

Nursing and Midwifery Career Pathways Factsheet

Nurses and midwives are continuously being challenged to provide optimal clinical services within a rapidly changing environment, new technology, budget limitations and a shifting nature of nursing and midwifery work. Simultaneously, an ageing workforce with labour and skill shortages has generated concern about the capability of the healthcare system to demonstrate continuity, flexibility and responsiveness to address future requirements.

Consequently, nurses and midwives are required to be proactive in demonstrating greater professionalism and taking responsibility for the direction and evolution of their career. As an individual's career path is not always linear, a career pathway facilitates navigation of an individual's development.

Career Development

Lifelong learning and career development are unique to each individual nurse/midwife and are pivotal strategies for facilitating career transitions. Furthermore, career development enables individuals to make positive decisions to optimise their contribution to the workplace and profession/s. The underpinning focus for nurses and midwives' career development should therefore be the development of skills and knowledge that enhance current performance and equip the individual for future employment experiences.

Nursing and Midwifery Career Pathways

Career pathways are tools to provide clarity, direction and structure to facilitate career development, succession management and optimisation of an individual's scope of practice. The *Nursing and Midwifery Career Pathways* have been shaped by specific descriptors identified within each of the five (5) domains of the Generic Level Statements for each Classification of the [Nurses & Midwives \(Queensland Health\) Award - State 2015](#).

Furthermore, the *Pathways* have incorporated the clinical, professional, and organisational expectations and responsibilities of specific nurse/midwife roles (where applicable). Additionally, developmental activities guide actions that can be undertaken to achieve classification and specific role expectations.

The *Pathways* enable the individual to acquire the requisite knowledge, skills, attributes and behaviours to meet specific role expectations, advance their practice and potentially progress to higher levels of education and employment.

As a workforce developmental strategy, *Nursing and Midwifery Career Pathways* support:

- **Career Planning**
- **Continued Professional Development (CPD)**
- **Creation of Prepared employees**
- **CaPability building**
- **CaPacity building**
- **Continuity of Performance**
- **Continuous Practice improvement**
- **Contribution to the Professions.**

Applying a Nursing and Midwifery Career Pathway

The intent of the Nursing and Midwifery Career Pathways are to:

- identify expectations of the [Nurses & Midwives \(Queensland Health\) Award - State 2015](#) classification and a specific role
- assist with orientation to a new classification and/or role
- enable review of expectations of a classification or role especially after changes to awards, redesign, prolonged employment within the same role, and/or return to practice
- provide direction, and support to individuals for continuing professional development to meet standards
- assist with annual Performance and Development Planning (PDP) expectations and reframing in situations where enhanced performance is required
- promote organisational systems and processes such as: succession management and mentoring frameworks/strategies.

Each individual utilising a *Nursing and Midwifery Career Pathway* should refer to the [Australian Qualifications Framework levels](#) to determine the nature and standard of post graduate study that would assist to meet role expectations. Furthermore, each *Career Pathway* should be used in conjunction with Succession Management and Mentoring Frameworks/strategies to promote organisational processes for identifying, selecting, and managing successors; and career planning.