

QUEENSLAND HEALTH NURSING AND MIDWIFERY CLASSIFICATION STRUCTURE

The following table outlines the types of duties which may be performed at different levels of nursing classifications. It is current as at May 2015.

It is a summary of the nursing and midwifery classification structure found in Schedule 1 – Classifications and Definitions – of the *Queensland Health Nurses and Midwives Award – State 2012*, the *Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012*, Queensland Health HR Policy B7 of May 2014 - *Nursing and Midwifery Classification Structure – Schedule Four – Generic Level Statement and Definitions* and as further agreed by the parties in the Nursing and Midwifery Implementation Group (NaMIG) discussions.

Classification	Duties - Summary	Pay Point Level
Nurse Grade 1 Assistant in Nursing	An Assistant in Nursing works under the direction and supervision of a Registered Nurse, and is required to assist in the performance of nursing duties.	Nurse Grade 1 – 1 to 6 (Pay point levels relate to years of experience)
Nurse Grade 2 Undergraduate Student in Nursing/ Midwifery	The Undergraduate Student in Nursing/Midwifery is a student of nursing or midwifery undertaking study and is in the second semester of second year or the final year of their university pre-registration nursing or midwifery qualification.	Nurse Grade 2 – 1 to 2 (Pay point levels relate to year of study)
Nurse Grade 3 Enrolled Nurse	An Enrolled Nurse has training or education deemed satisfactory for the purposes of enrolment on a register as a nurse other than a Registered Nurse. An Enrolled Nurse is subject to the regulations of the Australian Health Practitioner Regulation Agency and holds a current annual licence certificate as such.	Nurse Grade 3 – 1 to 5 (Pay point levels relate to years of experience)
Nurse Grade 4 Enrolled Nurse (Advanced Practice)	An Enrolled Nurse (Advanced Practice) is an Enrolled Nurse who demonstrates advanced practice within each of the following four domains: <ol style="list-style-type: none"> care delivery/clinical responsibilities learning and inquiry leadership responsibilities networks, partnerships and teamwork responsibilities. 	Nurse Grade 4 – 1 to 2 (Pay point levels relate to years of experience)
Nurse Grade 5 Registered Nurse / Midwife Only	A Registered Nurse is a nurse licensed to practise without supervision and who assumes accountability and responsibility for their own actions and acts to rectify unsafe practice and unprofessional conduct. A Registered Nurse is subject to the regulations of the Australian Health Practitioner Regulation Agency and holds a current annual licence certificate as such. A Midwife (Only) is a midwife who has attained a sole undergraduate degree in midwifery, is licensed to practise without supervision and who assumes accountability and responsibility for their own actions and acts to rectify unsafe midwifery practice and unprofessional conduct. A Midwife (Only) is subject to the regulations of the Australian Health Practitioner Regulation Agency and holds a current annual licence certificate as such. (The 12 month midwifery certificate has ceased. Midwives who hold the 12 month midwifery certificate will only increment to Nurse Grade 5 pay point 3.)	Nurse Grade 5 – re-entry to 7 (Pay point levels relate to years of experience)
Nurse Grade 6 Clinical Nurse, Clinical Midwife	A Clinical Nurse/Midwife requires a broad knowledge in professional nursing issues and a sound specific knowledge-base in a field of practice. The Clinical Nurse/Midwife assumes accountability and responsibility for their own actions and acts to rectify unsafe practice and unprofessional conduct.	Nurse Grade 6 – 1 to 4 (Pay point levels relate to years of experience)

Classification	Duties - Summary	Pay Point Level
<p>Nurse Grade 6-7A* Associate Clinical Nurse Consultant, Associate Nurse Unit Manager, Associate Nurse Manager, Associate Nurse Educator, Associate Nurse Researcher</p>	<p>A Registered Nurse may be appointed to an associate position. Responsibilities may include:</p> <ul style="list-style-type: none"> contributing to the integration of key objectives from the Strategic Plan into service delivery coordinating implementation of policies relating to the provision of nursing care or speciality services promoting education, learning, research, and workforce development, developing and supporting the implementation of education and research initiatives contributing to the integration of the strategic direction and priorities for quality improvement. <p>Associate Clinical Nurse Consultant is a Registered Nurse who co-ordinates clinical practice in a clinical specialty.</p> <p>Associate Nurse Unit Manager is a Registered Nurse who co-ordinates clinical practice and the provision of human and material resources.</p> <p>Associate Nurse Manager is a Registered Nurse who provides human and material resources either supporting a division or a specific area or systems or service.</p> <p>Associate Nurse Educator is a Registered Nurse who designs, implements and assesses nursing education programs and manages educational resources, and who provides nursing expertise on educational issues.</p> <p>Associate Nurse Researcher is a Registered Nurse who develops, co-ordinates, implements and evaluates nursing research.</p>	<p>Nurse Grade 6-7A – 1</p>
<p>Nurse Grade 7 Clinical Nurse Consultant, Nurse Unit Manager, Nurse Educator, Nurse Researcher, Public Health Nurse</p>	<p>A Registered Nurse/Midwife may be appointed to an advanced practice position as identified below. Roles and responsibilities may include:</p> <ul style="list-style-type: none"> integrating key objectives from the Strategic Plan into service delivery co-ordinating, formulating and directing the provision of nursing care or speciality services promoting and supporting education, learning, research and workforce development implementing education and applying research initiatives integrating the strategic direction and priorities for quality improvement into a clinical service managing change at a local level. <p>A Clinical Nurse Consultant is a Registered Nurse/Midwife who co-ordinates clinical practice in a clinical specialty.</p> <p>A Nurse Unit Manager is a Registered Nurse/Midwife who co-ordinates clinical practice and provides human and material resources in a specific area.</p> <p>A Nurse Manager is a Registered Nurse/Midwife who provides human and material resources either supporting a division or a specific area, systems, or service.</p> <p>A Nurse Educator is a Registered Nurse/Midwife who designs, implements and assesses education programs, manages educational resources, and provides nursing/midwifery expertise relating to educational issues.</p> <p>A Nurse Researcher is a Registered Nurse/Midwife who develops, coordinates, implements and evaluates research.</p> <p>A Public Health Nurse is a Registered Nurse/Midwife who is accountable for surveillance, prevention and control of communicable disease at a population level.</p>	<p>Nurse Grade 7 – 1 to 4 (Pay point levels relate to years of experience)</p>

