

Nursing Domains of Practice

Research



Title	Grade	Domain					Desired Qualifications
		Direct Comprehensive Care (1)	Support of systems (2)	Education (3)	Research (4)	Professional Leadership (5)	
Professor/ Director		Leads research informing professional governance, clinical credentialing, and integration of research in practice. Expert in Clinical Guideline development and evaluation. Facilitates development of linkages between clinicians and researchers to foster collaborative research agendas. Develops evidence-based approaches to supporting key organisational priorities to optimise nursing practice and patient care.	Leads and enables QI processes and contributes to cost-evaluation of services/programs. Develops and supports linkages between campus initiatives to improve clinical outcomes with appropriate external experts.	Contributes to the development of education program content and working groups focusing upon research, policy development and evaluation.	Successful track record at winning competitive grants, peer-reviewed publications, policy and translational research . Leads their own program of research and contributes to the development of research supporting institutional priorities.	High profile locally, nationally and internationally with respect to leadership and academic development support for nursing.	PhD
Associate Professor / Deputy Director		Leads research informing professional governance, clinical credentialing, and integration of research in practice. Expert in Clinical Guideline development and evaluation. Facilitates development of linkages between clinicians and researchers to foster collaborative research agendas.	Leads QI processes and contributes to cost-evaluation of services/programs. Develops and supports initiatives fostering evidence based practice on campus.	Contributes to the development of education program content and working groups focusing upon research, policy development and evaluation.	Successful track record at winning competitive grants, peer-reviewed publications, policy and translational research. Contributes to institutional research priorities.	High profile locally, nationally and internationally with respect to leadership and academic development support for nursing.	PhD
Clinical Nurse Consultant	6	Consistent broad level of influence outside of RCH at an national and/or international level. Epitomizes the knowledge, skills, attributes and ability to generate research questions from clinical practice. A senior member of a multidisciplinary research team.	Contributions to national/international clinical guidelines within specialty area; Peer review of publications submitted to national/international journals within specialty area; Participation in review process of local clinical guidelines.	At least 6 per year formal education sessions provided to clinical teams annually and may include sessional lecturing of specialty clinical knowledge at a tertiary level ; contribution to Campus Research & Education Week annually.	Contribute to the generation of new evidence and knowledge as a Principal Investigator in research initiatives aimed at improving patient care and/or the profession.	Recognised for contribution to National benchmarking/networking ; *mentoring CCN/Nps candidates;1-2 publications of clinical outcomes in a peer reviewed journal; conference presentation of clinical outcomes at least once every 2 years; membership & contribution to a national professional body relevant to clinical	Masters/PhD
Clinical Nurse Consultant	5	Consistent broad level of influence outside of RCH to other health services within metropolitan Melbourne or state wide(neither is mutually exclusive); A senior member of the multidisciplinary team. Demonstrated ability to develop a research question based on clinical practice.	Contributes to RCH processes supporting clinical research - eg Ethics committee processes; represents nursing in reviews of organisational processes supporting research on campus.	Participates in state-wide education programs; translates knowledge to RCH via 6 education/in-services sessions annually; lectures into tertiary sector.	An associate investigator within research projects aims and improving patient outcomes and nursing practice. Developing skill in the development, implementation, analysis & dissemination of novel audit & research projects aimed at optimising patient care.	Provide professional nursing leadership, consultancy and advice. Increase the effectiveness of patient care delivery by leading and developing quality improvement projects and facilitating development and maintenance of frameworks for policy and education. Recognised for contribution to State healthcare policy development.	Masters
	4b	As per CNC 4a.	Contributes to RCH processes supporting clinical research - eg Ethics committee processes; represents nursing in reviews of organisational processes supporting research on campus.	Works with junior nursing colleagues to develop their capabilities & competencies & also sets limits to their role.	Associate investigator within research projects aimed and improving patient outcomes and nursing practice. Contributes to protocol development.	As per 4a.	Post Grad Diploma/Masters

