: none"> • Accountable for corporate and clinical governance and practice standards of nurses and/or midwives. • Responsible for evaluating and consistently improving nursing and/or midwifery practice that fosters engagement, a positive work environment and culture. • Accountable for strategic implementation of the business planning framework. • Collaborate in evaluating and incorporating emerging trends within facility/service AoPS. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> • Demonstrate comprehensive knowledge, skills, and expertise from an international, national and territory perspective. • Demonstrate expertise in working collaboratively and consulting with key stakeholders in the planning of health services and associated budgetary accountabilities. • Demonstrate expertise in human, financial and resource management including professional standards, policy, and guidelines development, design, and implementation to optimise outcomes in the context of a multidisciplinary workforce. 	<ul style="list-style-type: none"> • Foster a safe work environment by ensuring the Health Service meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. • Appraise, lead, and support a culture of continuous quality improvement in alignment with nursing and/or midwifery professional strategic direction. • Promote quality governance and risk mitigation strategies to improve facility/service AoPS outcomes. • Collaborate with multidisciplinary hospital and health service executive members to develop, implement and evaluate quality governance and risk management frameworks. • Identify and implement opportunities for innovation. • Analyse and address emerging trends with the potential to influence nursing and/or midwifery practice and outcomes. • Accountable for compliance with legal requirements governing healthcare and professional standards • May include review and approval of health practitioner credential applications, including any review of credentialing standards. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> • Provide authoritative advice and support to nursing and/or midwifery colleagues and other stakeholders. • Apply the principles of succession management and mentoring to engage staff in ongoing career development, growth, and lifelong learning. 	<ul style="list-style-type: none"> • Demonstrate commitment to supporting contemporary education and workforce development initiatives specific to healthcare trends to promote the nursing and/or midwifery profession. • Initiate and lead opportunities for strategic progress and growth through mentoring, team development and individual capacity building through commitment to nursing and/or midwifery workforce learning and development. • Expert leadership of education, scholarly activities, and translation of evidence into practice within the health service strategic direction. 	<ul style="list-style-type: none"> • Analyse and report the impact of high-level policy and evidence-based research decisions on nursing and/or midwifery. • Develop a vision and strategy for research and quality projects. • Advocate for and lead a strategic approach to the development and implementation of research projects. • Demonstrate research expertise and provide strategic advice and leadership. • Lead and report on key performance indicators of the nursing and/or midwifery research. 	<ul style="list-style-type: none"> • Lead and participate in scholarly activities. • Advocate for robust nursing and/or midwifery governance and leadership to inform professional direction at territory and national levels. • Lead cross-disciplinary teams/AoPS.
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<p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • May be responsible for other clinical services and initiatives within a multidisciplinary framework. • Accountable for clinical and professional standards for self and others. • Partner with internal and external stakeholders to optimise the reputation of and regard for the nursing and/or midwifery in the achievement of best practice outcomes. 	<ul style="list-style-type: none"> • Provide professional leadership and managerial support to the nursing and/or midwifery profession. <p>MANAGEMENT</p> <ul style="list-style-type: none"> • May have single point of accountability for the nursing and/or midwifery workforce facility/service and/or program/hospital and health service. • Accountable for budget integrity and fiscal management according to financial and HR delegations. • Apply strategic direction and priorities for quality improvement including the establishment of a quality framework which supports nursing and/or midwifery professional standards. • Provide clinical and business expertise to functional planning for capital works and asset and equipment management. • Inform, appraise, and integrate contemporary policies and practices to optimise health service outcomes and performance targets. • Implement and report on Key Performance Indicators of the nursing and/or midwifery strategic and related plans. • Oversee and guide the implementation of workforce priorities that enhance recruitment and retention of nurses and/or midwives to develop and build workforce capacity and capability. • Foster professionalism and a positive practice environment and culture. • Collaborate in development of strategic plan. 	<ul style="list-style-type: none"> • Lead the application of an education and workforce development framework to support capability and capacity building. • Develop a vision and strategy for a work-based culture that promotes education initiatives and lifelong learning. • Lead and report on key performance indicators of the nursing and/or midwifery education and workforce development plans. • Inform, appraise, and integrate contemporary education and workforce development policies and strategies to optimise health service outcomes and performance targets. 		
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	<ul style="list-style-type: none"> Analyse emerging trends within the broader service and business and evaluate the impact on nursing and/or midwifery and/or health services. Demonstrate strategic leadership expertise that engages staff. Represent, or delegate representation of, the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> Demonstrate extensive and effective change management expertise. Initiate and/or oversee innovations, systemic change processes and co-ordination of responses to nursing and/or midwifery practice and health service needs. Lead and sustain strategic change in a dynamic multidisciplinary healthcare environment and evaluate effectiveness to achieve outcomes that promote the professional standards and practice of nurses and/or midwives. 	<ul style="list-style-type: none"> Analyse emerging trends relating to contemporary education initiatives and health service priorities. 		
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7.21. REGISTERED NURSE AND/OR MIDWIFE LEVEL 5 GRADE 6

The individual at this Classification Level has an advanced skill set and role responsibility in comparison to the RN or Midwife Level 5 Grade 5. In their practice they demonstrate advanced competence in the provision of professional leadership and care as defined by registration requirements, NMBA standards and codes, educational preparation, relevant legislation, and context of care.

In a clinical setting, they:

- are required to manage an expansive and/or complex health service (multiple large teams), across diverse environments and complex population demographics
- are an equal and collaborative partner on the Divisional Executive Management Team in the planning and delivery of health services with the associated budgetary accountabilities
- provide the highest level of advice to the Chief Executive and Board on all matters in relation to nursing and/or midwifery and is accountable for the governance of the nursing and/or midwifery professional practice framework
- is responsible for ensuring a professional reporting/supervision framework is in place for all nursing and/or midwifery employees across the Hospital and/or Health Service.

AUTONOMY

- Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a strategic perspective.
- Collaborates as an equal member of the strategic executive hospital and health service leadership team in aspects of clinical governance.
- Exercises professional and clinical expertise in partnership with multidisciplinary members of the hospital and health service executive including consulting with unions, staff bodies and external agencies when required.

