

CAREER Structure & you

This, the fifth edition of the Career Structure and You Newsletter, includes information which outlines the process for role translation at the Nursing and Midwifery level 2 classification for current Associate Clinical Services Coordinators.

The first phase in the career structure implementation was the salary translation for all Nurses and Midwives. At the time of salary translation existing Clinical Nurses/Midwives were salary translated to the new Associate Clinical Services Coordinator classification as this was the only level 2 classification available. The new Clinical Nurse/Midwife Level 2 classification is not operative until 1st March 2008.

It is acknowledged that many of the old Clinical Nurse/Midwife roles do not align with the role requirements of the Associate Clinical Services Coordinator.



To address this and provide Nurses and Midwives at this level with a choice, as of 1st March 2008, existing Associate Clinical Services Coordinator will be able to negotiate to role translate to either of the level 2 classification.

How will this role translation happen?

To facilitate this all Nurses and Midwives currently at the Associate Clinical Services Coordinators classification will receive a letter advising of their options for role translation. The Associate Clinical Services Coordinator (ACSC) can nominate to reclassify to the Clinical Nurse Midwife role or alternatively accept the ACSC classification.

Both Job & Person Specifications will be provided with the letter to assist the individual nurse and or midwife in understanding the differences in the roles and facilitate an informed decision.

In addition Nurses and or Midwives are encouraged to speak with their direct line manager to get a full understanding of the role requirements locally.

What are the differences between the roles?

The level 2 classifications are both new roles and differ significantly from the old Clinical Nurse/Midwife role.

The introduction of these new classifications will provide real opportunity for improvement of clinical practice and service delivery.

Both the Associate Clinical Service Coordinator and the new Clinical Nurse/Midwife classifications have the same role descriptors as outlined in the **Nurses/Midwives (South Australian Public Sector) Enterprise Agreement 2007** Appendix 4. The difference in the roles relate to the portfolio focus of the positions and how the positions are accessed.

The Associate Clinical Services Coordinator is appointed through a merit based selection process where the new Clinical/Nurse Midwife is accessed via personal reclassification.

The Associate Clinical Services Coordinator provides specific support to the Clinical Services coordinator and within the role undertakes an Associate Clinical Services portfolio.

Portfolio responsibilities include;

- Promoting continuity and consistency of care in collaboration with other Associate Clinical Service Coordinators and the Clinical Service Coordinator of the ward/unit;
- Assisting the Nursing/Midwifery Clinical Service Coordinator in ongoing communication and implementation of practice changes;
- Assisting the Nursing/Midwifery Clinical Service Coordinator to maintain and record monitoring and evaluative research activities in the ward/unit;
- Assisting the Nursing/Midwifery Clinical Service Coordinator and Nursing/Midwifery Educators to maintain a learning culture by encouraging reflection and professional development and assisting others to maintain portfolios/records of learning, and

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- May be required to assist the Nursing/Midwifery Clinical Service Coordinator in undertaking performance management processes and/or rostering and/or oversight of supplies and/or equipment.

The Clinical Nurse and or Midwife provide advanced nursing and/or midwifery services and roles at this level are predominantly clinical in nature.

The portfolio responsibilities of the Clinical Nurse and or Midwife may include;

- Participation in and/or provision of clinical teaching and/or research;
- contribution to a wider or external area team working on complex or organisation wide projects such as clinical protocols, guidelines, process mapping;
- undertaking a specific activity and/or portfolio to support the practice area/Health Unit;
- Being required, within pre-determined guidelines, and in a multi multidisciplinary primary health care setting, to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate client progress.

While the roles have different portfolio responsibilities the performance for both roles will be evaluated against the outcome measure of the roles and portfolios assigned.

Local health services and units, in consultation with the individual nurse and or midwife, will be responsible for portfolio allocation,

determining the outcome measure and monitoring performance.

What are the Salary pay points for the roles?

The Associate Clinical Services and the Clinical Nurse and or Midwife have different salary pay points as outlined in Appendix 3 of the **Nurses/Midwives (South Australian Public Sector) Enterprise Agreement 2007**.

The Clinical Nurse and or Midwife classification has 9 pay points (see table below.)

Clinical Nurse and or Midwife October 2007

Pay point 9 =	65325
Pay point 8 =	64320
Pay point 7=	63315
Pay point 6 =	62310
Pay point 5 =	60300
Pay point 4 =	58793
Pay point 3 =	56783
Pay point 2 =	54773
Pay point 1 =	52763

A Registered Nurse and or Midwife year 4 reclassified to the Clinical Nurse and or Midwife role commences at pay point 1. This equates to an annual salary increase and is equivalent to the salary of Registered Nurse and or Midwife Level year 5. The highest entry point for a year 9 RN/RM is pay point 6 and the salary equates to the first level of the Associate Clinical Services Coordinator pay points.

The Associate Clinical Services Coordinator classification has 4 pay points (see table below).

Associate Clinical Services Coordinator October 2007

Pay point 4 =	65325
Pay point 3 =	64320
Pay point 2 =	63315
Pay point 1 =	62310

These equate to the top 4 pay points of the Clinical Nurse and or Midwife classification (pay points 6 to 9).

Where a current Associate Clinical Services Coordinator nominates to role translate to the Clinical Nurse and or Midwife classification they will salary translate to the equivalent salary for that classification.

Want to know more?

For more details on the Associate Clinical Services Coordinator and Clinical Nurse/Midwife roles please refer to the second edition of this newsletter and the information sheet on the RN/RM level 2 roles. Both publications are available as the websites listed below

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