

## Continuing Education Allowances in the Public Health System Nurses' And Midwives' (State) Award

**Summary** This Policy Directive ensures staff employed in the NSW Health Service are aware of the provisions applying to the Continuing Education Allowances (CEA) for nurses and midwives. It also sets out the requirements for continuing implementation of the CEA provisions within the NSW public health system.

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### Continuing Education Allowances in the Public Health System Nurses' and Midwives' (State) Award

## Policy Statement

Nursing and midwifery staff employed by NSW Health are entitled to the Continuing Education Allowances (CEA) providing they meet the requirements set out under the Public Health System Nurses' and Midwives' (State) Award.

## Summary of Policy Requirements

All conditions below must be met for the CEA to be payable:

- The qualification being submitted for approval to receive the CEA must be a qualification, in addition to the qualification leading to registration as a nurse or midwife (or enrolment in the case of Enrolled Nurses).
- Registered Nurses who subsequently obtain a qualification leading to registration as a Midwife can seek approval to receive the CEA based on that midwifery qualification.
- The CEA is only payable where the qualification is accepted by the employer to be directly relevant to the competency and skills used by the nurse/midwife in the duties of the position.
- Any employee holding more than one relevant qualification is only entitled to one allowance, being the allowance of the highest monetary value.
- Any employee claiming entitlement to a qualification allowance must provide evidence to the employer that they hold that qualification within 3 months of obtaining the qualification or commencing work in the relevant specialty unless exceptional circumstances prevent this.
- Where the employee provides evidence to the employer that they hold a relevant qualification within 3 months of obtaining it or commencing work in the relevant specialty, the allowance is payable from the date of obtaining the qualification or commencing work in the relevant specialty, whichever is the more recent.
- In instances where the employee does not provide evidence to the employer that they hold a qualification within 3 months of obtaining it, and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.
- Where documentation supporting a claim for payment of the CEA is not available, the employee must provide a statutory declaration in a form determined by their public health system entity.

Where an employee transfers to another position, eligibility for the CEA must be reassessed by the employer.

### Revision History

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PD2024_018 June-2024	Deputy Secretary People, Culture and Governance	Policy revised for currency, reformatted and reissued.
February 2018 (PD2018_008)	Deputy Secretary People, Culture and Governance	Updated to clarify eligibility of Registered Midwives for CEA.
July 2017 (PD2017_022)	Deputy Secretary Governance, Workforce and Corporate	Updated to clarify eligibility of transferring employees for the CEA and the location of rates of payment for the CEA.
January 2012 (PD2012_002)	Deputy Director-General Governance, Workforce and Corporate	Policy revised and reissued. Replaces PD2008_061.
October 2008 (PD2008_061)	Director-General	Updated to reflect changes to CEA provisions arising from the Memorandum of Understanding between NSW Health and the NSW Nurses' Association 1 July 2008 to 30 June 2010. Replaces PD2007_086.
November 2007 (PD2007_086)	Director-General	
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## Continuing Education Allowances in the Public Health System Nurses' and Midwives' (State) Award

### 1. Background

The Continuing Education Allowance (CEA) for certain nursing and midwifery classifications was first introduced by the Industrial Relations Commission in 2004.

In 2007, the scope expanded to include hospital-based certificates for registered nurses/midwives; to extend the eligibility to include Clinical Nurse/Midwifery Specialists; and to increase the amounts payable.

The Memorandum of Understanding between the then NSW Department of Health and the NSW Nurses' Association for the period 1 July 2008 to 30 June 2010 included agreement to:

- extend eligibility for the CEA to Clinical Nurse/Midwife Educators and Clinical Nurse/Midwife Specialists Grade 2 holding a relevant post graduate diploma, degree, Masters or Doctorate, from 1 July 2008; and
- extend eligibility for the CEA to Enrolled Nurses gaining the Advanced Diploma of Nursing (Enrolled/Division 2 Nursing), from 1 September 2008.