JOB CONTEXT

- Is registered with the NMBA as an RN and/or Midwife.

- Engages as a member of the Divisional Executive Management Team.
- Provides strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (multiple large teams).
- May be required to extend across more services than nursing and/or midwifery.
- Focussed on the development and implementation of frameworks and systems within which nursing/midwifery employees' practice, and on monitoring and evaluating clinical practice and service delivery standards.
- Working in diverse environments and complex population demographics with often limited infrastructure supporting role.

PRECEPTORSHIP

- Roles at this Classification Level are responsible for providing professional leadership to nursing and/or midwifery executive members and others.

MANAGERIAL RESPONSIBILITIES

- Responsibility for a cohort of staff directly reporting.
- Engages as an Executive team member in aspects of clinical and corporate governance.
- Provision of advice to the ACT Minister for Health and Well Being, the ACTHD and CHS Minister for Mental Health and senior management of the ACTHD and Health Service Directorate including the Director-General, Deputy Director-Generals, Executive Directors and other relevant Directorate and non-Directorate personnel.

- Responsible for the governance of nursing and/or midwifery across the Health Service.
- Represent the strategic and clinical interface of the ACTHD and Health Service and oversee strategic clinical supervision.

REPORTING LINE

- Responsible to the Executive of the Health Service and/or ACTHD.

CAREER PROGRESSION

- Other executive roles

INDICATIVE TITLE/S

- Director of Nursing and/or Midwifery

DOMAIN 1	DOMAIN 2	DOMAIN 3	DOMAIN 4	DOMAIN 5
DIRECT COMPREHENSIVE CARE OR PROVISION OF DIRECT CARE	SUPPORT OF SYSTEMS	EDUCATION	RESEARCH	PROFESSIONAL LEADERSHIP
<p>ACCOUNTABILITY AND RESPONSIBILITY</p> <ul style="list-style-type: none"> Accountable for NMBA and own standards, actions, and the outcomes of own nursing and/or midwifery practice. Must have multi-site/multi-disciplinary hospital and health service responsibilities. Accountable for strategic leadership, management, planning and service delivery of safe, quality care and co-ordination of nursing and/or midwifery services. Lead integration and translation of nursing and/or midwifery performance indicators. Lead evaluation and consistent improvement of nursing and/or midwifery practice that fosters engagement, a positive work environment and culture. Responsible for the strategic development of the nursing and/or midwifery workforce. 	<p>INFORMATION SYSTEMS, POLICIES, PROTOCOLS, GUIDELINES AND STANDARDS</p> <ul style="list-style-type: none"> Responsible for the strategic governance of planning, coordination, formulation and direction of policies, procedures, protocols, and standards relating to the provision of safe and effective nursing or midwifery practice. Role model, lead and apply established guidelines, protocols, procedures, standards, and systems of work as established by the hospital and health service, the service program, and the profession. Sponsor the development, implementation, and evaluation of a nursing and/or midwifery professional practice framework. Sponsor and appraise the strategic planning, development, and evaluation of the use of information systems relevant to nursing and/or midwifery. <p>QUALITY/SAFETY/RISK MANAGEMENT</p> <ul style="list-style-type: none"> Take reasonable care for their own health and safety, and that of others. Foster a safe work environment by ensuring the Health Service meets all requirements for risk identification and safe practice within the clinical practice environment under the <u>Work Health and Safety (WHS) Act 2011</u>. 	<ul style="list-style-type: none"> Maintain own professional development portfolio. Collaborate with internal and external stakeholders to lead a culture of learning and professional development to build a capable and educated nursing and/or midwifery workforce. Act as role model for professional development principles. 	<ul style="list-style-type: none"> Sponsor systems and processes to facilitate research that supports and promotes a sustainable, capable, and educated nursing and/or midwifery workforce. Collaborate with internal and external stakeholders to promote and embed a research culture. 	<ul style="list-style-type: none"> Sponsor the strategic direction of nursing and/or midwifery through collaboration to shape the professional image in the healthcare system. Accountable for professional practice standards for nursing and/or midwifery. Lead health policy and strategy on behalf of the nursing and/or midwifery profession.

