

## Continuing Education Allowances (CEA) - Public Health System Nurses & Midwives (State) Award

**Summary** Policy and procedures regarding the conditions, eligibility and payment for continuing education allowances for nurses and midwives, updated to reflect the Public Health System Nurses and Midwives (State) Award 2011.

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### Secretary, NSW Health

This Policy Directive may be varied, withdrawn or replaced at any time. Compliance with this directive is mandatory for NSW Health and is a condition of subsidy for public health organisations.

## CONTINUING EDUCATION ALLOWANCES - PUBLIC HEALTH SYSTEM NURSES' AND MIDWIVES' (STATE) AWARD - POLICY AND PROCEDURES

### PURPOSE

The purpose of this Policy Directive and accompanying Procedures is to ensure staff employed in the NSW Health Service are aware of the provisions applying to the Continuing Education Allowances ('CEA') for nurses and midwives and to set out the requirements for continuing implementation of the CEA provisions within the NSW public health system.

### MANDATORY REQUIREMENTS

This Policy Directive and Procedures describe 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* ('the Award') and the conditions and procedures which must be adhered to when determining the relevance and eligibility of qualifications for the allowances.

Determination of Conditions of Subsidy requires (to the extent permitted by law) non-declared affiliated health organisations to comply with policy directives dealing with the terms and conditions of employment of staff employed in the NSW Health Service and to provide to staff the same conditions of employment as those set out in industrial instruments applicable to staff employed in the NSW Health Service.

### IMPLEMENTATION

Entities within the public health system:

- have a responsibility to ensure employees are aware of their CEA entitlements;
- are responsible for correctly applying the CEA provisions set down in the Award and in this Policy Directive and accompanying Procedures;
- should monitor their processes for considering CEA applications by nurses and midwives to ensure that they are efficient and effective;
- are responsible for the timely and accurate assessment of CEA applications and of their calculation and payment;
- are responsible for promptly notifying employees as to the status of their application; and
- are to ensure that employees' CEA records are accurate and complete.

Each public health system entity is to identify a senior officer with responsibility for continued implementation and application of the CEA provisions.

Nurses and midwives applying for a CEA must follow the application process determined by their public health system entity and promptly submit prepared applications with the required supporting documentation.

## REVISION HISTORY

Version	Approved by	Amendment notes
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.

## ATTACHMENTS

1. Continuing Education Allowances for NSW Health Service Nurses and Midwives: Procedures.

Rescinded

**Continuing Education Allowances  
for NSW Health Service Nurses and Midwives**



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**Issue date:** January 2012

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## 1 BACKGROUND

### 1.1 About the Continuing Education Allowance

In November 2004, as part of the Nurses' Special Case, the NSW Industrial Relations Commission ('the IRC') introduced payment of a Continuing Education Allowance ('CEA') to certain nursing and midwifery classifications.

Subsequently, in February 2007 the IRC determined to extend the CEA scope 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 who hold a relevant post graduate diploma, degree, Masters or Doctorate, from 1 July 2008; and
- extend eligibility for the CEA to Enrolled Nurses who gain 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 (Subclauses 13 (i) (c), 13 (vi) (c) and 13 (ix) (c)) requiring employees claiming entitlement to a continuing education allowance to provide evidence to the employer that they hold the qualification within three months of obtaining the qualification or commencing work in the relevant speciality (unless exceptional circumstances prevent this) in order for the allowance to be backdated to that point. In instances where the employee does not provide such evidence within three months and where there are no exceptional circumstances, the allowance shall be paid from the date such evidence is provided.

### 1.2 Key definitions

**Employer** means 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 *Health Services Act 1997* by the Government of New South Wales in the service of the Crown.

**Public health system** includes Local Health Districts, declared and non declared affiliated health organisations in respect of their recognised establishments or services, statutory health corporations, the Ambulance Service of NSW, Health Support Services and any administrative unit or division under the control of the Director-General or Health Administration Corporation in which staff of the NSW Health Service are employed.

## **2 CONDITIONS**

The following conditions, as set out in the Award, apply to all 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);
- 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 three 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 three 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 three 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 in order for the CEA to be payable.

### 3 ELIGIBILITY

For the purposes of communicating eligibility for the 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
- Nurse Manager/Midwife Manager Grade 2 or Nurse Manager/Midwife Manager Grade 3 and above (who satisfies the employer that they are engaged in clinical work for more than 50% of their time).

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.

The amounts payable are shown in Attachment 1, Table 1.

#### 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.

**NB.** As a consequence of changes at the national level in regard to 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.

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).

The amounts payable are shown in Attachment 1, Table 1.