The *Public Health System Nurses' and Midwives' (State) Award 2011* included new provisions requiring employees claiming entitlement to a continuing education allowance to provide evidence to the employer that they hold the qualification within 3 months of obtaining the qualification or commencing work in the relevant specialty (unless exceptional circumstances prevent this) for the allowance to be backdated to that point.

In instances where the employee does not provide such evidence within 3 months and where there are no exceptional circumstances, the allowance will be paid from the date such evidence is provided.

#### 1.1. About this document

This Policy Directive describes the CEA entitlements of nursing and midwifery staff employed in the NSW Health Service, contained in the *Public Health System Nurses' and Midwives' (State) Award (Award)*, or its successors, and the conditions which must be adhered to when determining the relevance and eligibility of qualifications for the allowances.

#### 1.2. Key definitions

Employer	Any person authorised to exercise the functions of the employer of staff to which this Policy Directive applies.
NSW Health Service	Consists of those persons who are employed under Chapter 9, Part 1 of the <a href="#">Health Services Act 1997</a> (NSW) by the Government of New South Wales in the service of the Crown.

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<p><b>Public health system</b></p>	<p>Includes Local Health Districts and Specialty Networks (LHD/SN), declared and non-declared affiliated health organisations in respect of their recognised establishments or services, statutory health corporations, the Ambulance Service of NSW, HealthShare NSW and any administrative unit or division under the control of the Secretary NSW Health or Health Administration Corporation in which staff of the NSW Health Service are employed.</p>
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## 2. Conditions

The following conditions, as set out in the Award, apply to all Continuing Education Allowance (CEA) applications. That is:

- The qualification being submitted for approval to receive the CEA must be a qualification in addition to the qualification leading to registration as a nurse or midwife (or enrolment in the case of Enrolled Nurses). Registered Nurses who subsequently obtain a qualification leading to registration as a Midwife can seek approval to receive CEA based on that midwifery qualification (refer to [Section 3.5](#)).
- The CEA is only payable where the qualification is accepted by the employer to be directly relevant to the competency and skills used by the nurse/midwife in the duties of the position.
- An employee holding more than one relevant qualification is only entitled to one allowance, being the allowance of the highest monetary value; and
- The employee claiming entitlement to a qualification allowance must provide evidence to the employer that they hold that qualification within 3 months of obtaining the qualification or commencing work in the relevant specialty, unless exceptional circumstances prevent this.

Where the employee provides evidence to the employer that they hold a relevant qualification within 3 months of obtaining it or commencing work in the relevant specialty, the allowance is payable from the date of obtaining the qualification or commencing work in the relevant specialty.

In instances where the employee does not provide evidence to the employer that they hold that qualification within 3 months and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.

- Where documentation supporting a claim for payment of the CEA is not available, the employee must provide a statutory declaration in a form determined by their public health system entity.

All the conditions must be met for the CEA to be payable.

Where an employee transfers to another position, eligibility for the CEA should be reassessed by the employer.

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### 3. Eligibility

For the purposes of communicating eligibility for the Continuing Education Allowance (CEA) only, the nursing/midwifery classifications are described below in four groups.

#### 3.1. Group 1

In this group the following classifications are eligible to receive the CEA:

- Registered Nurse/Midwife (years 1 to 8);
- Clinical Nurse Specialist/Clinical Midwife Specialist Grade 1;
- Nursing Unit Manager/Midwifery Unit Manager;
- Nurse Manager/Midwife Manager Grade 1 and 2;
- Nurse Manager/Midwife Manager Grade 3 and above (where the employer is satisfied that they are engaged in clinical work for more than 50% of their time).

**Note:** This condition does not apply to all grades – Only Nurse Manager/Midwife Manager Grade 3 and above).

To be eligible for the CEA, nurses/midwives in this group must hold a continuing education qualification in a clinical field (in addition to the qualification leading to registration).

These nurses/midwives are eligible to receive the CEA for the following qualifications:

- a post-registration hospital certificate;
- a post-graduate certificate;
- a post-graduate diploma or degree (other than an undergraduate nursing degree); or
- a masters degree or doctorate.