<ul style="list-style-type: none"> Responsible for strategic direction in developing and implementing contemporary human resource management policies and practices to optimise performance. Responsible for the strategic implementation and compliance with the business planning framework. Work collaboratively with hospital and health service executive, finance, and Directors of Nursing and/or Directors of Midwifery in the planning of health services and associated budgetary accountabilities to achieve budget integrity and strategic outcomes. <p>SKILLS AND KNOWLEDGE</p> <ul style="list-style-type: none"> Demonstrate expert contemporary knowledge of all aspects of the profession from an international, national and territory perspective. Demonstrate expertise in material, financial and resource management including the strategic approach to developing and integrating contemporary resource management policies, practices guidelines and standards for nursing and midwifery. Lead, collaborate and consult with key stakeholders in planning health services and associated budgetary accountabilities. 	<ul style="list-style-type: none"> Provide strategic leadership in clinical governance and performance of the nursing/midwifery workforce across the hospital and health service. Responsible for quality governance and risk mitigation strategies in nursing and/or midwifery. Collaborate with multidisciplinary hospital and health service executive members to develop, implement and evaluate quality governance and risk management frameworks. Identify sponsors and lead opportunities for strategic innovation. Influence and sponsor national and territory strategies in relation to safe, quality health care. Responsible for compliance with legislative, regulatory, and professional requirements relevant to nursing and/or midwifery. <p>MENTORSHIP/REPORTING LINES</p> <ul style="list-style-type: none"> Influence and guide nursing and/or midwifery colleagues and other stakeholders. Sponsor succession management and mentorship to build workforce capability and a culture of lifelong learning. Provide professional leadership to nursing and/or midwifery executive members and others. <p>MANAGEMENT</p> <ul style="list-style-type: none"> Single point of accountability for the nursing and/or midwifery workforce. Accountable for budget integrity and fiscal management according to financial and HR delegations, as part of the executive team. 	<ul style="list-style-type: none"> Sponsor education, scholarly activities, and translation of evidence into practice consistent with the health service strategic direction. Sponsor Hospital and Health Service wide vision and strategy for a work-based culture that promotes and supports engagement in education, learning, research, and workforce management. 	<ul style="list-style-type: none"> Sponsor hospital and health service wide vision and strategy for a work-based culture that promotes and supports engagement in research. Lead the strategic direction to promote a positive commitment to nursing and/or midwifery research. Inform hospital and health service executive decision-making through application of professional knowledge and experience, data, contemporary literature, and research. 	<ul style="list-style-type: none"> Lead and participate in scholarly activities to inform strategic direction for nursing and/or midwifery. Sponsor robust nursing and/or midwifery governance and leadership to inform professional direction at territory and national levels. Lead executive cross-disciplinary AoPS across the healthcare system.
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<p>ROLE IN CLINICAL CARE</p> <ul style="list-style-type: none"> • May be responsible for other clinical services and initiatives within a multidisciplinary framework. • Accountable for the clinical and professional standards for nursing and/or midwifery services across the ACT Health Services. • Partner with internal and external stakeholders to optimise the reputation of and regard for nursing and/or midwifery in the achievement of best practice outcomes. 	<ul style="list-style-type: none"> • Determine strategic priorities, work standards and allocation of resources to support nursing and/or midwifery professional standards. • Provide strategic input into capital works and major asset/equipment management. • Enact the Hospital and Health Service strategic direction for nursing and/or midwifery to achieve service targets. • Sponsor professionalism, and a positive practice environment and culture. • Responsible for ensuring the development, implementation and evaluation of the nursing and/or midwifery strategic plan informs and supports an organisational culture of continuous improvement and innovation. • Analyse emerging trends within the broader service and business and evaluate the impact on nursing and/or midwifery and/or health services. • Provide executive, professional, nursing and/or midwifery governance across the healthcare system. • Represent, or delegate representation of, the profession and organisation at committee meetings, public forums, training activities and other relevant working groups. <p>CHANGE MANAGEMENT</p> <ul style="list-style-type: none"> • Governance of innovations, systemic change processes, and co-ordination of responses to nursing and/or midwifery practice and health service needs. • Lead and sustain strategic change in a dynamic multidisciplinary healthcare environment and evaluate effectiveness to achieve outcomes that promote the professional standards and practice of nurses and/or midwives. 	<ul style="list-style-type: none"> • Lead the strategic direction to promote a positive commitment to nursing and/or midwifery workforce learning and development. 		
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8. APPENDIX A – CLASSIFICATION LEVEL PROGRESSION

↑ Higher work value than the lower Classification level → Equivalent work value than the lower Classification level ↓ Lower work value than the lower Classification

	AIN	EN L1	EN L2	RN L1	RN L2	RN L3 G1	RN L3 G2
Autonomy	Direct delegation (clinical support)	↑ Indirect or direct delegation (clinical) Guided in decision making	↑ Indirect or direct delegation (clinical) ↑ Supported in decision making	↑ Independent / equal contributor (clinical) ↑ Applies decision making framework	↑ Independent / autonomous (clinical) ↑ Applies decision making framework, supports less experienced	↑ Advanced clinical and professional ↑ Clinical and professional decision making in collaboration with line manager	↑ Advanced clinical and professional ↑ Decision making in collaboration with an RN or Midwife Level 4, or above
Job Context	Non-clinical	↑ Clinical (own practice)	↑ Clinical (own practice) ↑ May include an AoPS	↑ Clinical (own practice)	↑ Clinical (own practice)/ Management (Support) ↑ May include an AoPS (at least one) advanced level of knowledge and skills	↑ Clinical/Management (support Manage ward, service, or unit) ↑ AoPS (at least one) specialised clinical expertise, greater experience and/or specialised skills ↑ May work in ACTHD	↑ Clinical/Management (oversee Manage ward, service, or unit) ↑ AoPS (one or multiple) specialised clinical expertise, greater experience and/or specialised skills → May work in ACTHD
Strategic focus	Own practice	→ Own practice	→ Own practice	→ Own practice	↑ Own practice / Team	↑ AoPS (single)	↑ AoPS (at least one, maybe multiple)
Preceptorship	Nil	↑ Support less experienced EN's or nursing students	↑ Preceptor ENs and nursing students	↑ Preceptor less experienced RNs, ENs, AINs and nursing students	↑ Preceptor Less experienced RNs, ENs, AIN's or nursing students	↑ Preceptor less experienced RNs, ENs, AINs and nursing students	↑ Professional leadership and guidance, to RNs or ENs who report directly to them ↑ Delegation of supervision of less experienced RNs or ENs
	-	May support AINs with the oversight and support of a more senior EN or RN		May also include supervision of Midwives, in the context of delegating an aspect of nursing care		May delegate the supervision of Midwives, in the context of overseeing delegated aspects of nursing care, to RNs who report to them	