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		Direct Comprehensive Care (1)	Support of systems (2)	Education (3)	Research (4)	Professional Leadership (5)	
Clinical Nurse Consultant	4a	Demonstrates advanced nursing knowledge, skills, attributes & abilities related to patient recruitment and obtaining informed consent for participation in research. Responsible and accountable for independent nursing decision making. Informs the team of research issues identified and is informed by the expertise/information of others. Practices and influences contemporary nursing practice across RCH.	Recognises the contribution of research endeavours within the clinical environment and actively advocates for nurses' increased awareness of what constitutes good research conduct. Models expert skills and behaviours for interactions with patients and families.	Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members & patients/families.	Associate investigator within research projects aimed and improving patient outcomes and nursing practice.	Recognized for leadership role for advanced practice nursing within the research stream across RCH.	Post Grad Diploma/Masters
Nurse Coordinator	4a	Specialist knowledge, skills, attributes & abilities applied to a defined scope of clinical research. Supports the conduct of research using their expert communication and documentation skills.	Understands and can discuss the contribution of research to quality improvement projects. Clear understanding of organisational processes that exist to support the conduct of Good Clinical Research.	As per 3a.	Senior research assistant. Participates in patient recruitment, ethics application processes and adverse event reporting. Expert in documentation.	As per 3a.	Post Grad Cert/Diploma
	3b	Move to 3b after 1 year as 3a in role	As per 3a	As per 3a	As per 3a	As per 3a	Post Grad Cert/Diploma
Nurse Coordinator	3a	Specialist knowledge, skills, attributes & abilities within a narrow scope of clinical practice. Is recognised by the team for this expertise, is a resource for others and engages in agreed independent practice under the supervision & management of the team. Influences practices as a team member predominately within a ward or clinic setting.	Understands and speaks to the contribution of research to quality improvement projects.	Provides education to other team members/patients/families related to a specific research method/protocol or program.	Research assistant. Participates in patient recruitment, ethics application processes and adverse event reporting. Expert in documentation.	Leader of nursing involvement in research and advocate for patients and families participating in research projects.	Post Grad Cert/Diploma
Clinical Nurse Specialist		Higher level of skill in clinical decision making that enables effective screening of patient eligibility for participation in a research study.	Support of, & contribution to quality improvement within the area of clinical research practices on campus.	Membership of relevant professional body & ability to demonstrate & document learning & participation in learning. Undertakes own professional development & contribute to the professional development of others. A mentor to other nurses.	Research assistant. High level documentation skills. Ability to maintain Case Record Files (CRFs) and review files with external auditors. Use clinical knowledge and critical thinking skills to inform patient information statements and consent forms.	Positive role model.	Post Grad Certificate
Registered Nurse		Conducts a comprehensive & systematic nursing assessment. Provides comprehensive, safe & effective evidence-based nursing care to achieve identified individual/group health outcomes. Establishes, Maintains & appropriately concludes therapeutic relationships. Collaborates with the interdisciplinary health care team to provide comprehensive nursing care.	Plans nursing care in consultation with individuals/groups, significant others & interdisciplinary health care team. Evaluates progress towards expected individual/group health outcomes in consultation with individuals/groups, significant others & interdisciplinary health care team.	Acts as a preceptor to less experienced nurses, including graduate and undergraduate nurses. Participates in ongoing professional development of self & others.	Practices within an evidence-based framework.	Practises in accordance with legislation affecting nursing practice & health care. Practises within a professional & ethical nursing framework. Development of self & others.	Bachelors of Nursing

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		Direct Comprehensive Care (1)	Support of systems (2)	Education (3)	Research (4)	Professional Leadership (5)	
Enrolled Nurse		Contributes to the formulation of care plans in collaboration with the registered nurse, individuals & groups. Manages nursing care of individuals & groups within the scope of EN practice. Contributes to the promotion of safety, security & personal integrity of individuals & groups within the scope of EN practice. Provides support & care to individuals and groups within the scope of EN practice.	Conducts nursing practice in a way that respects the rights of individuals & groups.	Accepts accountability & responsibility for own actions within enrolled nursing practice. Demonstrates critical thinking in the conduct of EN practice.	Accesses evidence based guidelines/protocols.	Functions in accordance with legislation, policies & procedures affecting EN practice. Conducts nursing practice in a way that can be ethically justified.	Diploma in Nursing

Chang, A. M., G. E. Gardner, et al. (2010). "A Delphi study to validate an advanced practice nursing tool." J Adv Nurs 66(10): 2320-2330.

Chang, A. M., G. E. Gardner, et al. (2012). "Advanced practice nursing role development: factor analysis of a modified role delineation tool." J Adv Nurs 68(6): 1369-1379.