#### 3.2. Group 2

In this group the following classifications are eligible to receive the CEA:

- Enrolled Nurse;
- Enrolled Nurse without Medication Endorsement;
- Enrolled Nurse Special Grade; and
- Enrolled Nurse Special Grade without Medication Endorsement.

Because of changes at the national level regarding the registration of nurses, the enrolled nurse classifications have changed. The previous 'Enrolled Nurse with Medication Endorsement' classification, also known as 'Endorsed Enrolled Nurse' is now termed simply 'Enrolled Nurse'.

The previous 'Enrolled Nurse' classification which covered enrolled nurses without medication endorsement is now termed 'Enrolled Nurse without medication qualification'. In all other respects the classifications are unchanged.

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To be eligible for the CEA, enrolled nurses must hold a continuing education qualification in a clinical field (in addition to the qualification leading to enrolment).

Enrolled nurses are eligible to receive the CEA for the following qualifications:

- Certificate IV or equivalent in a clinical field; or
- Advanced Diploma of Nursing (Enrolled/Division 2 Nursing).

### 3.3. Group 3

In this group the following classifications are eligible to receive the CEA:

- Clinical Nurse Educator/Clinical Midwife Educator; and
- Clinical Nurse Specialist/Clinical Midwife Specialist Grade 2.

To be eligible for the CEA, a Clinical Nurse Educator/Clinical Midwife Educator must hold a post graduate Diploma, Degree, Masters or Doctorate in education or a clinical field (in addition to the qualification leading to registration).

To be eligible for the CEA, a Clinical Nurse Specialist/Clinical Midwife Specialist Grade 2 must hold a post graduate Diploma, Degree, Masters or Doctorate in a clinical field (in addition to the qualification leading to registration).

### 3.4. Group 4

This group includes the nurse/midwife classifications which are **ineligible** to receive the CEA. They are:

- Clinical Nurse Consultant/Clinical Midwife Consultant;
- Nurse Educator/Midwife Educator;
- Nurse Practitioner/; and Nurse Manager/Midwife Manager Grade 3 and above (unless it can be demonstrated to the satisfaction of the employer that more than 50 per cent of the Manager's time is spent doing clinical work).

### 3.5. Registered Midwives in Groups 1 and 3

Registered Nurses who have completed a post graduate qualification that has led to registration as a Midwife can apply for CEA based on their midwifery qualification. This is provided that all other criteria for eligibility are met. Both registrations as a Registered Nurse and a Registered Midwife must be current.

Registered Midwives who do not hold concurrent registration as a Registered Nurse are not eligible to apply for CEA based on the qualification that led to registration as a Midwife. Such Midwives are eligible to apply for CEA where they have obtained a post graduate qualification (in a relevant specialty) in addition to the qualification leading to registration as a Midwife.

## 4. Determining Qualification Relevance

The Continuing Education Allowance (CEA) is only payable where the qualification is accepted by the employer to be directly relevant to the competency and skills used by the nurse/midwife in the duties of the position.

With regard to determining the job relevance of qualifications submitted in applications for the CEA, the guiding precepts are as set down in paragraph 17 of the November 2004 decision by the IRC. That is,

*"... the responsibility we have placed on the employer to determine whether the qualification held by a nurse is directly relevant to the competency and skills used by the nurse in the duties of the position must be exercised in a fair, consistent and proper manner and in the spirit of a provision that recognises nurses who make the effort of acquiring greater skills and knowledge through undertaking postgraduate courses and who apply that skill and knowledge in their work should receive additional remuneration..."*

The major functional groupings matrix table (see [Appendix 1](#)) is to be used as an aid to determine the relevance of tertiary or hospital certificate clinical qualifications to the duties of the position. The table divides nursing/midwifery into major functional groupings in nursing/midwifery practice, with a listing of the main specialist fields within that functional grouping.

Where a nurse/midwife holds a qualification in any of the specialty fields listed under that major functional grouping and works in any of the specialist fields listed under that functional group, then that qualification warrants payment of the relevant allowance.