Managerial Responsibilities	Nil	→ Nil	↑ May assume leadership of an AoP	Nil	↑ May assume Team Leader in the absence of the Clinical Nurse Consultant	↑ Team Leader / Manage ward, service, or unit in absence of Level 3 Grade 2	↑ Manage ward, service, or unit
Reporting Line	At least an RN Level 1	<ul style="list-style-type: none"> • RN Level 1 • RN Level 2 	<ul style="list-style-type: none"> • RN Level 1 • RN Level 2 	At least an RN Level 2	At least an RN Level 3	<ul style="list-style-type: none"> • RN L3.2 or above • ACT CNMO (non-clinical) 	<ul style="list-style-type: none"> • RN L4 or above • ACT CNMO (non-clinical)
Career Progression	<ul style="list-style-type: none"> • EN Level 1 • RN Level 1 	<ul style="list-style-type: none"> • EN Level 1 • RN Level 1 	RN Level 1	<ul style="list-style-type: none"> • RN Level 2 • Nurse Practitioner 	<ul style="list-style-type: none"> • RN Level 3 and above • Nurse Practitioner 	<ul style="list-style-type: none"> • RN Level 3 Grade 2 and above • Nurse Practitioner 	<ul style="list-style-type: none"> • RN Level 4 and above • Nurse Practitioner
Indicative Titles	Assistant in Nursing	Enrolled Nurse	Enrolled Nurse	<ul style="list-style-type: none"> • Registered Nurse • Graduate Nurse 	<ul style="list-style-type: none"> • Registered Nurse • Nurse • Clinical Development Nurse (CDN) • Team Leader 	<ul style="list-style-type: none"> • Registered Nurse • Clinical Nurse Consultant • Nurse Educator • Nurse Manager • Nurse Coordinator • Advanced Practice Nurse • Clinical Nurse Coordinator 	<ul style="list-style-type: none"> • Registered Nurse • Clinical Nurse Consultant • Nurse Educator • Nurse Manager • Nurse Coordinator • Advanced Practice Nurse • Clinical Nurse Coordinator
Regulation	Not registered	Registered as an EN	Registered as an EN	Registered as an RN	Registered as an RN	Registered as an RN	Registered as an RN

	MIDWIFE L1	MIDWIFE L2	MIDWIFE L3 G1	MIDWIFE L3 G2
Autonomy	Independent / equal contributor (clinical) Applies decision making framework	↑ Independent / autonomous (clinical) ↑ Applies decision making framework, supports less experienced	↑ Advanced clinical and professional ↑ Clinical and professional decision making in collaboration with line manager	↑ Advanced clinical and professional ↑ Decision making in collaboration with an RN or Midwife Level 4, or above
Job Context	Clinical (own practice)	↑ Clinical (own practice)/ Management (Support) ↑ May include an AoPS (at least one) advanced level of knowledge and skills	↑ Clinical/Management (support Manage ward, service, or unit) ↑ AoPS (at least one) specialised clinical expertise, greater experience and/or specialised skills ↑ May work in ACTHD	↑ Clinical/Management (oversee Manage ward, service, or unit) ↑ AoPS (one or multiple) specialised clinical expertise, greater experience and/or specialised skills → May work in ACTHD
Strategic focus	Own practice	↑ Own practice/ Team	↑ AoPS (at least one)	↑ AoPS (single or multiple)
Preceptorship	Preceptor less experienced Midwives, and midwifery students	↑ Preceptor Less experienced Midwives, and midwifery students	↑ Preceptor less experienced Midwives, and midwifery students	↑ Professional leadership and guidance, to Midwives who report directly to them ↑ Delegation of supervision of less experienced Midwives to Midwives who report directly to them
	May also include supervision of RNs or ENs, in the context of delegating an aspect of midwifery care		May delegate the supervision of RNs or ENs, in the context of overseeing delegated aspects of midwifery care, to Midwives who report to them	
Managerial Responsibilities	Nil	↑ May assume Team Leader in the absence of the Clinical Midwife Consultant	↑ Team Leader/Manage ward, service, or unit in absence of Level 3 Grade 2 ↑ Project Support (non-clinical)	↑ Manage ward, service, or unit ↑ Project Support (non-clinical)
Reporting Line	At least a Midwife Level 2	At least a Midwife Level 3	<ul style="list-style-type: none"> Midwife L3.2 or above Director of Services or ACT CNMO (non-clinical) 	<ul style="list-style-type: none"> Midwife L4 or above Director of Services or ACT CNMO (non-clinical)
Career Progression	Midwife Level 2	Midwife Level 3 and above	Midwife Level 3 Grade 2 and above	Midwife Level 4 and above

Indicative Titles	<ul style="list-style-type: none"> • Midwife • Graduate Midwife 	<ul style="list-style-type: none"> • Midwife • Clinical Development Midwife (CDM) • Team Leader 	<ul style="list-style-type: none"> • Midwife • Clinical Midwife Consultant • Midwife Educator • Midwife Manager • Midwife Coordinator • Clinical Midwife Coordinator • Clinical Midwife Manager (CMM) 	<ul style="list-style-type: none"> • Midwife • Clinical Midwife Consultant • Midwife Educator • Midwife Manager • Midwife Coordinator • Clinical Midwife Coordinator • Clinical Midwife Manager (CMM)
Regulation	Registered as a Midwife	Registered as a Midwife	Registered as a Midwife	Registered as a Midwife

