

1st June 2009

Catherine Hutchins
Professional Officer
Australian Nursing Federation (Victorian Branch)
ANF House
540 Elizabeth Street
Melbourne VICTORIA 3000

Dear Catherine,

Please find attached our follow up submission in regards to Research Nurses, generic position description and career structure for research nurses. Just to recap the history to this submission:

The Victorian Association of Research Nurses Special Interest Group (VARN SIG) first submitted recommendations to the ANF in relation to a more structured career pathway for Victorian Research Nursing Professionals in 2007 for the EBA. Our initial suggestion was to be included with a minimum of a grade 3B.

Our understanding from the 2007-2011 enterprise agreement, however, is that Research Nurses are to be employed as a minimum of grade 3A and a career structure is to be negotiated within the first 12 months of the agreement. Nurses working in research seem to be referred to in paragraph 12 and especially 12.4 of the 2007 Enterprise Bargaining Agreement (EBA).

Our membership of over 100 Victorian Nurses working in the field of research, have voiced strong disappointment in the very slow progress in relation to the recognition of research nurses within the nursing profession and advancement in structured career pathway, with the only implementations since our initial submission being a minimum of Grade 3A entry.

ANF has requested that VARN obtain and review current position descriptions to assist in the further development of Research Nurse career structure. This review has been included in the attached submission.

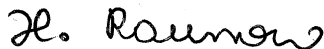
After discussion with our membership, VARN executive and the PD working party we decided that the best way forward would be to resubmit a comprehensive review in regards to research nurses and their position description and careers structure.

After reviewing all available evidence it was also decided to restate our recommendation (as per the last submission) to utilise the generic position descriptions developed by the Clinical Oncological Society of Australia-Clinical Research Professional Group (COSA CRPG).

Finally VARN SIG again calls for professional recognition of Victorian Research Nurses, a quite large and senior group of Victorian nurses as we believe we have shown in detail in the attached submission. We also believe it is crucial, if we are to be recognised as a professional group within the Victorian nurses, to have a widely accepted career structure, path and uniformly graded remuneration.

We are looking forward to meeting with you on Friday 5th June to discuss these documents and any further questions that might arise.

Yours sincerely



Heike Raunow (*VARN President*) and Anne-Marie Woods (*VARN Secretary*)

On behalf of VARN membership, executive and PD working group

CC: Lisa Fitzpatrick, ANF State Secretary
Deborah Howell, The Cancer Council Victoria