For example, within the Critical Care/High Dependency major functional grouping, if a nurse has a Cardiac qualification, payment would be made even though the nurse may be working in Day Surgery or Spinal Injury. For Mental Health, a qualification in the specialty of Child and Adolescent Mental Health would warrant payment if the nurse was working in the alcohol and other drugs clinical field, or *vice versa*.

The Midwifery functional grouping lists some non-midwifery qualifications that may be held by midwives, which may warrant payment based on that qualification provided it is considered directly relevant to their practice in the midwifery setting. The list is not exhaustive, and applications based on other qualifications that are accepted by the employer to be directly relevant are to be assessed in accordance with this Policy Directive. In this context it does not automatically follow that a midwife working in a non-midwifery setting may claim and be paid CEA because of their midwifery qualifications, even though the specialty is included in the midwifery functional group.

*Note that where a nurse/midwife holds a qualification in any of the clinical fields listed under Generic Courses (see [Appendix 1](#)) the appropriate CEA is payable in all clinical settings.*

Please also note that, when approved, the CEA is paid for all hours worked. This includes pro rata payment for hours worked by casual or part time nurses in multiple wards or units crossing specialties. In practice, this means that the allowance is paid for the hours worked, even where the qualification would not always be considered 'directly relevant' for the purpose of CEA eligibility.

## 5. Determining Qualification Eligibility

In most cases determining qualification eligibility will be straightforward by referring to the conditions as set out in the *Public Health System Nurses' and Midwives' (State) Award* (Award), the employee's classification and the qualification information provided with the application. The Award provides additional advice.

Schedule 2 to the Award sets out the hospital-based certificates that are to be recognised for the purpose of entitlement to the CEA.

Note in relation to the qualifications listed at Schedule 2 to the Award that:

- under a number of the identified clinical specialties, 2 or more institutions may have offered a course with the same title, and
- notwithstanding that the name of the course may have included such words as 'Diploma', 'Advanced Diploma'; or 'Graduate Certificate' in its title, all qualifications identified in Schedule 2 to the Award attract the CEA at the Hospital Certificate rate.

Schedule 3 to the Award sets out the course for enrolled nurses that is to be recognised as equivalent to a Certificate IV course for the purpose of entitlement to the CEA. That is, the NSW Nurses' and Midwives' Board Mothercraft Certificate.

## 6. Qualifications Not Dealt with at Schedules 2 and 3 of the Award

The NSW Ministry of Health recognises that the courses specified in Schedules 2 and 3 to the *Public Health System Nurses' and Midwives' (State) Award* (Award) and the provisions in the matrix at [Appendix 1](#) will not exhaustively 'cover the field' for all applicable qualifications, including those nurses and midwives with qualifications obtained overseas.

Following is a set of criteria for assessing such qualifications; and, in the case of Tresillian, Karitane, College of Nursing and English National Board for Nursing, Midwifery and Health Visiting qualifications, specific determinations as to their eligibility.

### 6.1. Australian Tertiary Qualifications

To be eligible for payment of the Continuing Education Allowance (CEA), Australian tertiary qualifications must meet all the following criteria:

- it is a post-registration qualification (or post-enrolment for Enrolled Nurses);
- it is a clinical qualification (except for Clinical Nurse/Midwife Educators, for whom a qualification in education is also eligible);
- the qualification is awarded by an accredited Australian educational institution (for example, pursuant to the *Higher Education Act 2001* [NSW]);
- the qualification is accepted by the employer as relevant to the individual's role; and
- the individual provides evidence that they hold the qualification (or a statutory declaration if the original documentary evidence is not available) within 3 months of

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obtaining the qualification or commencing work in the relevant specialty, unless exceptional circumstances prevent this.

Provided all the criteria are met, an award from an Australian University or TAFE College is eligible for payment of the CEA at its awarded level.

