

TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984

s59 application to vary an industrial agreement

Minister administering the State Service Act 2000)

and

Australian Nursing Federation, Tasmanian Branch
(T14093 of 2013)

NURSES AND MIDWIVES HEADS OF AGREEMENT 2010

PRESIDENT TIM ABEY

Industrial agreement –inclusion of Schedule 9 – interim arrangements for nurses working in community settings - variation approved – operative date 9 August 2013

ORDER No. 1 of 2013

Pursuant to Section 59 (2) of the *Industrial Relations Act 1984*, the NURSES AND MIDWIVES HEADS OF AGREEMENT 2010 is varied by including Schedule 9 – Interim Arrangements for Nurses Working in Community Settings.

OPERATIVE DATE

This variation shall come into operation from 9 August 2013.



Tim Abey
President

9 August 2013

Schedule 9 – Arrangements for Nurses Working in Community Settings

Community Entry Points Grade 3/4

- a) The following interim arrangement is to apply to Grade 3/4 registered nurses working in community settings.
- b) This Schedule covers nurses working in Community Health settings including but not limited to Community Health, Family Child Health, Palliative Care, and Mental Health.
- c) This interim arrangement is to operate from 9 August 2013 and is to only apply for the term of the current *Nurses and Midwives Heads of Agreement 2010*.
- d) This interim arrangement is not to create a precedent for future industrial agreements.

Community Entry Points Grade 3/4

- The number of Registered Nurses -Grade 3/4 Community Nurses employed in each community team is dependent on the size of the team, the specialist requirements, scope of practice and supportive frameworks.
- Any proposed change to skill mix in teams is to be undertaken in consultation with the nurses within the team. Grievances are to be managed by way of the Grievance Procedure, outlined in Clause 5 of the NHPPD Model (Consent Order T13323 of 2008).

Registered Nurse – Grade 3, Graduate Nurse Community

- A limited number of graduate Registered Nurses are to be employed to work in the community setting under the support and direction of experienced community nurses in a team environment.
 - The number of new graduate Registered Nurses employed is dependent on the size of the team, specialist requirements, scope of practice, and supportive frameworks.
 - The Registered Nurse is to commence in the transition (graduate) program at Grade 3, year 1. The transition (graduate) program may be up to 12 months in duration.
 - Graduate Nurses are to have an induction that is to include indirect hours that are specified in the transition process. On completion of the first year of service, the graduate nurse may apply for Grade 3 vacant positions:-
 - Appointments are to be on merit based selection process in accordance with the *State Service Act 2000*.
 - The Registered Nurse who continues employment with DHHS/ THOs shall progress to Grade 3, year 2 as prescribed in Schedule 1 of the *Nurses and Midwives Heads of Agreement 2010*.

Registered Nurse -Grade 3, Community Nurse

- Registered Nurses with limited experience in community settings are to work with the support and direction of experienced Community Nurses (Grade 3/4) for a period that is commensurate with their learning needs.
- The Statement of Duties is to be in accordance with the Classification Descriptors prescribed by Schedule 7 of the *Nurses and Midwives Heads of Agreement 2010* for Grades 3 and 4.
- The Registered Nurse's entry point into the wage structure as prescribed by Schedule 1 of the *Nurses and Midwives Heads of Agreement 2010* is to be based on years of service. Registered Nurses will be eligible for Advanced Progression and all relevant entitlements for Grade 3 Registered Nurses as prescribed by the *Nurses (Tasmanian State Service) Award 2012* and *Nurses and Midwives Heads of Agreement 2010*.

Registered Nurse- Grade 4, Community Nurse

- Entry to Registered Nurse – Grade 4, Community Nurse positions is to be by:
 - a Formal Capability Assessment Process (FCAP) in accordance with the *Nurses and Midwives Heads of Agreement 2010*, or
 - as an interim arrangement there is agreement by the parties, by appointment to Grade 4 through a merit based selection process in accordance with the *State Service Act 2000*.
- A new interim Statement of Duties outlining the Registered Nurse – Grade 4, Community Nurse role is to be developed. The role and responsibilities described in the Statement of Duties is to be consistent with the classification descriptors Registered Nurse - Grade 4 in accordance Schedule 7 of the *Nurse and Midwives Heads of Agreement 2010*.

Appointment to Registered Nurse – Grade 4, Community Nurse by a merit based selection process

- The selection process is to include the selection criteria based on, but not limited to, the three criteria of the Grade 4 Formal Capability Assessment; clinical knowledge and skills, education of self and others and clinical leadership and management (the eight years of service and submission of Assessment documentation will not be required for appointment).
- Internal and external applicants are eligible to apply for these positions.
- The Registered Nurse- Grade 4, Community Nurse may be appointed to Grade 4 at a wage point based on their years of relevant experience
- DHHS/THOs will advertise for experienced Registered Nurse – Grade 4, Community Nurse roles at Grade 4 and if unable able to recruit at level, are to readvertise to ensure Registered Nurse – Grade 4, Community Nurse positions are filled with the required skill set.