

NURSING AGREEMENT FACT SHEET 4/2008

Nursing and Midwifery Education and Training Reform Package

Introduction

An integral part of the offer to the Australian Nursing Federation (ANF) is the implementation of an integrated Education and Training Reform Package over the life of the new agreement. In introducing this package the Department wishes to work with the ANF in addressing education and training needs and to develop a more sustainable and flexible nursing and midwifery workforce. This will be achieved through the establishment of a Nursing and Midwifery Education and Training Consultative Committee to develop a strategic and coordinated approach to the provision of professional development, to which the ANF will have representation.

The Department wishes to build new professional development structures and provide a systematic approach to staff accessing education and training. The Department is also committed to implementing an integrated learning and career pathway, based on the following strategic nursing and midwifery principles and:

- service need – population and public health and evidence-based;
- developing the future workforce “pipeline” - to maximise the entry of Territorians and others into the health workforce, whilst reducing the need for staff to leave the Northern Territory (allied to recruitment and retention strategies);
- integrated career and learning pathways – where staff are supported and mentored across their career-span with access to education and training opportunities;
- targeting by the Department of “areas of need” - skills shortages and areas of practice that most impact on improving the health outcomes for patients/clients and the communities;
- developing and implementing appropriate skill mix, scopes of practice and models of nursing and midwifery practice, to meet service demand;
- partnering with multidisciplinary teams in the provision of comprehensive health services;
- implementing service quality improvement activities; and
- increased efficiencies and effectiveness through the use of information and communication technologies.

The Nursing and Midwifery Education and Training Reform Package proposes the development of structures and processes and a bundling of the current investment allowances to allow for increased targeting of the Department’s priority areas of need.

Details of the Reform Package

The Package comprises the following elements:

1. The Department will establish a Nursing and Midwifery Education and Training Consultative Committee to develop a strategic and coordinated approach to the provision of professional development, with membership to include, amongst others, the ANF. Terms of Reference for this Consultative Committee will include a review of the professional development, training and education structures and roles to ensure

that nursing and midwifery staff have equitable access to ongoing professional development and support.

2. The Professional Development Allowance is maintained at its current value for the period of the Agreement. However, there will be an increased focus on the use of the allowance with nurses being required to clearly demonstrate to their manager as to how the Allowance can be utilised for their professional development through their Work Place Partnership Plan.
3. In conjunction with the introduction of an enhanced Post Graduate Qualification Allowance the Exemplary Practice (EP) Allowance will be phased out from 30 October 2008 with no new applications received after that date. Existing employees receiving this allowance will continue on those arrangements but with the rate maintained at the June 2009 level until such time as the new Post Graduate Qualification Allowance to which they are eligible equals or exceeds the EP allowance. At that time employees will then receive the appropriate rate of Post Graduate Qualification Allowance or if not eligible, revert to normal salary.
4. Together with the changes to Exemplary Practice Allowance, the Package includes a complete restructuring of the Post Graduate Qualification (PGQ) Allowance, including substantial increases to the current rates. The new allowance will better recognise the different levels of academic and clinical achievement and the contribution of nurses holding advanced qualifications to the Department. The following rates will apply from the commencement of the new agreement:

Qualification	Current allowance	New allowance (adjusts automatically with salary increases)
Enrolled Nurse, Advanced Diploma (Certificate VI)	\$1142 per annum (paid irrespective of the qualification held)	3% of N1 year 5 salary (or equivalent under new structure) (\$1380 per annum based on 2007 rates)
Registered Nurse, Conversion Degree or Graduate Certificate		2.5% of N2 year 8 salary (or equivalent under new structure) (\$1522 per annum based on 2007 rates)
Registered Nurse, Graduate Diploma		3% of N2 year 8 salary (or equivalent under new structure) (\$1827 per annum based on 2007 rates)
Registered Nurse, Master or Doctorate		4% of N2 year 8 salary (or equivalent under new structure) (\$2436 per annum based on 2007 rates)

5. Nurses Studies Assistance arrangements will be restructured to better address areas of need along with targeted scholarships and assistance with conference attendance. Scholarships are also to be implemented for Nurse Practitioner (Candidate), in clinical "areas of need".