*Note that TAFE qualifications awarded prior to implementation of the Australian Qualifications Framework in 2000 require individual assessment.*

### 6.2. Australian Hospital-based Qualifications

To be eligible for payment of the CEA, Australian hospital-based qualifications not covered by Schedules 2 and 3 to the Award, must meet all the following criteria:

- it is a post-registration qualification (or post-enrolment for Enrolled Nurses);
- it is a clinical qualification (except for Clinical Nurse/Midwife Educators, for whom a qualification in education is also eligible);
- the qualification is regarded as equivalent to the training and learning outcomes derived from a tertiary-based post-graduate course (including that the training must be of at least 9 months' duration<sup>1</sup>);
- the qualification is accepted by the employer as relevant to the individual's role; and
- the individual provides evidence that they hold the qualification (or a statutory declaration if the original documentary evidence is not available) within 3 months of obtaining the qualification or commencing work in the relevant specialty, unless exceptional circumstances prevent this.

Provided all the criteria are met, a hospital-based qualification is eligible for payment of the CEA at Hospital Certificate level.

### 6.3. Overseas Tertiary Qualifications

Regardless of the name of the course or its status in the country of origin, overseas tertiary qualifications are deemed eligible for payment at the Post-Graduate Certificate level, provided the following criteria are met:

- it is a post-registration qualification (or post-enrolment for Enrolled Nurses);
- it is a clinical qualification (except for Clinical Nurse/Midwife Educators, for whom a qualification in education is also eligible);
- the qualification is regarded as equivalent to the training and learning outcomes derived from an Australian tertiary-based post-graduate course (including that the training must be of at least 9 months' duration<sup>2</sup>);
- the qualification is accepted by the employer as relevant to the individual's role; and

<sup>1</sup> Many courses are not measured in months but in hours. In general terms 9 months' duration is equivalent to approximately 600 hours of structured education or training.

<sup>2</sup> Same note as in footnote 1 (above).

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- the individual provides evidence that they hold the qualification (or a statutory declaration if the original documentary evidence is not available) within 3 months of obtaining the qualification or commencing work in the relevant specialty, unless exceptional circumstances prevent this.

In NSW, the Australian Education International - National Office of Overseas Skills Recognition ('AEI-NOOSR'), performs the assessment of overseas qualifications. Individuals seeking a higher CEA rate may elect to have their overseas qualification assessed for its Australian equivalence by AEI-NOOSR.

Please note that it is not necessary to have such an assessment if the qualification has already been assessed by the Nursing and Midwifery Board of Australia and/or the Australian Health Practitioner Regulation Agency (AHPRA). NSW Health will recognise such assessments as eligible for payment of the CEA at the assessed level.

### 6.4. Overseas Hospital-based Qualifications

To be eligible for payment of the CEA, overseas hospital-based qualifications not covered by Schedules 2 and 3 to the Award, must meet the same criteria as Australian hospital-based qualifications.

That is:

- it is a post-registration qualification (or post-enrolment for enrolled nurses);
- it is a clinical qualification (except for Clinical Nurse/Midwife Educators, for whom a qualification in education is also eligible);
- the qualification is regarded as equivalent to the training and learning outcomes derived from a tertiary-based post-graduate course (including that the training must be of at least 9 months' duration<sup>3</sup>);
- the qualification is accepted by the employer as relevant to the individual's role; and
- the individual provides evidence that they hold the qualification (or a statutory declaration if the original documentary evidence is not available) within 3 months of obtaining the qualification or commencing work in the relevant specialty, unless exceptional circumstances prevent this.

Provided all the criteria are met, overseas hospital-based qualifications are eligible for payment of the CEA at Hospital Certificate level.

### 6.5. Tresillian Qualifications

Provided all the criteria are met, Tresillian qualifications at [Appendix 2](#) are eligible for payment of the CEA.

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<sup>3</sup> Many courses are not measured in months but in hours. In general terms 9 months' duration is equivalent to approximately 600 hours of structured education or training.

## **6.6. Karitane Qualifications**

Provided all the criteria are met, Karitane qualifications at [Appendix 2](#) are eligible for payment of the CEA.

## **6.7. College of Nursing Qualifications**

Provided all the criteria are met, College of Nursing qualifications at [Appendix 2](#) are eligible for payment of the CEA.

