

CAREER Structure & you

The seventh edition of the Career Structure and You Newsletter provides information on the stages of implementation and the associated timelines.

The stages of the Nursing and Midwifery (South Australian Public Sector) Career Structure and the timeframe for implementation have been developed and endorsed by the Career Structure Implementation Central Guidance Group.

What are the stages of the career structure implementation?

There are three stages in the implementation of the Career Structure and these consist of;

1. Salary translation
2. The development of local Nursing and Midwifery structures
3. Role translation migration

Salary translation occurred in November 2007 after the *Nurses/Midwives (South Australian Public Sector) Enterprise Agreement 2007* was approved by the Industrial Relations Commission of South Australia.



This involved the translation of all Nurses and Midwives to the equivalent classification in the new structure, as outlined in Appendix 3 in the Enterprise Agreement. Thus ensuring that Nurses and or Midwives received the salary increases provided for in the EA, back dated to October 1st 2007.

The development of local Nursing and Midwifery Structures is the responsibility of the local health service/units Director of Nursing and Midwifery.

Nursing and midwifery executive leaders are responsible for leadership and management of local processes, in consultation the ANF and Nurses and Midwives, which have the objective of identifying and implementing a professional nursing and midwifery structure to meet the needs/requirements of their clients/customers, service and nursing and midwifery teams. The process for developing the professional structure needs to be open and transparent whilst the consequential translation/migration of roles needs to be consistent, fair and equitable. The timeline for this phase is **May 2008**.

Role translation/migration is the final stage in the Career Structure Implementation.

This process involves agreement between the Nurse/Midwife and the organisation on the role function and classification to be undertaken by an individual Nurses/Midwives within the determined professional nursing and midwifery structure. Nursing and midwifery executive leaders are responsible for the translation/migration of nursing/midwifery roles within that structure for nurses and midwives within their normal management spans of authority.

Translation/migration of nursing/midwifery roles for nurses and midwives who do not usually report through a line management structure to a Director of Nursing (or equivalent) must be overseen by the person within the health service with organisational authority for the nursing and or midwifery staff. The timeline for this phase is **1st July 2008**.

The Guiding Principles for the implementation of the Nursing and Midwifery Career Structure details the phases of the Career Structure Implementation and are available at the websites outlined below.

How will implementation progress be monitored?

The Career Structure Central Guidance Group (CSICGG) is responsible for monitoring the progress of the career structure implementation. Evaluation information is sought monthly from all health services/units within the public sector. A summary of the feedback is presented to the CSICGG monthly.

This information provides details on the progress of individual health units/services and assists in the identification of any barriers to implementation locally and informs the development of strategies by the CSICGG to facilitate the implementation process.

For more information go to;
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