

## A.1 Enrolled nurses

### A.1.1 Enrolled nurse—pay point 1

[B.4.1 varied by [PR531015](#) ppc 14Nov12]

- (a) Pay point 1 refers to the pay point to which an enrolled nurse (EN) has been appointed.
- (b) An employee will be appointed based on training and experience including:
- having satisfactorily completed a hospital based course of training in nursing of not more than 12 months duration leading to enrolment as an EN; or
  - having satisfactorily completed a course of training of 12 months duration in a specified branch of nursing leading to enrolment on a register or roll maintained by the Nursing and Midwifery Board of Australia or its successor; and
  - having practical experience of up to but not more than 12 months in the provision of nursing care and/or services, and, the undertaking of in-service training, subject to its provision by the employing agency, from time to time.
- (c) Skill indicators
- The employee has limited or no practical experience of current situations; and
  - The employee exercises limited discretionary judgment, not yet developed by practical experience.

**Comment [KM1]:** This pay point is almost never used as current EN requires diploma >12 months training

### A.1.2 Enrolled nurse—pay point 2

- (a) Pay point 2 refers to the pay point to which an EN has been appointed.

[B.4.2(b) varied by [PR531015](#) from 01Jul14; corrected by [PR531852](#) from 01Jul14]

- (b) An employee will be appointed to this pay point based on training and experience including:
- having satisfactorily completed a hospital based course of general training in nursing of more than 12 months duration and/or 500 hours or more theory content or a course accredited at advanced certificate, diploma or advanced diploma level leading to enrolment as an EN; or
  - not more than one further year of practical experience in the provision of nursing care and/or services in addition to the experience, skill and knowledge requirements specified for pay point 1; and
  - the undertaking of in-service training, subject to its provision by the employing agency, from time to time.

**Comment [KM2]:** Any EN holding a diploma >12 months or an advanced diploma

**Comment [KM3]:** This means after 12 months MUST progress to pay point 3

(c) **Skill indicators**

The employee is required to demonstrate some of the following in the performance of their work:

- a developing ability to recognise changes required in nursing activity and in consultation with the RN, implement and record such changes, as necessary;
- an ability to relate theoretical concepts to practice; and/or
- requiring assistance in complex situations and in determining priorities.

**Comment [KM4]:** Usually works with direct supervision or has RN on site

**A.1.3 Enrolled nurse—pay point 3**

(a) Pay point 3 refers to the pay point to which an EN has been appointed.

(b) An employee will be appointed to this pay point based on training and experience including:

- not more than one further year of practical experience in the provision of nursing care and/or services, in addition to the experience, skill and knowledge requirements specified for pay point 2; and
- the undertaking of in-service training, subject to its provision by the employing agency, from time to time.

**Comment [KM5]:** All EN with diploma and >12months experience

**Comment [KM6]:** This means after 12 months MUST progress to pay point 4

(c) **Skill indicators**

The employee is required to demonstrate some of the following in the performance of their work:

- an ability to organise, practise and complete nursing functions in stable situations with limited direct supervision;
- observation and assessment skills to recognise and report deviations from stable conditions;
- flexibility in the capacity to undertake work across the broad range of nursing activity and/or competency in a specialised area of practice; and/or
- communication and interpersonal skills to assist in meeting psycho-social needs of individuals/groups.

**Comment [KM7]:** Usually works with direct supervision or has RN on site most shifts

**A.1.4 Enrolled nurse—pay point 4**

(a) Pay point 4 refers to the pay point to which an EN has been appointed.

(b) An employee will be appointed to this pay point based on training and experience including:

- not more than one further year of practical experience in the provision of nursing care and/or services in addition to the experience, skill and knowledge requirements specified for pay point 3; and
- the undertaking of in-service training, subject to its provision by the employing agency, from time to time.

**Comment [KM8]:** This means after 12 months MUST progress to pay point 5

(c) **Skill indicators**

The employee is required to demonstrate some of the following in the performance of their work:

- speed and flexibility in accurate decision making;
- organisation of own workload and ability to set own priorities with minimal direct supervision;
- observation and assessment skills to recognise and report deviations from stable conditions across a broad range of patient and/or service needs; and/or
- communication and interpersonal skills to meet psychosocial needs of individual/groups.

**Comment [KM9]:** Works with direct and indirect supervision, RN may occasionally work same days or site

**A.1.5 Enrolled nurse—pay point 5**

(a) Pay point 5 refers to the pay point to which an EN has been appointed.

(b) An employee will be appointed to this pay point based on training and experience including:

- not more than one further year of practical experience in the provision of nursing care and/or services in addition to the experience, skill and knowledge requirements specified for pay point 4; and
- the undertaking of relevant in-service training, subject to its provision by the employing agency, from time to time.

**Comment [KM10]:** This nurse MUST be paid the annual CPI every year and can negotiate pay above this level

(c) **Skill indicators**

The employee is required to demonstrate some of the following in the performance of their work:

- contributes information in assisting the RN with development of nursing strategies/improvements within the employee's own practice setting and/or nursing team, as necessary;
- responds to situations in less stable and/or changed circumstances resulting in positive outcomes, with minimal direct supervision; and
- efficiency and sound judgment in identifying situations requiring assistance from an RN.

**Comment [KM11]:** Works with direct and indirect supervision, RN may occasionally work same days or site

**Comment [KM12]:** if you work regularly with indirect supervision of the RN and restricted with RN assistance eg; phone only, this is where you negotiate your pay