## **6.8. English National Board for Nursing, Midwifery and Health Visiting Qualifications**

Many applications for the CEA are supported by an English National Board for Nursing, Midwifery and Health Visiting ('ENB') qualification or certification. The ENB recognises post-registration qualifications in many fields for a second 'mark' in its Register (such as, Intensive Care Nursing, Cardio-Thoracic Nursing and Midwifery).

Provided the other criteria are met, applications for payment of a CEA citing an ENB (and its equivalents in Scotland, Wales, and Ireland) second registration are deemed eligible for payment at Hospital Certificate level.

## **6.9. Reference to the NSW Ministry of Health**

Local Health Districts and Specialty Networks may continue to receive applications submitting qualifications about which they feel unable to make an assessment.

In these circumstances applications are to be consolidated by the public health system entity and forwarded to the Ministry of Health, attention Director Industrial Relations and Management, supported by a copy of the application and a recommendation as to whether the qualification(s) are to be recognised for payment of an allowance and the reason for such recommendation, having regard to the elements of this Policy Directive.

## **7. Enquiries**

Any enquiries concerning this Policy Directive are to be directed to the relevant human resource personnel in the public health system entity. Only human resource personnel from public health system entities are to contact the Ministry.

## **8. Appendices**

1. Appendix 1: Major Functional Groupings Matrix
2. Appendix 2: Tresillian, Karitane, and College of Nursing qualifications eligible for payment of the CEA

### 8.1. Appendix 1: Major Functional Groupings Matrix

Major functional groupings enabling payment for nurses holding a clinical qualification from a recognised educational institution and practising in any specialty field under that functional grouping.

Major Functional Group				
Critical Care/High Dependency	Medical/Surgical	Community Health	Mental Health	Justice Health
Specialty Field				
<ul style="list-style-type: none"> <li>Acute Care</li> <li>Cardiac</li> <li>Cardiothoracic</li> <li>Critical Care</li> <li>Emergency/Trauma</li> <li>Intensive Care</li> <li>Neonatal Intensive Care</li> <li>Paediatric Critical Care</li> <li>Perioperative Nursing</li> <li>Day Surgery</li> <li>Anaesthetics and Recovery</li> <li>Neuroscience</li> <li>Spinal Injury</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Perioperative Nursing</li> </ul>	<ul style="list-style-type: none"> <li>High Acuity (ward care)</li> <li>Acute Care</li> <li>Surgical Nursing</li> <li>Burns and Plastics</li> <li>Gastroenterology</li> <li>Paediatric</li> <li>Infection Control</li> <li>Medical Nursing</li> <li>Cancer Nursing</li> <li>Breast Cancer Nursing</li> <li>Oncology</li> <li>Palliative Care</li> <li>Orthopaedic</li> <li>Renal/Nephrology</li> <li>Respiratory</li> <li>Stomal Therapy Nursing</li> <li>Wound Management</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Wound Care</li> </ul>	<ul style="list-style-type: none"> <li>Alcohol and Other Drugs</li> <li>Substance Abuse</li> <li>Asthma Education</li> <li>Community Health</li> <li>Diabetes Education &amp; Mgt</li> <li>Health Education</li> <li>Health Promotion</li> <li>OH&amp;S</li> <li>Public Health</li> <li>School Health</li> <li>Sexual Health</li> <li>Women's Health</li> <li>Oncology</li> <li>Palliative Care</li> <li>Respiratory</li> <li>Stomal Therapy Nursing</li> <li>Wound Management</li> <li>Transcultural Nursing</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Wound Care</li> </ul>	<ul style="list-style-type: none"> <li>Child &amp; Adolescent Mental Health</li> <li>Community Psychiatric (<i>also recognised for Emergency Departments</i>)</li> <li>Mental Health/ Psychiatric Nursing Practice (<i>also recognised for Emergency Departments</i>)</li> <li>Alcohol and Other Drugs</li> <li>Substance Abuse</li> <li>Psycho-geriatric Nursing</li> <li>Rural Mental Health (<i>based on geographic location</i>)</li> <li>Remote Mental Health (<i>based on geographic location</i>)</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Mental Health, Cumberland/James Fletcher Hospitals</li> </ul>	<ul style="list-style-type: none"> <li>Corrections Health and Forensic Nursing</li> <li>Clinical Forensic Nursing</li> <li>Correctional Nursing</li> <li>Community Psychiatric</li> <li>Mental Health/Psychiatric Nursing Practice</li> <li>Alcohol and Other Drugs</li> <li>Substance Abuse</li> <li>Trauma</li> <li>Community Health</li> <li>Health Promotion</li> <li>Public Health</li> <li>Sexual Health</li> <li>Women's Health</li> <li>Adolescent Health</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Mental Health, Cumberland/James Fletcher Hospitals</li> </ul>

