**POLICY STATEMENT ON CAREER STRUCTURES FOR NURSES AND MIDWIVES**



The Commonwealth Nurses and Midwives Federation supports career opportunities and career structures for nurses and midwives that allow their progression from beginner to expert in all areas of practice: as managers and administrators; as academics and researchers; as clinicians; as regulators; and as professional and industrial officers. Career progression from beginner to expert should be equivalent in status, title, and remuneration between areas of practice.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **EQUIVALENCE IN STATUS, TITLE AND REMUNERATION** |  | **MANAGER****ADMINISTRATOR** | **ACADEMIC****RESEARCHER** | **CLINICIAN** | **REGULATOR** | **PROFESSIONAL****INDUSTRIAL** |  | **EQUIVALENCE IN STATUS, TITLE AND REMUNERATION** |
|  | **EXPERT** | **EXPERT** | **EXPERT** | **EXPERT** | **EXPERT** |  |
|  | **PROFICIENT** | **PROFICIENT** | **PROFICIENT** | **PROFICIENT** | **PROFICIENT** |  |
|  | **BEGINNER** | **BEGINNER** | **BEGINNER** | **BEGINNER** | **BEGINNER** |  |
|  | **NOVICE** | **NOVICE** | **NOVICE** | **NOVICE** | **NOVICE** |  |