Career and Classification Structure Review

Background:

The current twelve-grade classification structure for nurses and midwives was implemented in March 2006, as an outcome of the Nurses (Queensland Health) Certified Agreement (EB6) 2006. The Nurse and Midwives (Queensland Health) Certified Agreement (EB7) 2009 identified the classification structure was not “fit for purpose” in all settings and could be enhanced. Accordingly EB7 committed to a review of the existing classification and career structure focusing on the Generic Level Statements and definitions to support contemporary models of nursing and midwifery. A joint QH-QNU project, the Nursing and Midwifery Classification and Career Structure Refinement and Enhancement Project was subsequently established in 2009. The project report, finalised during negotiations for Nurses and Midwives (Queensland Health) Certified Agreement (EB8) 2012, made a number of recommendations.

The last eight months – EB9 negotiation:

At commencement of negotiations for the Nurses and Midwives EB9 in November 2015 the parties agreed that the classification and career structure issues identified in 2011 had not been addressed.

A joint QH-QNU workshop was held on 12 and 13 November 2015, facilitated by Deputy President Anna Booth of the federal Fair Work Commission, and Deputy President Adrian Bloomfield of the Queensland Industrial Relations Commission, to consider the nurses and midwives classification and career structure, and the under-pinning Generic Level Statements.

The joint workshop agreed the Generic Level Statements contained in the Nurses and Midwives (Queensland Health) Award – State 2015 are not reflective of contemporary practice and are of limited assistance in classifying positions at Nurse Grades 9-12. The workshop agreed amendments were needed to the classification structure and the Generic Level Statements (GLS) to:

- reflect contemporary nursing and midwifery roles at their full scope of practice working in settings across the continuum of care and provide for new models of care, and
- provide flexibility to allow for the creation of new roles working in new settings across the continuum of care and provide for new models of care in the future.

Professor Glenn Gardner of Queensland University of Technology addressed the workshop in relation to research she and Professor Christine Duffield of University of Technology, Sydney have undertaken, which includes mapping nursing and midwifery titles across Australian jurisdictions according to patterns of clinical practice, and identifying practice within the following five domains:

- Direct Comprehensive Care
- Support of Systems
- Education
- Research
- Professional Leadership
EB9 outcomes:

Generic level statements:
Following the November 2015 workshop, a EB9 Career and Classification Structure working group was established to work on these issues parallel to the EB9 negotiations. The Career and Classification Structure working group accepted the Gardner and Duffield research is the most useful research to date, and has worked intensively to draft the new GLS.

The revised GLS have been mapped against the Gardner and Duffield domains and are drafted to reflect the current roles and responsibilities at each Nurse Grade with a view to ensure contemporary models of care and an expanded scope of practice are accommodated.

The revised GLS will replace the current GLS contained at Schedule 2 of the Nurses and Midwives (Queensland Health) Award – State 2015.

Revised salary spine:
As a negotiated outcome of EB9, the Career and Classification Structure working group has developed a revised salary spine. There will be no change to an employee’s salary as a result of translation of the employee into the revised salary spine. EB9 specifically states that the parties agree, the translation of an employee to the revised salary spine is not a reclassification exercise. Accordingly the parties agree it is not intended an employee will be reclassified due to the implementation of the revised salary spine, but may translate to a new Nurse Grade as provided below.

The primary focus in the development of the revised salary spine has been to unscramble the overlapping roles at Grades 9 to 11, and place them in the salary spine in accordance with current remuneration levels. (See attached translation diagram.)

The revised salary spine also includes:
- AINs working in sterilising services to be a second band of Nurse Grade 1 (instead of being paid the first three pay points of Nurse Grade 3)
- Associate role Nurse Grade 6/7A to become Nurse Grade 6 Band 2
- A new third pay point for the Nurse Practitioner, Nurse Grade 8
- The Nurse Grade 10(1) DON Rural and Remote becoming the discrete Nurse Grade 9
- The top level of EDNM becoming Nurse Grade 13, Band 2

