

Salary payable to Registered Nurses and Midwives Grade 5 and above undertaking post graduate study

Policy Number: C66 (QH-POL-221)

Publication date: June 2020

Purpose: To outline the salary payable when registered nurses and midwives are undertaking post graduate study.

Application: This policy applies to Queensland Health registered nurses and midwives, nurse grade 5 and above.

Delegation: The 'delegate' is as listed in the relevant Department of Health Human Resource (HR) Delegations Manual, or Hospital and Health Services Human Resource (HR) Delegations Manual, as amended from time to time.

Legislative or other authority:

- Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB10) 2018

Related policy or documents:

- Salary advancement HR Policy C16 (QH-POL-219)

Policy subject:

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1 Salary payable during post graduate study

The salary payable based on the option for the post graduate study is outlined below:

Option	Salary
<p>A registered nurse/midwife, nurse grade 5 and above undertaking a postgraduate course of study for which either the theoretical component of the course or the clinical component of the course is not directly pertinent to the facility where the registered nurse/midwife works.</p>	<p>No salary payable for the theoretical component of the course or the clinical component of the course.</p>
<p>A registered nurse/midwife, nurse grade 5 or above undertaking a postgraduate course of study for which the clinical component of the course is directly pertinent to the facility where the employee works.</p> <p>This option is only in operation in limited numbers of facilities in specific circumstances.</p>	<p>If registered nurse/midwife, nurse grade 5, then salary is at the existing rate of pay with increments when due. Hours for increment purposes to be calculated based on the clinical component hours only.</p> <p>If registered nurse/midwife, nurse grade 6 or above, then salary is at the nurse grade 5, paypoint 7 rate for the clinical component hours only.</p> <p>For registered nurses/midwives, nurse grade 6 and above, the hours of paid clinical placement is counted as service for salary increment purposes when returning to the appointed position.</p>
<p>A registered nurse/midwife, nurse grade 5 or above undertaking a postgraduate course of study for which both the theoretical component of the course and the clinical component of the course are directly pertinent to the facility where the employee works.</p>	<p>If registered nurse/midwife, nurse grade 5, then salary is at the existing rate of pay with increments when due. Hours for increment purposes to be calculated based on combined theoretical and clinical components.</p> <p>If registered nurse/midwife, nurse grade 6 or above then salary is at nurse grade 5, paypoint 7 rate for the combined hours of the theoretical and clinical components.</p> <p>For registered nurses/midwives, nurse grade 6 and above, the period of post graduate education is counted as service for salary increment purposes when returning to the appointed position.</p>

1.1 Salary progression on completion of post graduate study

A registered nurse/midwife, nurse grade 5 is entitled to progress one pay point on completion of a post graduate registration course of at least 12 months, when the course is directly relevant to the employee's role.

Refer Salary Advancement HR Policy C16 for accelerated advancement of registered nurses/midwives, nurse grade 5.

History:

June 2020	<ul style="list-style-type: none"> • Policy: <ul style="list-style-type: none"> – formatted as part of the HR Policy review – application amended as a result of changes outlined in the Hospital and Health Boards (Changes to Prescribed Services) Amendment Regulation 2019.
April 2014	<ul style="list-style-type: none"> • Policy reviewed as part of the Queensland Ambulance Service (QAS) HR Policy Integration project. • Policy not applicable to QAS employees.
February 2014	<ul style="list-style-type: none"> • Policy formatted as part of the HR policy simplification project. • Title of policy updated to remove reference to Enrolled Nurses to more accurately reflect the content of the policy. • Policy amended to update references and naming conventions.
March 2010	<ul style="list-style-type: none"> • Developed as a result of the HR policy consolidation project.
Previous	<ul style="list-style-type: none"> • IRM 4.6 – Salary Payable to Registered Nurses and Enrolled Nurses Undertaking Post Graduate Study • ER Circular 34/98

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