

A.1 Registered nurses

A.1.1 Registered nurse—level 1 (RN1)

- (a) An employee at this level performs their duties:
- (i) according to their level of competence; and
- (ii) under the general guidance of, or with general access to a more competent registered nurse (RN) who provides work related support and direction.
- (b) An employee at this level is required to perform general nursing duties which include substantially, but are not confined to:
- delivering direct and comprehensive nursing care and individual case management to patients or clients within the practice setting;
 - coordinating services, including those of other disciplines or agencies, to individual patients or clients within the practice setting;
 - providing education, counselling and group work services orientated towards the promotion of health status improvement of patients and clients within the practice setting;
 - providing support, direction and education to newer or less experienced staff, including EN's, and student EN's and student nurses;
 - accepting accountability for the employee's own standards of nursing care and service delivery; and
 - participating in action research and policy development within the practice setting.

Comment [KM1]: If you do not have a more competent RN, then you cannot be a level 1

Comment [KM2]:
Assist GP in treatment room for minor procedures, wound care

Comment [KM3]:
RDNS, MRU for home care

Comment [KM4]:
Post op and wound care instructions

Comment [KM5]:
Wound care products, available community services etc

A.1.2 Registered nurse—level 2 (RN2)

- (a) An employee at this level:
- (i) holds any other qualification required for working in the employee's particular practice setting; and
- (ii) is appointed as such by a selection process or by reclassification from a lower level when the employee is required to perform the duties detailed in this subclause on a continuing basis.
- An employee at this level may also be known as a Clinical nurse.
- (b) In addition to the duties of an RN1, an employee at this level is required, to perform duties delegated by a Clinical nurse consultant or any higher level classification.

Duties of a **Clinical nurse** will substantially include, but are not confined to:

- delivering direct and comprehensive nursing care and individual case management to a specific group of patients or clients in a particular area of nursing practice within the practice setting;
- providing support, direction, orientation and education to RN1's, EN's, student nurses and student EN's;
- being responsible for planning and coordinating services relating to a particular group of clients or patients in the practice setting, as delegated by the Clinical nurse consultant;
- acting as a role model in the provision of holistic care to patients or clients in the practice setting; and

Comment [KM6]:
•Immunisation certificate***
•Implanon certificate
•Ear irrigation certificate
•Wound certificate
•Iron infusion

Comment [KM7]: This means if your employer requires you to perform the duties under the additional qualifications/skills you are a level 2

Comment [KM8]: If you do not have a CN or Nurse Practitioner delegating you may be a level 3

Comment [KM9]:
Assist GP in treatment room for minor procedures, wound care
Baby immunisations and blue book

Comment [KM10]:
RDNS, MRU for home care, mothers and baby groups

- assisting in the management of action research projects, and participating in quality assurance programs and policy development within the practice setting.

Comment [KM11]:

Wound care products, available community services etc

A.1.3 Registered nurse—level 3 (RN3)

(a) An employee at this level:

- (i) holds any other qualification required for working in the employee's particular practice setting; and
- (ii) is appointed as such by a selection process or by reclassification from a lower level when that the employee is required to perform the duties detailed in this subclause on a continuing basis.

An employee at this level may also be known as a Clinical nurse consultant, Nurse manager or Nurse educator.

(b) In addition to the duties of an RN2, an employee at this level will perform the following duties in accordance with practice settings and patient or client groups:

(i) Duties of a **Clinical nurse consultant** will substantially include, but are not confined to:

- providing leadership and role modelling, in collaboration with others including the Nurse manager and the Nurse educator, particularly in the areas of action research and quality assurance programs;
- staff and patient/client education;
- staff selection, management, development and appraisal;
- participating in policy development and implementation;
- acting as a consultant on request in the employee's own area of proficiency; for the purpose of facilitating the provision of quality nursing care;
- delivering direct and comprehensive nursing care to a specific group of patients or clients with complex nursing care needs, in a particular area of nursing practice within a practice setting;
- coordinating, and ensuring the maintenance of standards of the nursing care of a specific group or population of patients or clients within a practice setting; and
- coordinating or managing nursing or multidisciplinary service teams providing acute nursing and community services.

Comment [KM12]:

- Immunisation certificate
- Implanon certificate
- Ear irrigation certificate
- Wound certificate
- Iron infusion
- Cervical screening
- Sexual health
- Mental health
- Diabetes management
- Chronic disease management

Comment [KM13]:

This means if your employer requires you to perform the duties under the additional qualifications/skills you are a level 3

Comment [KM14]:

CDM
Supervising other nurses

Comment [KM15]:

Supervising other nurses

Comment [KM16]:

Policy and procedure manual, infection control, WHS and nursing tasks

Comment [KM17]:

CDM

Comment [KM18]:

CDM

Comment [KM19]:

CDM, HA, immunisations (recalls/reminders)

Comment [KM20]:

RDNS, TCA referrals, ACAT

(ii) Duties of a **Nurse manager** will substantially include, but are not confined to:

- providing leadership and role modelling, in collaboration with others including the Clinical nurse consultant and the Nurse educator, particularly in the areas of action research and quality assurance programs;
- staff selection and education;
- allocation and rostering of staff;
- occupational health;
- initiation and evaluation of research related to staff and resource management;
- participating in policy development and implementation;
- acting as a consultant on request in the employee's own area of proficiency (for the purpose of facilitating the provision of quality nursing care);

Comment [KM21]: Performs or contributes to WHS, workplace inspections and meetings

- being accountable for the management of human and material resources within a specified span of control, including the development and evaluation of staffing methodologies; and
- managing financial matters, budget preparation and cost control in respect of nursing within that span of control.

(iii) Duties of a **Nurse educator** will substantially include, but are not confined to:

- providing leadership and role modelling, in collaboration with others including the Clinical nurse consultant and the Nurse manager, particularly in the areas of action research;
- implementation and evaluation of staff education and development programs;
- staff selection;
- implementation and evaluation of patient or client education programs;
- participating in policy development and implementation;
- acting as a consultant on request in the employee's own area of proficiency (for the purpose of facilitating the provision of quality nursing care); and
- being accountable for the assessment, planning, implementation and evaluation of nursing education and staff development programs for a specified population.

Comment [KM22]: Helps identify and recommend CPD and practicable areas to increase scope

Comment [KM23]: Contributes to selection of staff, training and feedback on suitability for role

Comment [KM24]:
CDM and reviews/evaluates progress

Comment [KM25]: Contributes to policy procedure manual, infection control, WHS and nursing tasks

Comment [KM26]:
CDM

Comment [KM27]:
CDM, GPMP/TCA/Reviews

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