

Health Professions Work Value Review

Descriptors for Revised Classification Structure

**Agreed by the Health Services Union of WA and the Department of Health pursuant
to the 19th December 2005 order of the WAIRC in Application P18 of 2003(B)**

Prerequisite: Essential Academic Requirements for All Health Professional Specified Callings Positions

The minimum essential academic requirements for Health Professional positions will be a three or four year tertiary degree as designated and required for each Specified Calling.

Where legislation requires Registration to practise, health professionals will require registration with the appropriate Registration Board.

Level 4/6

Level 4/6 provides for health professionals from entry level following tertiary graduation to the maximum point within the Level 4/6 incremental range.

Initially the work of a new graduate is subject to professional supervision and at entry level the health professional will deliver professional services and will make decisions that impact on the services they provide with formal supervision and guidance from senior health professionals.

As experience is gained, the contribution and the level of professional judgement increases and professional supervision decreases, until a wide range of professional tasks is capable of being performed under general professional guidance. With experience and increased skill level, independent professional judgement will be exercised in recognising and solving problems and managing cases where principles, procedures, techniques and methods require expansion, adaptation or modification.

Having progressed to the maximum point within the Level 4/6 incremental range the health professional will be an autonomous practitioner.

LEVEL 7 Health Professional Progressional or 1st Promotional Point

Level 7 is a senior health professional position. The senior health professional will deliver professional services independently, seeking guidance as required.

Decision Making Standards

The position will make independent decisions that impact on practice at this level. The senior health professional will seek guidance from higher level health professionals as required for decisions related to professional services and duties, including staff and student supervision.

Communication Standards

The position will require effective communication in clinical/professional, administrative and education aspects of the role and will require use of a high standard of negotiation, organisational and liaison skills with all staff and patients.

Knowledge and Skill Proficiency Standards

The position will require thorough professional knowledge of methods, principles and practice and skills across client groups and work areas, and may require other qualifications or training relevant to the particular practice setting. The position will require professional development in practice areas as well as development in leadership and/or supervision and administration processes

Professional Role Standards and Characteristics for a Level 7 Senior Health Professional Position

Emphasis on each criterion will reflect the focus of the individual position.

- Provision of advanced services for patients with acute conditions or complex needs in a field recognised and required by the industry, requiring advanced practice skills.
- Coordination and evaluation of a recognised area of advanced professional practice for a region/area or teaching hospital.
- Provision of an advisory service in relation to advanced clinical/professional practice for a region/area or teaching hospital.
- Liaison with external agencies in the implementation and evaluation of advanced services.
- Undertakes research in areas of advanced professional practice.
- Provision of education/training for health professionals, staff and/or students.

LEVEL 8 Health Professional 2nd Promotional Point

In a Level 8 position the health professional will deliver specialised professional services and/or coordinate service delivery.

Decision Making Standards

The position will make independent decisions related to specialised practice and/or oversee and supervise the practice of other health professionals, staff and students. The position will develop services and implement changes to ensure optimal client outcomes.

Communication Standards

The position will require facilitative communication skills to effect supervision and coordination in clinical/professional, administrative and education aspects of the professional service and will require an advanced standard of negotiation, organisational, and liaison skills to work with all staff, relevant teams, other senior professionals and patients in the planning and overseeing of service delivery.

Knowledge and Skill Proficiency Standards

The position will require specialised professional knowledge of methods, principles and practice and skills across client groups and work areas and an in-depth understanding of the relationships between various professions in service planning. The position will require continuing clinical/professional, and leadership skill development that can be applied in the specialised work setting and in the maintenance of professional education and development of any staff being supervised and managed.

Professional Role Standards and Characteristics for a Level 8 Health Professional Position

Emphasis on each criterion will reflect the focus of the individual position.

- Coordination of a professional service team within a defined health service.
- Provision of specialised services and influence on the practice of the profession within the Area Health Service.
- Provision of specialised resource services (professional, educative, policy or research) regarding particular clinical services for professionals within the particular calling and/or other professional staff within WA Health.
- Coordination of service development and planning.
- Conducts research activities in line with department/organisation research program.

LEVEL 9 Health Professional 3rd Promotional Point

In a Level 9 position the health professional will deliver and/or manage and direct the delivery of services in a complex professional or clinical setting.

Decision Making Standards

The position will make independent decisions related to expert practice and/or the delivery of the service. The position will direct the practice and advancement of other health professionals, staff and students and will manage development of services and implementation of change to ensure optimal client outcomes.

Communication Standards

The position will require facilitative communication skills to direct and coordinate the clinical/professional, administrative and education aspects of the professional service and will require an expert standard of negotiation, organisational, and liaison skills to plan and manage the delivery of services.