	RN OR MIDWIFE L4 G1	RN OR MIDWIFE L4 G2	RN OR MIDWIFE L4 G3	NURSE PRACTITIONER RN L4 G2 (COMPARED TO L4 G1)
Autonomy	<p>↑ Advanced autonomous clinical and professional</p> <p>↑ Advanced decision making in collaboration with a multi-disciplinary team</p> <p>↑ Works collectively to apply the principles of clinical governance</p>	<p>→ Advanced autonomous clinical and professional</p> <p>→ Advanced decision making in collaboration with a multi-disciplinary team</p> <p>→ Works collectively to apply the principles of clinical governance</p>	<p>→ Advanced autonomous clinical and professional</p> <p>→ Advanced decision making in collaboration with a multi-disciplinary team</p> <p>→ Works collectively to apply the principles of clinical</p>	<p>→ Advanced scope of practice in an extended nursing role</p> <p>↑ Autonomous and collaborative decision making within the multi-disciplinary team</p> <p>↔ Works collectively to apply the principles of clinical governance</p>
Job Context	<p>↑ Clinical/Management (oversee medium sized discipline specific, or multidisciplinary team)</p> <p>↑ AoPS (at least one) specialised clinical expertise, greater experience and/or specialised skills</p> <p>↑ May hold a composite role across domains</p> <p>↑ May work in ACTHD (Project Support)</p>	<p>→ Clinical/Management (oversee medium sized discipline specific, or multidisciplinary team)</p> <p>↑ AoPS (one or multiple) demonstrated specialised clinical expertise, greater experience and/or specialised skills</p> <p>→ May hold a composite role across domains</p> <p>↑ May work in ACTHD (Project Lead)</p>	<p>→ Clinical/Management (oversee medium sized discipline specific, or multidisciplinary team)</p> <p>→ AoPS (one or multiple) demonstrated specialised clinical expertise, greater experience and/or specialised skills</p> <p>→ May hold a composite role across domains</p> <p>↑ May work in ACTHD (Project Lead)</p>	<p>↑ Clinical</p> <p>↑ AoPS (as defined by NP scope)</p> <p>-</p> <p>-</p> <p>-</p>
Strategic focus	<p>↑ Unit based (operational)</p>	<p>↑ Department or division based</p>	<p>↑ Division based</p>	<p>↑ Nursing profession specific</p>
Preceptorship	<p>↑ Professional leadership and guidance to health professionals who report directly to them</p>	<p>→ Professional leadership and guidance to health professionals who report directly to them</p>	<p>↑ Leadership and acting as a clinical resource, advisor, mentor, role model, technical expert, to RNs/Midwives, ENs and members of multi-disciplinary team</p>	<p>↑ Supervision to less experienced RNs, ENs, AINs, or nursing students</p>
	<p>Typically delegate the supervision of less experienced health professionals to those who report to them, providing professional leadership and support to the supervisees</p>		<p>-</p>	<p>May also include supervision of Midwives, in the context of delegating an aspect of nursing care</p>
Managerial Responsibilities	<p>↑ Medium sized discipline specific, or multidisciplinary team</p> <p>↑ Project Lead (non-clinical)</p>	<p>→ Medium sized discipline specific, or multidisciplinary team</p> <p>→ Project Lead (non-clinical)</p>	<p>→ Medium sized discipline specific, or multidisciplinary team</p> <p>↑ Project Lead (non-clinical)</p>	<p>↑ Responsibilities in line with collaborative agreement and credentialling requirements</p>

Reporting Line	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Director of Nursing and Midwifery Director of Services or ACT CNMO (non-clinical) 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Director of Nursing and Midwifery Director of Services or ACT CNMO (non-clinical) 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Director of Nursing and Midwifery Director of Services or ACT CNMO (non-clinical) 	Reporting will be in line with the NPs collaborative agreement and credentialling requirements
Career Progression	<ul style="list-style-type: none"> RN or Midwife Level 4 Grade 2 and above Nurse Practitioner 	<ul style="list-style-type: none"> RN or Midwife Level 4 Grade 2 and above Nurse Practitioner 	<ul style="list-style-type: none"> Level 5 Grade and above Other executive roles 	Level 4 Grade 3 and above
Indicative Titles	<ul style="list-style-type: none"> ADoN or ADoM – Clinical ADoN or ADoM – Management ADoN or ADoM - Research ADoN or ADoM – Education ADoN or ADoM - Clinical/Management/Education 	<ul style="list-style-type: none"> ADoN or ADoM – Clinical ADoN or ADoM – Management ADoN or ADoM - Research ADoN or ADoM – Education ADoN or ADoM - Clinical/Management/Education 	<ul style="list-style-type: none"> ADoN or ADoM – Clinical ADoN or ADoM – Management ADoN or ADoM – Research ADoN or ADoM – Education ADoN or ADoM - Clinical/Management/Education 	Nurse Practitioner
Regulation	Registered as a Midwife and/or RN	Registered as a Midwife and/or RN	Registered as a Midwife and/or RN	Registered as an RN with NMBA endorsed as a Nurse Practitioner

	RN OR MIDWIFE L5 G1	RN OR MIDWIFE L5 G2	RN OR MIDWIFE L5 G3	RN OR MIDWIFE L5 G4	RN OR MIDWIFE L5 G5	RN OR MIDWIFE L5 G6
Autonomy	<p>↑ Advanced autonomous decision making for clinical, operational, and administrative interventions based on policy and regulatory frameworks</p> <p>↑ Works collectively to apply the principles of clinical governance</p>	<p>→ Advanced autonomous decision making for clinical, operational, and administrative interventions based on policy and regulatory frameworks</p> <p>→ Works collectively to apply the principles of clinical governance</p>	<p>↑ Autonomous decision making based on nursing and/or midwifery, policy and regulatory frameworks</p> <p>↑ Shapes clinical and corporate governance</p>	<p>↑ Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a tactical and operational perspective</p> <p>↑ Accountable for clinical and corporate governance</p>	<p>↑ Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a strategic perspective</p> <p>↑ May collaborate as an equal member of the strategic executive hospital and health service leadership team in aspects of clinical governance</p>	<p>→ Autonomous decision making based on nursing and/or midwifery and broader health policy and regulatory frameworks from a strategic perspective</p> <p>↑ Collaborates as an equal member of the strategic executive hospital and health service leadership team in aspects of clinical governance</p>
Job Context	<p>↑ Clinical/Management (oversee unit or division)</p> <p>→ AoPS (multiple) specialised expertise, experience and/or skills</p>	<p>↑ Clinical/Management (oversee division or health service)</p> <p>→ AoPS (multiple) specialised expertise, experience and/or skills</p> <p>↑ May be across more than nursing and/or midwifery</p>	<p>↑ Clinical/Management (oversee complex health service)</p> <p>↑ AoPS - exercise advanced clinical, management leadership and/or specific expertise, experience, and aptitude to provide highly developed corporate support to optimise nursing and/or midwifery practice and services</p> <p>↑ May be across more than nursing and/or midwifery</p>	<p>↑ Clinical/Management (oversee expansive and/or complex health service)</p> <p>↑ AoPS - demonstrate expert clinical, management leadership and/or specific expertise, experience, and aptitude to provide advanced corporate support to optimise nursing and/or midwifery practice and services</p> <p>→ May be across more than nursing and/or midwifery</p> <p>↑ Supports Service Executive</p> <p>↑ May have delegated responsibilities to support the RN or Midwife Level 5 Grade 6</p>	<p>→ Clinical/Management (oversee expansive and/or complex health service)</p> <p>↑ AoPS - expert advice all matters in relation to nursing and/or midwifery</p> <p>↔ May be across more than nursing and/or midwifery</p> <p>↑ Active member Service Executive</p>	<p>→ Clinical/Management (oversee expansive and/or complex health service)</p> <p>↑ AoPS the highest level of advice to the Chief Executive and Board on all matters in relation to nursing and/or midwifery</p> <p>→ May be across more than nursing and/or midwifery</p> <p>↑ Engages as a member of the Divisional Executive Management Team</p>