Career and classification project:
During the life of EB9 further work will be undertaken in relation to the career and classification structure of nurses and midwives. Clause 41.2(a) of EB9 outlines the career and classification project, which will include the joint development of:

a) A classification methodology to allow for the consistent and transparent evaluation of positions in accordance with the generic level statements contained at Schedule 2 to the Award;

b) A grievance procedure for the escalation of disputes regarding the classification or reclassification of positions;

c) A career structure overlay for nurses and midwives; and

d) A library of model position descriptions.
Translation Diagram

Revised Salary Spine

<table>
<thead>
<tr>
<th>Nurse Grade</th>
<th>Band</th>
<th>Pay point</th>
</tr>
</thead>
<tbody>
<tr>
<td>NG1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>NG1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>NG1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>NG6</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>NG9</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NG9</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NG9</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NG10</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NG10</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>NG11</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NG12</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NG13</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>NG13</td>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

Current Salary Spine

Nurses and Midwives (Queensland Health) Award – State 2015

<table>
<thead>
<tr>
<th>Nurse Grade</th>
<th>Band</th>
<th>Pay point</th>
</tr>
</thead>
<tbody>
<tr>
<td>AIN CSSD (NG3)</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>AIN CSSD (NG3)</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>AIN CSSD (NG3)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>NG8/7A</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>NG10</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>NG10</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>NG10</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>NG9</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>NG9</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>NG9</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>NG10</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>NG11</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>NG11</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>NG12</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>NG13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NG13</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Translation guide

Translation into the revised salary spine will be effective from the commencement of Agreement. See clause 14 of the proposed Nurses and Midwives EB9 Agreement.

Nurse Grade 1, Band 2
- Nurse Grade 1 will have two bands with a hard barrier to progress from band 1 to band 2.
- The new Nurse Grade 1, Band 2 is the equivalent of the existing classification Assistant in Nursing CSSD.
- The new Nurse Grade 1, Band 2 has three pay points. Progression will occur in accordance with clause 12.4 of the Award.

Nurse Grade 6, Band 2
- Nurse Grade 6 will have two bands with a hard barrier to progress from band 1 to band 2.
- The new Nurse Grade 6, Band 2 is the equivalent of the existing classification Nurse Grade 6/7A, Associate.
- There is only one pay point in Nurse Grade 6, Band 2, accordingly progression provided in clause 12.4 of the Award has no application.

Nurse Grade 9
- The new Nurse Grade 9 is the equivalent of the existing classification Nurse Grade 10, Band 1.
- Nurses and midwives currently employed in the three pay points at Nurse Grade 10, band 1, will transition directly into the new Nurse Grade 9 at the applicable pay point.
- The new Nurse Grade 9 has three pay points. Progression will occur in accordance with clause 12.4 of the Award.

Nurse Grade 10
- The new Nurse Grade 10 has two pay points. Progression will occur in accordance with clause 12.4 of the Award.
- The new Nurse Grade 10, pay point 1, is the equivalent of the existing classification levels:
  - Nurse Grade 9, Band 1, pay point 1;
  - Nurse Grade 10, Band 2, pay point 1; and
  - Nurse Grade 11, Band 1, pay point 1.
- The new Nurse Grade 10, pay point 2, is the equivalent of the existing classification levels:
  - Nurse Grade 9, Band 1, pay point 2;
  - Nurse Grade 10, Band 2, pay point 2; and
  - Nurse Grade 10, Band 1, pay point 2.

Nurse Grade 11
- The new Nurse Grade 11 is the equivalent of the existing classification levels:
  - Nurse Grade 9, Band 2, pay point 1;
  - Nurse Grade 10, Band 3, pay point 1; and
  - Nurse Grade 11, Band 2, pay point 1.
- There is only one pay point in this Nurse Grade, accordingly progression provided in clause 12.4 of the Award has no application.
Nurse Grade 12

- The new Nurse Grade 12 is the equivalent of the existing classification levels:
  - Nurse Grade 9, Band 3, pay point 1;
  - Nurse Grade 10, Band 4, pay point 1; and
  - Nurse Grade 11, Band 3, pay point 1.
- There is only one pay point in this Nurse Grade, accordingly progression provided in clause 12.4 of the Award has no application.

New Nurse Grade 13

- The new Nurse Grade 13 will have two bands with a hard barrier to progress from band 1 to band 2.
- The new Nurse Grade 13, Band 1 is the equivalent of the existing Nurse Grade 11, band 4.
- The new Nurse Grade 13, Band 2 is the equivalent of the existing Nurse Grade 12.
- There is only one pay point in each band of this Nurse Grade, accordingly progression provided in clause 12.4 of the Award has no application.