Knowledge and Skill Proficiency Standards

The position will require expert professional knowledge of methods, principles and practice and professional skills to maintain and advance skill levels for specialist areas. The position will require continuing professional education that includes leadership and managerial skill development.

Professional Role Standards and Characteristics for a Level 9 Health Professional Position

Emphasis on each criterion will reflect the focus of the individual position.

- Provision of recognised expert knowledge and services in a specialised area to WA Health.
- Overseeing the planning and provision of profession specific specialist services, with responsibility for strategic service planning and development processes.
- Coordination of service planning and development including the design and implementation of service delivery changes and the development of clinical governance policies and processes in practice.
- Provision of supervision and direction for staff using a high standard of postgraduate clinical/professional, leadership and managerial skills.
- Direction for the use of reflective practice and clinical/professional reasoning in service provision according to evidence based practice.
- Overseeing research activities in line with the organisation's research program.

LEVEL 10 Health Professional 4th Promotional Point

In a Level 10 position, the health professional will manage and direct professional service delivery, education and research programs in a complex clinical/professional setting, ensuring that staff and services under their control meet required standards.

Decision Making Standards

The position will make wholly independent decisions related to expert practice, and supervise and direct the practice of other health professionals, staff and students to ensure optimal outcomes for clients and the organisation. The position will manage and direct services including strategic development and implementation of change.

Communication Standards

The position will require facilitative communication skills to effect supervision and coordination in clinical, administrative and education aspects of the health profession service and will require an expert standard of negotiation, organisational, and leadership skills to work with all staff and patients in the planning and direction of service delivery.

Knowledge and Skill Proficiency Standards

The position will require expert professional knowledge of methods, principles and practice and skills across client groups and work areas. The position may require postgraduate education and recognised qualifications¹ in required clinical/professional specialties or in senior strategic management and leadership processes that are applied in the management of the departmental resources.

Professional Role Standards and Characteristics for a Level 10 Health Profession Position

Emphasis on each criterion will reflect the focus of the individual position.

- Directing the planning and provision of profession specific specialist services.
- Coordination of strategic service planning and development including the development of clinical governance and processes in practice.
- Leadership and management of staff in service provision using evidence based practice and a very high standard of management skills.
- Overall responsibility for department management duties and processes, ensuring that the department Quality Improvement program meets the organisation's standards and accreditation of services.
- Overseeing research according to the organisation's research program and ensuring that staff postgraduate continuing education is maintained.
- Direct accountability for the administration, direction, control, financial management and performance of the department.

¹ Recognised qualifications may include tertiary qualifications or other recognised courses to be defined.

LEVEL 11 Health Professional 5th Promotional Point

Level 11 is a department manager for health profession/s position. The position will undertake the overall management and responsibility of professional service delivery and outcomes.

Decision Making Standards

At Level 11, the incumbent will make wholly independent decisions related to the areas of expert practise in their profession, and ensure optimal outcomes for clients and the organisation from the practise of other health professionals, staff and students. The incumbent will make strategic management and service development decisions.

Communication Standards

The position will require an overall expert standard of communication skills to effect and ensure that communication processes including supervision, coordination, negotiation, organisational, and liaison skills are optimal in all aspects of the health profession service and in service delivery.

Knowledge and Skill Proficiency Standards

The position will require expert professional knowledge of methods, principles and practice and skills across client groups and work areas. The position may require post-graduate education and/or recognised qualifications in professional specialties and in senior strategic management processes that are applied across all aspects in the management of departmental resources and services.

The position may require continuing postgraduate training for specialist and management areas to maintain personal professional education and upskilling.

Professional Role Standards and Characteristics for a Level 11 a Health Profession Position

Emphasis on each criterion will reflect the focus of the individual position.

A position at Level 11 will be required to ensure that the department maintains highest standards in:

- Strategic service planning and development processes.
- Planning and provision of clinical/ professional services for clients.
- Leadership and management of staff.
- Postgraduate continuing education and department professional education.
- Use of reflective practice/clinical reasoning and evidence based practice.
- Quality Improvement programs and research.
- Management and processes including the development and maintenance of clinical governance policies and processes.
- Direct accountability for the administration, direction, control, financial management and performance of the department.

LEVEL 12 Health Professional 6th Promotional Point

Level 12 is a senior department manager for health profession/s position. The position will undertake management and responsibility for professional service delivery and outcomes on a statewide basis.

Decision Making Standards

The position will make independent decisions related to statewide expert practice in their profession, and ensure optimal outcomes for clients and the organisation from the practice of other health professionals, staff and students. The position will make strategic management and service development decisions.