Strategic focus	↑ Strategic and operational leadership at a unit or division level	↑ Strategic and operational leadership at division or health service level	↑ Strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service	↑ Strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (multiple large teams)	→ Strategic and operational leadership, governance, and direction for the services within an expansive and/or complex health service (multiple large teams)	→ Strategic and operational leadership, governance, and direction for the for the services within an expansive and/or complex health service (multiple large teams)
Preceptorship	↑ Professional advice and leadership to health professionals who report directly to them	↑ Professional nursing and/or midwifery advice and leadership in a support capacity to health professionals who report directly to them	↑ Professional leadership and guidance and management assistance to health professionals who report directly to them	↑ Professional leadership and managerial support to health professionals within sphere of influence	↑ Professional leadership and managerial support to the nursing and/or midwifery profession	↑ Professional leadership to nursing and/or midwifery executive members and others
Managerial Responsibilities	↑ Discipline specific, or multidisciplinary Unit or Division (team or multiple teams)	↑ Discipline specific, or multidisciplinary Division or Health Service (a large team or multiple small sized teams)	↑ Expansive and/or complex health service (large team or multiple medium sized teams)	→ Expansive and/or complex health service (multiple large teams) ↑ Support planning and delivery of health services	→ expansive and/or complex health service (multiple large teams) ↑ Equal and collaborative partner in the planning and delivery of health services ↑ Ensuring a professional reporting/supervision framework is in place	→ Expansive and/or complex health service (multiple large teams) ↑ Equal and collaborative partner on the Divisional Executive Management Team ↑ Responsible for ensuring a professional reporting/supervision framework is in place
Reporting Line	Executive of the Health Service and/or the ACTHD	Executive of the Health Service and/or the ACTHD	Executive of the Health Service and/or the ACTHD	Executive of the Health Service and/or the ACTHD	Executive of the Health Service and/or the ACTHD	Executive of the Health Service and/or the ACTHD
Career Progression	<ul style="list-style-type: none"> Level 5 Grade 2 and above Other executive roles 	<ul style="list-style-type: none"> Level 5 Grade 3 and above Other executive roles 	<ul style="list-style-type: none"> Level 5 Grade 4 and above Other executive roles 	<ul style="list-style-type: none"> Level 5 Grade 5 and above Other executive roles 	<ul style="list-style-type: none"> Level 5 Grade 6 Other executive roles 	Other executive roles
Indicative Titles	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery 	<ul style="list-style-type: none"> Director of Nursing Director of Midwifery Directory of Nursing and Midwifery
Regulation	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife 	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife 	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife 	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife 	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife 	<ul style="list-style-type: none"> Registered as a Midwife Registered as an RN Registered as an RN and a Midwife

9. APPENDIX B – TERMS AND DEFINITIONS

ACRONYM	DEFINITION
ABS	Australian Bureau of Statistics
ACTHD	ACT Health Directorate
ACTPS	ACT Public Service
ADoM	Means an individual who is a Midwife appointed as an Assistant Director of Midwifery who assists and relieves the DON/DoM/DoNM and who has special or supervisory responsibilities beyond those of a Level 3 Registered Midwife. Typically, at Classification Level 4. May specialise as ADoM - Clinical, ADoM - Education, ADoM - Research, ADoM - Management, or hold a composite role as ADoM - Clinical/Education/Management.
ADoN	Means an individual who is a Registered Nurse appointed as an Assistant Director of Nursing who assists and relieves the DON/DoM/DoNM and who has special or supervisory responsibilities beyond those of a Level 3 Registered Nurse. Typically, at Classification Level 4. May specialise as ADoN - Clinical, ADoN - Education, ADoN - Research, ADoN - Management, or hold a composite role as ADoN - Clinical/Education/Management.
Advanced Practice Nurse	As per the NMBA: Nurses practising at an advanced practice level incorporate professional leadership, education, research and support of systems into their practice. Their practice includes relevant expertise, critical thinking, complex decision-making, autonomous practice and is effective and safe. They work within a generalist or specialist context and they are responsible and accountable in managing people who have complex healthcare requirements. Typically, at Classification Level 3 Grade 1. Link: https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/fact-sheet-advanced-nursing-practice-and-specialty-areas.aspx
AHPRA	Means the Australian regulatory body for health professions - Australian Health Practitioner Regulation Agency.

ANMF	Australian Nursing and Midwifery Federation are the professional and industrial organisation in Australia for Nurses and Midwives, with Branches in each State and Territory of Australia.
ANZSCO	Australian and New Zealand Standard Classification of Occupations
APS	Australian Public Service
Area of Practice Specialty (AoPS)	An AoPS is a subgroup of the nursing or midwifery profession that practitioners align their skills and work activities with. Formal education, informal education and work experience will influence how a nursing or midwifery practitioner identifies with an AoPS.
Assistant in Nursing	Means a person, other than a Registered Nurse, Enrolled Nurse or Enrolled Nurse without medication qualification who is employed in nursing duties in a public hospital or public health organisation.
Autonomy	Used to describe the degree to which the individual has accountability for their practice, and responsibility for decision making.
Award	Refers to the EA for Nursing and Midwifery as negotiated and agreed with nurses, midwives, employers and the ANMF.
Calvary Public Hospital Bruce	Calvary Public Hospital Bruce is a public hospital located in Bruce, Australian Capital Territory serving the northern suburbs of Canberra. It is classified as a secondary care facility.
Canberra Health Services	Canberra Health Services (CHS) delivers a range of high quality, effective, person-centred care across the Australian Capital Territory (ACT) and surrounding Southern New South Wales region. CHS Services include Canberra Hospital, University of Canberra Hospital, Walk-in centres, Community health centres and Community based health services.
CCM	Continuity of Care Midwifery Models, as per the EA
CHS	Refer to ' Canberra Health Services '
Classification Level	The Classification Levels are the increments at which an individual can progress through their career as a Nurse or Midwife. The details in the Classification Levels identify and differentiates the elements of expected work (responsibilities and duties) and leadership requirements for, and between each Classification Level.
Classification Level Grade	The Classification may have varying Grades, indicating a stepped increase in responsibility/role function.

