

CAREER Structure & you

The ninth edition of the Career Structure and You Newsletter provides information on the new nursing and midwifery roles at the level 3 and 4 classifications and describes the differences between the classifications.

The new Nursing and Midwifery roles at the Level 3 classification.

There are four different roles at the Level 3 Classification. While each role has a different focus and activities, they each hold the same level of accountability and the same level of role performance.

The four roles are:

- Nurse/Midwife Clinical Service Coordinator (CSC);
- Nurse/Midwife Clinical Practice Consultant (CPC);
- Nurse/Midwife Management Facilitator (MF);
- Nurse/Midwife Education Facilitator (EF).

Not all roles will exist in all Health Units for example small Health Units/Services may share clinical practice consultant, education and management services.



The role of the Nurse/Midwife Clinical Services Coordinator .

The Nursing /Midwifery Clinical Services Coordinator uses their clinical experience (and may provide clinical care) to enable them to coordinate the service.

There are two main practice models that can be adopted to enact this role and these are;

- Primarily leading a patient care area/nursing/midwifery clinical practice/service team; OR
- Undertaking a combination of patient care area/ team leadership and resource management.

In the first model the role focuses on leading the service delivery of a patient service team within a ward or unit. In this model most resource management is undertaken outside the ward or unit.

In the second model major elements of resource management are included in the role of leading service delivery.

Both models may be found at Level 3 and level 4.

The role of the Nurse/Midwife Clinical Practice Consultant.

The Nurse/Midwife Clinical Practice Consultant roles will generally be enacted under one of two main models.

The practice models that may be adopted by health services for this role include but are not limited to:

- Primarily providing direct expert nursing/midwifery care for an individual or group of patients/clients, and/or
- Providing clinical leadership to nurses/midwives.

Under the first model the role focuses on providing direct clinical care within the clinical practice area of the role to specific patients or clients.

In the second model the role is responsible for providing clinical leadership in the clinical practice area of the role to nursing/midwives.

This challenge can be achieved through the recognition of change in the focus of the provision of expert advice/guidance from direct consultation and participation to the coordination of best practice via practice standards, policies, procedures, patient and staff education and evaluation of effectiveness of care.

Employees in this role accept accountability for the outcomes of nursing/midwifery practices for the specific client group and for addressing inconsistencies between practice and policy.

The role of the Nurse/Midwife Management Facilitator.

Various practice models may be used to enact the role of the Nurse/Midwife Management Facilitator (N/M MF), including but not limited to:

- Providing management support to a specific span of units/programs;
- Providing management support in a specific work portfolio/s.

Some examples of N/M MF roles include but are not limited to;

- Nursing/Midwifery informatics system coordination/management
- After Hours Coordinators
- Bed Managers/Patient Flow coordinators
- Daily Staffing Allocation



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The role of the Nurse/Midwife Education Facilitator.

There are two main practice models to enact the Nurse/Midwife Education Facilitator (N/M EF) role and these including:

- Providing education and training support to a specific group of wards/units/ community programs and/or specific nurses/midwives;
- Providing education support in a specific education and/or training portfolio.

At level 3 N/M EF use their clinical knowledge and experience to provide corporate support services to nursing/midwifery practice in areas such as provision of learning experiences, educational materials, knowledge access systems, and expertise to support clinicians undertaking local teaching.

The accountability of roles at level 3&4.

Nurses/Midwives in Level 3 & 4 roles are accountable for more than simply their own practice; they are accountable for establishing systems which monitor, support, develop and manage the practice of other staff.

Accountability for the outcomes of nursing/midwifery practices will be shared between CSC and CPC as follows. CPC is accountable for patient /client outcomes in a specific practice setting or for a particular population of clients For example if there was a CPC appointed for stoma care and/or complex wound care, then this role would be accountable for the outcomes of

nursing/midwifery practices for that specific client group.

The CPC would be accountable for the outcomes of this population of clients within a ward or unit, across multiple wards/services or an entire organisation.

Service Coordinators, as key line managers, are accountable for developing and managing team performance and a positive work culture within the setting.

Other level 3 roles are accountable for the impact of their roles on the development and maintenance of positive work cultures for nurses and midwives.

Practice Consultants, as decision makers and advisers in terms of patient care are accountable for the timeliness, quality, clarity and outcomes of their clinical decisions and advice.

Educators are accountable for the outcomes of education practices, and Management or Systems Level 3s are accountable for the outcomes of management practices, including the outcomes of their specific portfolios.

All Level 3s are accountable for addressing inconsistencies between practice and policy. This includes actively addressing problems such as unsafe practice (by any staff), poor attendance and complacency that impact on patient outcomes and unprofessional or incompetent practice by nurses/midwives.

Definition of the difference between the Nursing and Midwifery Level 3 & 4 classifications

The roles at level 4 are the consistent with the roles at level 3

and include;

- Advanced Nurse/Midwife Clinical Service Coordinator;
- Advanced Nurse/Midwife Clinical Practice Consultant/Nurse Practitioner
- Advanced Nurse/Midwife Management Facilitator;
- Advanced Nurse/Midwife Education Facilitator.

The Nurse Practitioner classification in the new career structure is at Level 4.

The difference in the roles at level 4 relates to the span of control, the isolation and infrastructure support and the complexity of the practice. In addition some performance criteria require slightly more developed skills or roles at the level 4 classification.

Both Level 3 and 4 classifications are considered experts and leaders in their area of practice and have a collegial supportive relationship. **Level 4 classifications do not line manage level 3 classifications.**

In determining the classifications at Level 4 consideration is given to what is the normal/reasonable role expectation at level 3 and where the role requirements are beyond this norm then reclassification of the role to Level 4 should be progressed.

For more information go to;

www.nursingsa.com/prof_career.php

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