Communication Standards

The position will require an overall expert standard of communication skills to effect and ensure that communication processes including supervision, coordination, negotiation, organisational, and liaison skills are optimal in statewide aspects of the health profession service and in service delivery.

Knowledge and Skill Proficiency Standards

The position will require expert professional knowledge of methods, principles and practice and skills across statewide client groups and work areas. The position may require post-graduate education and recognised qualifications in clinical/professional specialties and in senior strategic management processes that are applied across all aspects in the management of departmental resources and services.

The position may require continuing postgraduate training for specialist and management areas to maintain personal professional education and upskilling.

Professional Role Standards and Characteristics for a Level 12 Health Professional Position

Emphasis on each criterion will reflect the focus of the individual position.

The position will be required to ensure that the statewide service maintains highest standards in:

- Strategic service planning and development processes.
- Planning and provision of clinical/professional services for clients.
- Leadership and management of staff.
- Postgraduate continuing education and department professional education.
- Use of reflective practice/clinical reasoning and evidence based practice.
- Quality Improvement programs and research.
- Management and processes including the development and maintenance of clinical governance policies and processes
- Particular statewide role recognised as requiring higher qualifications and responsibilities.
- Direct accountability for the administration, direction, control, financial management and performance of the department.

Attachment 1: Definitions of terms used in the Classification Structure Related to the Health Professions Specified Callings Work Value Review

Advanced	Highly developed or complex; at a higher level than others
Autonomy	The condition or quality of being independence
Complex	Complicated, involved or intricate; or, the combination of factors, symptoms, or signs of a disease or disorder.
Consultant	One who gives expert professional advice
Coordinate	Be in charge of a group of employees and responsible for their work outputs, training and development and wellbeing
Decide	To determine a solution
Delegate	Commit powers, functions or duties, etc
Demonstrate	Make something evident by describing or showing how it works
Describe	Provide knowledge of a fact or circumstance in order to create a visual image
Develop	Improve, perfect, expand or elaborate on an existing idea or work
Direct	Instruct formally, guide with advice
Education	The act or process of educating or being educated. The knowledge or skill obtained or developed by a learning process
Evaluate	Ascertain the value and/or relevance
Expert	A high degree of skill in or knowledge of a subject; the highest grade that can be achieved and/or a person who has achieved this grade.
Facilitate	Make easier; assist the progress of
General	Not limited in scope, area, or application. Concerned with, applicable to, or characteristic of the majority. Involving only the main features rather than precise details
Guidance	Show the way by leading, directing, or advising. Also serve as a model for others, as in a course of conduct
Implement	Put a plan or proposal into effect
Influence	Convince, so that an outcome, action or event is altered
Leadership	Capacity or ability to provide guidance or direction. Leadership ability expectation is commensurate with the classification level.
Maintain	To keep in an existing state; preserve or retain; to keep in a condition of good repair or efficiency
Manage	Oversee the affairs of something, such as an organisation/ system
Negotiate	Achieve mutually agreed decisions, conclusions, solutions or settlement of terms, by discussion
Organisation	A structure through which individuals cooperate systematically to conduct business; the administrative personnel of such a structure
Participate	Take an active part

Plan	Work out a detailed means of achieving objectives or goals
Postgraduate	Of, relating to, or pursuing advanced study after graduation
Practitioner	One who practices something, especially an occupation, profession, or technique
Process	Complete something in accordance with guidelines or formal instructions
Profession	An occupation or career such as law, medicine, or engineering that requires considerable training and specialized study. The body of qualified persons in an occupation or field
Professional Group	A number of professional individuals gathered together to make up a unit; in this use, a professional group is larger than a professional team.
Professional Team	A number of professional individuals with similar clinical or professional aims organized to work together to provide services; in this use, a Professional Team is smaller than a Professional Group
Promote	Further or encourage the growth, development, progress or existence of
Qualification	The quality or state of being eligible; prerequisite
Reason	Infer reasons, arguments, proofs etc., from facts or premises
Research	Inquire systematically for facts or principles
Senior	Having precedence in making certain decisions; One that is of a higher position, rank, or grade than another in the same set or class
Specialised	Pursuit of or concentration on a particular professional activity, aptitude or skill.
Specialist	Devotion to a particular occupation or branch of study or research; or practice limited to a particular branch; or one who is certified by an accrediting body.
Supervise	Provide direction and/or guidance in work tasks according to a range of levels from direct everyday supervision, through to broad or distant supervision
Teaching Hospital	An institution declared by the Minister for Health under section 3 of the Hospitals and Health Services Act 1927 to be a teaching hospital for the purposes of that Act.
Train	Provide instruction through demonstration and practice
Use	Put into service