* The Nurse Grade 6-7A is specifically intended to support the development and succession planning of the nursing and midwifery workforce, by assisting in the transition to Grade 7 positions.

Classification	Duties - Summary	Pay Point Level
Nurse Grade 8 Nurse Practitioner	<p>A Nurse Practitioner works in an advanced and expanded clinical role which includes assessment and management of clients using nursing knowledge and skills.</p> <p>A Nurse Practitioner is subject to the regulations of the Australian Health Practitioner Regulation Agency and holds a current annual licence certificate as such.</p>	Nurse Grade 8 – 1 to 2 (Pay point levels relate to years of experience)
Nurse Grade 9 Assistant Director of Nursing or Nursing Director	<p>An Assistant Director of Nursing or Nursing Director is a Registered Nurse who demonstrates expertise in clinical practice and management, and is responsible for planning, co-ordinating, formulating and directing policies for the provision of clinical care, and developing partnership models and strategies to support education and research in the workplace.</p> <p>The Assistant Director of Nursing or Nursing Director also provides human and material resources for a clinical division, an assigned number of clinical units, HHS wide and/or Area Health Service.</p>	<p>Nurse Grade 9 – Band 1 – 1 to 2 (Pay point levels relate to years of experience)</p> <p>Nurse Grade 9 – Band 2 – 1</p> <p>Nurse Grade 9 – Band 3 – 1</p>
Nurse Grade 10 Director of Nursing	<p>A Director of Nursing is a Registered Nurse who demonstrates expertise in clinical practice and management, and is responsible for the activities of the nursing service in a facility as well as contributing to the development of facility policy.</p> <p>The Director of Nursing is accountable for nursing practice within a facility, leadership of the nursing service, effective co-ordination of resources, and collaborative development of health strategies.</p>	<p>Nurse Grade 10 – Band 1 – 1 to 3 (Pay point levels relate to years of experience)</p> <p>Nurse Grade 10 – Band 2 – 1 to 2 (Pay point levels relate to years of experience)</p> <p>Nurse Grade 10 – Band 3 – 1</p> <p>Nurse Grade 10 – Band 4 – 1</p>
Nurse Grade 11 District Director of Nursing	<p>A District Director of Nursing is a Registered Nurse on the Health Service Executive who collaborates in planning and managing human, material and financial resources for the delivery of health services.</p> <p>The position contributes to planning for capital works and asset equipment management, with accountability for an operational facility budget.</p> <p>At HHS level, this is a strategic position responsible for developing the nursing vision for the service and promoting a work-based culture that stimulates and supports education, learning, research and workforce management which enhances quality and safety of nursing.</p>	<p>Nurse Grade 11 – Band 1 – 1 to 2 (Pay point levels relate to years of experience)</p> <p>Nurse Grade 11 – Band 2 – 2</p> <p>Nurse Grade 11 – Band 3 – 2</p> <p>Nurse Grade 11 – Band 4 – 2</p>
Nurse Grade 12 Executive Director of Nursing	<p>An Executive Director of Nursing is a Registered Nurse on the Health Service Executive who contributes to the planning of health services and the associated budgetary accountabilities.</p> <p>This position has responsibility to strategically develop the nursing workforce/service to optimise patient and staff outcomes.</p> <p>This position also develops and implements human resource management policies and practices, has input into capital works and asset equipment management, is responsible for HHS financial performance, develops and implements standards to improve HHS performance, co-ordinates nursing services at HHS level, and facilitates the provision of clinical services within multidisciplinary environments.</p>	Nurse Grade 12 – 1 paypoint

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