



Government of **Western Australia**
Department of **Health**

A guide to making changes to the nursing and midwifery standardised position titles list

Nursing and midwifery position titles: adding, altering or deleting a title

This guide is to be read in conjunction with the *Workforce Data Policy MP 0091/18*. It aims to assist nursing and midwifery employees to make changes to the endorsed standardised position titles lists.

Nursing and midwifery position titling uses a convention where titles are expressed in two parts:

1. A **left-hand side (LHS) descriptor** that expresses the kind of role and span of influence the position has, as well as locates it within the career structure-based hierarchy. Examples include 'Registered Nurse', 'Nurse Practitioner', 'Clinical Nurse Specialist', 'Midwifery Director'.
2. An optional **right-hand side (RHS) descriptor** further specifies the work context, area of interest, speciality.

Examples include 'Emergency Department', 'Cardiology', 'Infection Prevention and Control', 'Surgical Services'.

From a staffing establishment, nursing and midwifery positions are created in either of two forms: *multiple occupant* positions and *single occupant* positions.

- **Multiple occupant positions** are commonly used for 'base-grade' enrolled nurse (EN), registered nurse (RN) and registered midwife (RM) positions (for example, at ANF Level 1) where a number of employees are 'held' against a single position per ward/unit. For example, 'Registered Nurse'. Position characteristics such as cost-centre (CC) and administration unit (ADU) allow multiple instances of base grade positions within an area health service (or site or directorate) to be differentiated from each other.
- **Single occupant positions** are most often 'promotional positions' for which candidates with the requisite experience and/or specialist skills must competitively apply. The titling of these positions almost always reflects the use of both LHS and RHS descriptors in the manner described above. An additional benefit of *RHS descriptor usage* is that the RHS phrase frequently is the only means by which a position can be differentiated from other positions in a given CC or ADU, for example in cases where numerous Clinical Nurse Specialist (CNS) positions all report to a single Nursing Director.

Applying the naming convention to nursing and midwifery position titles

The above understandings have been rigorously applied in developing a WA Health standardised Nursing and Midwifery position titles list.

When adding/altering/deleting a position title please consider the following:

Enrolled nurse (EN), registered nurse (RN), registered midwife (RM), clinical nurse (CN), clinical midwife (CM):

- All of the titles describing these base grade positions have been rationalised back to 'Enrolled Nurse', 'Registered Nurse', 'Registered Midwife', 'Clinical Nurse', 'Clinical Midwife'.
- The references within each title to ward names, hospital or clinical case types have been removed and will not be included within the title. The Advance Skill Enrolled Nurse (**ASEN**) classification has long been recognised and treated as a pay-level and therefore not warranting a specific position titled 'ASEN'.

Senior nursing and midwifery positions (SRN levels):

- For the purposes of naming consistency, a three-tiered demarcation has been applied to SRN titles.
- Positions classified as **SRN 1 to 4** have been restricted to following LHS descriptors: *Clinical Facilitation Nurse; Clinical Nurse Specialist; Clinical Midwife Specialist; Clinical Nurse Consultant; Clinical Midwife Consultant; Nurse Specialist; Nurse Researcher; Clinical Nurse Manager; Clinical Midwife Manager; Nurse Manager; Midwife Manager; Nurse Unit Manager; Associate NUM; Nurse Educator; Midwife Educator; Nurse and Midwife Educator*
- Positions classified as **SRN 5 to 7/8** have been restricted to following LHS descriptors: *Director of Nursing & Midwifery/Health Service Manager; Coordinator of Nursing; Coordinator of Midwifery; Coordinator of Nursing & Midwifery; Nurse Coordinator; Nurse Practitioner*
- Positions classified as **SRN 8/9 to 10** have been restricted to following LHS descriptors: *Deputy Nurse Co-Director; Nurse Co-Director; Nurse Director; Nursing & Midwifery Director; Director of Nursing & Midwifery; Director of Nursing*
- Many positions classified between ANF 2 and SRN Level 7, have historically featured a mixed use and interpretation of key terms, particularly terms such as 'coordinator', 'manager', and 'educator'. Where a term such as 'coordinator' is required for anything other than a classified role as per the three tiers above, an alternative LHS descriptor will need to be applied to better reflect the role.