Clinical Development Midwife	Means a Midwife who provides direct clinical support, instruction and supervision of new graduate Midwives, undergraduate midwifery students and staff to the clinical environment and support clinical learning in a practical and applied way. Typically, at Classification Level 2.
Clinical Midwife Coordinator	Means a Midwife appointed as such to a position approved by the health service who has demonstrated the required midwifery skills, knowledge and expertise as deemed appropriate by the health service for the coordination of midwifery services. Typically, Classification Level 3 Grade 1.
Clinical Nurse Coordinator	Means a Registered Nurse appointed as such to a position approved by the health service who has demonstrated the required nursing skills, knowledge and expertise as deemed appropriate by the health service for the coordination of nursing services. Typically, Classification Level 3 Grade 1.
Clinical Development Nurse	Means a Registered Nurse who provides direct clinical support, instruction and supervision of new graduate Nurses, undergraduate nursing students and staff to the clinical environment and support clinical learning in a practical and applied way. Typically, at Classification Level 2.
Clinical Facilitator	An individual who is appointed to facilitate, support and oversee the work of nursing students and/or midwifery students as they undertake clinical placements in health services as part of their approved program of study. The individual will typically liaise between the university and the health service.
Clinical Midwife Consultant	Means a Midwife who applies a high level of clinical midwifery knowledge, experience and skills in providing complex midwifery care directed towards a specific area of practice, a defined population or defined service area, with minimum direct supervision. Typically, at Classification Level 3.
Clinical Midwife Consultant	Means a Midwife who is appointed as such to provide a clinical resource, clinical advisory/developmental role on a full-time dedicated basis (i.e., performs only consultancy work on the relevant shifts) and undertakes related projects and research and development activities to meet specified clinical midwifery needs in a clinical discipline. Typically, at Classification Level 3.
Clinical Nurse Consultant	Means a Registered Nurse who applies a high level of clinical nursing knowledge, experience and skills in providing complex nursing care directed towards a specific area of practice, a defined population or defined service area, with minimum direct supervision. Typically, at Classification Level 3.
Clinical Nurse Consultant	Means a Registered Nurse who is appointed as such to provide a clinical resource, clinical advisory/developmental role on a full-time dedicated basis (i.e., performs only consultancy work on the relevant shifts) and undertakes related projects and research and development activities to meet specified clinical nursing needs in a clinical discipline. Typically, at Classification Level 3.

CMC	Refer to ' Clinical Midwife Consultant '
CMTEDD	Chief Minister, Treasury and Economic Development Directorate
CNC	Refer to ' Clinical Nurse Consultant '
CNMO	Chief Nursing and Midwifery Officer
CPHB	Refer to ' Calvary Public Hospital Bruce '
Decision Making Framework	An evidence-based contemporary document that is to be used in conjunction with standards for practice, policies, regulations and legislation related to nursing or midwifery to guide decision-making relating to scope of practice and delegation to promote consistent safe, person-centred and evidence-based decision-making across the nursing and midwifery professions. Developed and maintained by the NMBA. Accessible here: https://www.nursingmidwiferyboard.gov.au/codes-guidelines-statements/frameworks.aspx
Delegation/delegate	A delegation relationship exists when one member of the health care team delegates aspects of care, which they are competent to perform and which they would normally perform themselves, to another member of the health care team from a different discipline, or to a less experienced member of the same discipline. Delegations are made to meet people's needs and to ensure access to health care services — that is, the right person is available at the right time to provide the right service to a person. The delegator retains accountability for the decision to delegate and for monitoring outcomes.
Domain	Distinct areas of work for the nursing and midwifery professions as recognised by the ABS through the ANZSCO classifications (MINOR GROUP 254 Midwifery and Nursing Professionals). Identified domains include clinical, educational, managerial or research in nature. Across the professions, Leadership is also deemed a domain.
Domain – Clinical	How, and the degree to which, the Nurse or Midwife engages in undertaking or leading clinical practice. For the purposes of these WLS this Domain is known as Direct comprehensive care or provision of direct care.
Domain – Education	How, and the degree to which, the Nurse or Midwife uses their knowledge and skills to educate others, lead the education of others and/or develop education materials and/or opportunities for their profession.
Domain – Leadership	How, and the degree to which, the Nurse or Midwife uses their leadership skills to influence their peers, the work of their chosen domain, the nursing or midwifery profession

Domain – Management	How, and the degree to which, the Nurse or Midwife uses managerial skills to influence and progress, the work of the individuals who report to them and, collaboration through all levels of health service. For example, clinical care or policy. For the purposes of these WLS this Domain is known as Support of Systems.
Domain – Research	How, and the degree to which, the Nurse or Midwife uses/engages with/leads research in formulating practice decisions, self-regulation, and the development of new systems of care.
DON	Means the Director of Nursing. The Director of Nursing is an Employee who is a Registered Nurse appointed as the principal nursing executive officer, however styled, and who is responsible for the nursing service and any other service.
EA	Refer to ' Enterprise Agreement '.
EN	Refer to ' Enrolled Nurse '
Enrolled Nurse	Means a health professional registered to practice as an Enrolled Nurse under the Register of Nurses of the Nursing and Midwifery Board of Australia established by the Health Practitioner Regulation National Law Act 2009. Enrolled Nurse is a Protected Title under National Law.
Enterprise Agreement	Means the Agreement to provide for common terms and conditions that apply across the ACT Public Sector (ACTPS) and terms and conditions that reflect the operational and business requirements of the particular Business Units and of nursing and midwifery employees.
Experience	Means paid service whether in Australia or internationally as a Registered Nurse, Midwife or Enrolled Nurse, following registration by the professional registration body.
Health Care Service	Means any clinic, hospital, medical service, community-based health care service, or other establishment where health services are delivered.
Hospital	Means any public hospital, health service, health care facility or other facility controlled by the Employer.
Midwife	Means a health professional registered to practice as a Midwife under the Register of Midwives of the Nursing and Midwifery Board of Australia established by the Health Practitioner Regulation National Law Act 2009. Midwife is a Protected Title under National Law.
Midwife Coordinator	Typically, Classification Level 3 Grade 1.