Continuing Education Allowances for Nurses' and Midwives

Major Functional Group					
Paediatric	Midwifery	Rehabilitation & Habilitation	Aged Care	Rural & Remote Health	Generic Courses
Specialty field					
<ul style="list-style-type: none"> <li>Paediatric</li> <li>Family, Child and Adolescent Health</li> <li>Neonatology/Neonatal</li> <li>Paediatric &amp; Child Health</li> <li>Child and Family Health</li> <li>Parenting Education</li> <li>Lactation and Infant Feeding</li> <li>Women's Health</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Parentcraft Nursing</li> </ul>	<ul style="list-style-type: none"> <li>Midwifery *</li> <li>Midwifery Continuity of Care</li> <li>Midwifery Practice in Risk Associated Pregnancy</li> <li>Infertility and Associated Reproduction</li> <li>Lactation and Infant Feeding</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Parentcraft Nursing</li> </ul> <p><b>Non Midwifery post graduate Qualifications</b></p> <ul style="list-style-type: none"> <li>Alcohol and Other Drugs</li> <li>Diabetes Education &amp; Management</li> <li>Women's Health</li> <li>Mental Health/ Perinatal Mental Health</li> <li>Neonatal Intensive/Special Care</li> <li>Parenting/Birthing Education</li> </ul>	<ul style="list-style-type: none"> <li>Developmental Disability</li> <li>Other Disability</li> <li>Rehabilitation</li> <li>Respiratory</li> <li>Dementia Care</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Rehabilitation Nursing</li> </ul>	<ul style="list-style-type: none"> <li>Aged Care</li> <li>Continence</li> <li>Gerontology</li> <li>Dementia Care</li> <li>Psycho-geriatric Nursing</li> </ul> <p><b>Enrolled Nurse</b></p> <ul style="list-style-type: none"> <li>Rehabilitation Nursing</li> </ul>	<ul style="list-style-type: none"> <li>Rural Health</li> <li>Remote Health</li> </ul> <p><i>(to be recognised in rural/remote locations)</i></p>	<ul style="list-style-type: none"> <li>Advanced Nursing Practice</li> <li>Clinical Practice</li> <li>Transcultural Nursing</li> <li>Clinical Care</li> <li>Infection Control</li> <li>Indigenous Health</li> <li>Nurse Practitioner</li> <li>Community Nursing</li> <li>Audiometry Nursing</li> <li>Aviation Nursing</li> </ul>

\*Refer to [section 3.5](#) Registered Midwives in Groups 1 and 3

## **8.2. Appendix 2: Tresillian, Karitane and College of Nursing qualifications**

### **Tresillian Qualifications**

Provided all the criteria are met, Tresillian qualifications are eligible for payment of the CEA as follows:

<b>Title of Qualification</b>	<b>Years Awarded</b>	<b>Level of recognition</b>
Graduate Certificate Child and Family Health Nursing	2003 – onwards	319A Post Graduate Certificate
Graduate Certificate Child and Family Health Nursing	1996 – 2003	319E Hospital Certificate
Child and Family Health Nursing (0-6) Program	1992 – 1996	319E Hospital Certificate
Infant and Family Nursing Studies Program	1986 – 1991	319E Hospital Certificate
Certificate IV in Parentcraft Nursing	1996 – 2005	319D Enrolled Nurse Certificate
Mothercraft and Family Nursing Certificate	1989 – 1994	319D Enrolled Nurse Certificate
Post-Basic Mothercraft Nursing Course (currently recognised)	1966 – 1986	319E Hospital Certificate
Mothercraft Certificate – Long Course (currently recognised)	Pre 1990	319D Enrolled Nurse Certificate

Tresillian qualifications not listed above do not meet the minimum criteria to be recognised as eligible for the CEA.

