

CAREER Structure & you

Welcome to the first in a series of 'Career Structure and You' newsletters, designed to provide up-to-date information on the implementation of the new South Australian Nurses and Midwives Career Structure.

Background

The Nurses/Midwives (SA Public Sector) Enterprise Agreement 2007 was approved by the Industrial Relations Commission of South Australia on 2 November 2007.

A joint review was undertaken during the life of the previous agreement that resulted in a new Nursing/Midwifery Career Structure, detailed in Appendix 4 of the new Agreement

The Career Structure provides professional recognition and financial remuneration for nurses and midwives through classifications acknowledging clinical achievement and professional contribution.

The first phase of the Career Structure implementation was the translation of all nurses and midwives to the new salary structure, effective from the first full pay period on or after 1 October 2007.



Where to from here?

A lot of consultation and work still needs to be done before the new structure is fully in place. For example, there is now an additional Clinical Nurse/Midwife Level 2 role that can only be attained via personal reclassification. This role does not come into effect until March 2008.

To facilitate the transition to full implementation, the Nursing and Midwifery Office in the Department of Health has appointed a principal project nurse, Julie Brown (Career Structure Implementation), and established a Career Structure Implementation Central Guidance Group (CSICGG) with the Australian Nursing Federation (SA Branch) (ANF).

The role of the CSICGG is to provide central guidance on the implementation principles of the Nursing/Midwifery Career Structure.

The functions of the group include consultation on:

- principles for re-classification processes for the new Level 2 and Level 4 roles
- principles for the translation of existing Level 2s to new Level 2 roles and Level 3s to new Level 3 roles
- principles for development of new Level 5 Clinical Lead roles
- the logistical implications of implementation
- the communication principles for informing the professions.

The CSICGG has broad representation that includes the following:

- The Chief Nurse
- ANF Representatives
- Strategic Regional Nursing and Midwifery leads

- Representatives from the Department of Health Workforce Division
- The Principal Project Nurse

This group has already commenced work on:

- the development of generic Job and Person Specifications for all roles at Level 2 and above
- guidelines for personal reclassification to the Clinical Nurse/Midwife Level 2
- the development of mechanisms for communicating career structure implementation information to nurses and midwives (ie, the Career Structure and You newsletters).

The involvement of nurses and midwives in the process is essential to the future success of the implementation, ensuring consistency in application and sustainment of the Nursing and Midwifery Career Structure.

Pivotal to achieving these changes will be the development of an understanding of the roles of individual nurse/midwives, the local health units and the Nursing and Midwifery Office.

What does this mean for you?

Overleaf are some ideas on how you can get involved, influence and benefit from the changes to the new roles and Career Structure.

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Ways of knowing and sharing

- What do I need to know and understand?
- What are others doing and how are they doing it?
- Thinking about the issues and absorbing the potential changes for me

Local change support systems

- What new or different skills do I need to practice or develop?
- Where do I access education and leadership for developing into my revised role?

Sustainability

- How do I prevent myself from returning to the old ways of working in the role?
- How can I assist in evaluating the revised roles and contributing to the continuous improvement?

Recognition of the change

- Seeing the difference between current role expectations and the revised roles expectations
- Creating the sense that making the change can work for me
- Facing the reality of change

Local decision-making

- What role/s do I need to consider?
- What is the process for changing to a revised role?
- What do I need to consider when balancing the service needs with my interest in enacting a revised role?



Want to know more?

- To get more information, go to <http://www.nursingsa.com> or <http://www.sa.anf.org.au>
- Contact Julie Brown, Principal Project Nurse (Career Structure Implementation) Julie.Brown2@health.sa.gov.au
- Contact your ANF Organiser on 08 8334 1900