Midwife Educator	A Midwife appointed as such, responsible for the organisation and implementation of midwifery education programmes to support Midwives practice and ongoing professional development.
Midwife Manager	A Midwife appointed as such, responsible for the organisation and management of a midwifery unit or ward. Typically, at Classification Level 3 Grade 1.
NMBA	Nursing and Midwifery Board of Australia: Means the national body responsible for registering nursing and midwifery professionals and protecting the public in the space of nursing and midwifery care provision – the Nursing and Midwifery Board of Australia.
NMO	Nursing and Midwifery Office
NP	Refer to ' Nurse Practitioner '
NUM	Means an employee who is a Registered Nurse appointed as a Nurse Unit Manager in charge of a ward or unit.
Nurse	Refer to ' Registered Nurse ' or ' Enrolled Nurse '. Nurse is a Protected Title under National Law.
Nurse Coordinator	Typically, Classification Level 3 Grade 1.
Nurse Educator	A Registered Nurse appointed as such, responsible for the organisation and implementation of nursing education programmes to support Nurses practice and ongoing professional development.
Nurse Manager	A Registered Nurse appointed as such, responsible for the organisation and management of a nursing unit or ward. Typically, at Classification Level 3 Grade 1.
Nurse Practitioner	Means a health professional registered to practice as a Registered Nurse under the Register of Nurses of the NMBA established by the Health Practitioner Regulation National Law Act 2009 who has satisfactorily completed a course of study and undertaken clinical experience that qualifies the individual to use the title and work as Nurse Practitioner as they hold an Endorsement as a Nurse Practitioner by the NMBA. Nurse Practitioner is a Protected Title under National Law.
Nurse Practitioner candidate	Will mean a Registered Nurse engaged to undertake a course of study and undertake clinical experience leading to endorsement as a Nurse Practitioner.
Other executive	Roles that are not covered by the Nursing and Midwifery Award/EA. For example, Senior Officers Grades (SOG) C, B or A at the ACTHD.
Portfolio	A collection of evidence to support education or learning needs.

Protected Title	Is applied to particular professions under National Law. In nursing and midwifery, the protected titles are Enrolled Nurse, Registered Nurse, Nurse Practitioner, Midwife. Only people who have met the requirements of the National Law can use a protected title.
Registered health practitioner	Means an individual who is registered under the Health Practitioner Regulation National Law (as in force in the applicable State or Territory) to practise a health profession, other than as a student.
Registered Nurse	Means a health professional registered to practice as a Registered Nurse under the Register of Nurses of the Nursing and Midwifery Board of Australia established by the Health Practitioner Regulation National Law Act 2009. Registered Nurse is a Protected Title under National Law.
Research Nurse or Midwife	Means a Nurse or Midwife who is directly involved in research-related activities which form the predominant aspect of the Employee's ongoing, regular duties. Whilst the level of involvement can vary, the level of involvement and its regularity distinguish a Research Nurse or Midwife from other Employees who provide incidental and/or irregular contributions to clinical research trials as part of their normal duties. The Research Nurse or Midwife performs their research-related duties in accordance with the Therapeutic Goods Administration (TGA) Note for Guidance on Good Clinical Practice (CPMP/ICH/135/95), the National Health and Medical Research Council (NHMRC) National Statement on Ethical Conduct in Human Research and applicable state/federal privacy laws.
RN	Refer to ' Registered Nurse '
Scope of practice	Scope of practice: Is that in which the individual practitioner is educated, competent to perform and permitted by law. The actual scope of practice of individual practitioners is influenced by the settings in which they practise, the health needs of people, the level of competence and confidence of the individual and the policy requirements of the service provider.
Standards for practice	Standards for practice: Set the expectations of practice for the Nurses and Midwives. They inform the education standards and the regulation requirements that determination an individual's fitness for practice. In addition, they guide consumers, employers and other stakeholders on what to reasonably expect from the Nurse or Midwife regardless of the area of practice or years of experience. They are established and maintained by the NMBA.
Streams	The ANMF description used to describe domains in the EA.
Supervision	For the purpose of this document, supervision is defined as access, in all contexts of care, at all times, either directly or indirectly to professional supervision to a named and accessible RN or Midwife for support and guidance of practice. Supervision can be either direct or indirect.

Supervision - Indirect	Indirect supervision is when the supervisor works in the same facility or organisation as the supervised person but does not constantly observe their activities. The supervisor must be available for reasonable access. What is reasonable will depend on the context, the needs of the person receiving care and the needs of the person who is being supervised.
Supervision - Direct	Direct supervision is when the supervisor is actually present and personally observes, works with, guides and directs the person who is being supervised.
USoM	Means an individual engaged in an NMBA approved program of study at a Bachelor level, leading to registration as a Midwife, in at least 2nd year of study who has been employed to work in the capacity as an Undergraduate Student of Midwifery at a health service.
USoN	Means an individual engaged in an NMBA approved program of study at a Bachelor level, leading to registration as a Registered Nurse, in at least 2nd year of study who has been employed to work in the capacity as an Undergraduate Student of Nursing at a health service.
WHS Act 2011	Means the Work Health and Safety Act (2011). Found at https://www.legislation.act.gov.au/a/2011-35/
WLS	Work Level Standards