**Karitane Qualifications**

Provided all the criteria are met, Karitane qualifications are eligible for payment of the CEA as follows:

<b>Title of Qualification</b>	<b>Awarded By</b>	<b>Years</b>	<b>Awarded Level of Recognition</b>
Certificate IV in Parent Craft Nursing for Enrolled Nurses	NSW Health/Karitane	2002 – 2007	319D Enrolled Nurse Certificate IV
Graduate Diploma in Nursing - Child and Family Karitane	University of Western Sydney	1997 – onwards	319B Post Graduate Diploma
Graduate Certificate in Nursing - Child and Family Karitane	University of Western Sydney	1997 – onwards	319A Post Graduate Certificate
Certificate IV in Parent Craft Nursing for Enrolled Nurses	TAFE	1997 – 2000	319D Enrolled Nurse Certificate IV
Certificate in Child and Family Health Nursing Course	Karitane	1987 – 1992	319E Hospital Certificate

Karitane qualifications not listed above do not meet the minimum criteria to be recognised as eligible for the CEA.

### **College of Nursing Qualifications**

Provided all the criteria are met, College of Nursing qualifications are eligible for payment of the CEA as follows:

#### **2002 onwards**

In 2001 the College became an accredited Australian Tertiary institution. Therefore, provided the other criteria are met (for example, relevance and evidence), College of Nursing qualifications 2002 onwards are eligible for the CEA at Post Graduate Certificate level.

The courses include (**NB.** the following list is not exhaustive):

- Graduate Certificate in Acute Care Nursing
- Graduate Certificate in Advanced Nursing
- Graduate Certificate in Aged Care Nursing
- Graduate Certificate in Breast Cancer Nursing
- Graduate Certificate in Cancer Nursing
- Graduate Certificate in Child and Family Health Nursing
- Graduate Certificate in Critical Care Nursing
- Graduate Certificate in Mental Health Nursing
- Graduate Certificate in Neonatal Intensive Care Nursing
- Graduate Certificate in Paediatric Nursing Studies
- Graduate Certificate in Perioperative Nursing
- Graduate Certificate in Stomal Therapy Nursing.

#### **1991-2001**

Many of the College of Nursing qualifications awarded 1991-2001 have been assessed as meeting the criteria to be recognised as eligible for the CEA at the Hospital Based Certificate level; and they are as follows:

- Accident and Emergency Care Certificate
- Advanced Nursing Studies Advanced Midwifery Stream Certificate
- Advanced Nursing Studies, Infertility, Certificate
- Advanced Nursing Studies Women's Health Certificate
- Advanced Psychiatric Certificate
- Anaesthetics and Recovery Room Certificate
- Child and Adolescent Certificate
- Child and Family Health Certificate
- Clinical Nursing Studies Certificate

- Coronary Care Certificate
- Generalist Nursing (Advanced) Certificate
- Gerontological Nursing Certificate
- Gynecological Nursing Certificate
- Intensive Care Nursing Certificate
- Midwifery (Advanced) Certificate
- Oncology Certificate
- Operating Suite Nursing Certificate
- Orthopaedic Certificate
- Paediatric Intensive Care Certificate
- Perioperative Nursing Certificate
- Spinal Injury Certificate
- Women's Health Certificate

Over this period courses may be titled either Certificate or Graduate Certificate. College of Nursing qualifications issued between 1991 and 2001 not listed above do not meet the minimum criteria to be recognised as eligible for the CEA.

***Prior to 1991***

While the NSW Ministry of Health recognises that the College has promoted standards of excellence since its inception in 1949, post registration qualifications accredited or delivered by the College prior to 1991 do not meet the criteria to be considered equivalent to the training and learning outcomes derived from a tertiary-based post-graduate course and are therefore not eligible for the CEA.