### **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).

The amounts payable are shown in Attachment 1, Table 1.

### **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/Midwife 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).

## 4 DETERMINING QUALIFICATION RELEVANCE

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.

With regard to determining the job relevance of qualifications submitted in application 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 grouping matrix table at Attachment 2 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*.

Note that where a nurse/midwife holds a qualification in any of the clinical fields listed under Generic Courses the appropriate CEA is payable in all clinical settings.

Please note also 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. That is, 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 Award, the employees' 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, two or more institutions may have offered a course with the same title. For example, under the clinical specialty of Cardiology/Coronary Care, the Cardiac Nursing Course was offered by Royal North Shore Hospital; Royal Prince Alfred Hospital; St Vincent's Hospital Darlinghurst; Royal Melbourne Hospital; and National Heart and Chest Hospital, London; 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 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 Ministry recognises that the courses specified in Schedules 2 and 3 to the Award and the provisions in the matrix at Attachment 2 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 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 (ie pursuant to the *Higher Education Act 2001*);
- 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 three 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 three 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 three months and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.

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\*);

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\* 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

- 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 three 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 three 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 three months and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.

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\*);
- 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 three 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 three 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 three months and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.

Provided all the criteria are met, overseas tertiary qualifications are eligible for payment of the CEA at the Post-Graduate Certificate level.

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 Nurses and Midwives Board of New South Wales 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\*);
- 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 three 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 three 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 three months and where there are no exceptional circumstances, the allowance is only payable from the date such evidence is provided.

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 Attachment 3 are eligible for payment of the CEA.

## **6.6 Karitane Qualifications**

Provided all the criteria are met, Karitane qualifications at Attachment 3 are eligible for payment of the CEA.

## **6.7 College of Nursing Qualifications**

Provided all the criteria are met, College of Nursing qualifications at Attachment 3 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 (eg. 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 Ministry of Health**

Local Health Districts 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, attention Director Workplace Relations, supported by a copy of the application and a recommendation as to whether the qualification(s) should be recognised for payment of an allowance and the reason for such recommendation, having regard to the elements of the CEA Policy Directive and Procedures.

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## **7 ENQUIRIES**

Any enquiries concerning this Policy Directive and Procedures should 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 LIST OF ATTACHMENTS**

1. Table 1. Continuing Education Allowances Rates
2. Table 2. Major Functional Grouping Matrix
3. Tresillian, Karitane and College of Nursing qualifications eligible for payment of the CEA

Rescinded

**Attachment 1: Table 1. Continuing Education Allowances Rates**

Clause	Continuing Education Allowance	FFPP 1/07/2011	FFPP 1/07/2012
13(ii)	Continuing Education Allowance - Post Registration Hospital Certificate (per week)	\$33.00	\$34.00
13(iii)	Continuing Education Allowance - Post Graduate Certificate (pw)	\$33.00	\$34.00
13(iv)&(x)	Continuing Education Allowance - Post Graduate Diploma or Degree (pw)	\$50.50	\$52.00
13(v)&(x)	Continuing Education Allowance - Masters Degree or Doctorate (pw)	\$61.00	\$62.50
13(vii)	Continuing Education Allowance - Enrolled Nurse Certificate IV (pw)	\$25.00	\$26.00
13(viii)	Continuing Education Allowance - Enrolled Nurse Advanced Diploma of Nursing (Enrolled/Division 2 Nursing) (pw)	\$30.00	\$31.00

Rescinded

**ATTACHMENT 2. TABLE 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
SPECIALITY 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; Management</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 (<b>also recognised for Emergency Departments</b>)</li> <li>▪ Mental Health/ Psychiatric Nursing Practice (<b>also recognised for Emergency Departments</b>)</li> <li>▪ Alcohol and Other Drugs</li> <li>▪ Substance Abuse</li> <li>▪ Psycho-geriatric Nursing</li> <li>▪ Rural Mental Health (<b>based on geographic location</b>)</li> <li>▪ Remote Mental Health (<b>based on geographic location</b>)</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>

Table 2. Continued

MAJOR FUNCTIONAL GROUP					
Paediatric etc	Midwifery	Rehabilitation and Habilitation	Aged Care	Rural and Remote Health	Generic Courses
SPECIALITY 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>	<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>

**Attachment 3: Tresillian, Karitane and College of Nursing qualifications eligible for payment of the CEA**

**Tresillian Qualifications**

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

Title of Qualification	Years Awarded	Level of recognition
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:

Title of Qualification	Awarded By	Years Awarded	Level of recognition
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 (ie. 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
- Anaesthetic 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
- Gynaecological 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 Ministry 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.