

EBA Submission for Research Nurse Classification

Introduction:

Clinical Research nurses are not currently recognised under the EBA and there is no evidence of consistency within their job descriptions, workload and/or remuneration. In Victoria there is a trend towards increasing numbers of research nurses as clinical trials take on greater prominence within the health service. It is therefore essential that this group of nurses are formally recognised as belonging to an emerging nursing specialty. Regardless of experience or qualifications in the health research domain there is currently no career pathway for research nurses.

The purpose of this proposal is to develop guidelines for position descriptions and levels of responsibility for research nurses within a career structure beginning with a grade 3b classification and rising to a grade 5 dependent on experience, qualifications or both in research nursing.

This proposal is based on extensive consultation with Research Nurses employed in major Melbourne metropolitan hospitals, the Clinical Research Group at Cancer Council of Victoria and the Victorian Association of Research Nurses, and has been largely based on the work from the UK Agenda for Change.

Grade 3b: Clinical Research Nurse

Reports to Research Nurse Consultant/Principal Investigator

Job Purpose:

As a member of the research team, the Research Nurse will, under supervision, have responsibility for the delivery of direct and indirect research participant management and associated data collection.

The Research Nurse will develop an understanding of the associated ethical, regulatory, legislative, corporate and economic responsibilities of clinical research through education, experience and supervision.

Essential Knowledge and Skills:

Registered nurse with a minimum of 3 years postgraduate nursing experience.

Evidence of further education/continuous professional development

Ability to multi-task and take on new responsibilities related to health administration and computer literacy

Ability to work autonomously or as part of a team

Confidence to deal with consultant medical staff and corporate sponsors.

Grade 4b: Research Nurse Consultant (Consultant level B- Sole Registered Nurse Div. 1 in the specialty or Registered Nurse in charge of a specialty team):

Reports to: Senior Research Nurse Consultant or director of Nursing (if no Senior Research Position)/Principal Investigator

Job Purpose:

To work as a sole research nurse with responsibility for all aspects of the studies being conducted within the unit.

To efficiently, effectively and economically manage the research activities of the unit to ensure a high quality service that meets the needs of clients and patients.

To adhere to legislative responsibilities, and maintain a safe working environment.

To ensure in-house studies are conducted in an ethical, scientific, legal and economic manner.

To supervise junior research nurses.

To act as a consultant to nursing, medical and paramedical research staff, during the conduct of health research.

Essential knowledge and skills:

Registered nurse with a minimum of 5 years nursing experience 2 of which have been in a nursing research environment
postgraduate qualifications

Experience writing ethics submissions for human research purposes

Demonstrated knowledge and skills of ethical, regulatory, legislative, corporate and economic responsibilities involved in health research.

Ability to develop health research budgets

Evidence of ongoing professional development in health research and clinical area.

Grade 5: Senior Research Nurse Consultant (Consultant level C – as for level B but delivers the consultancy outside more than one campus/worksite/of the Health Service).

Reports to: Principal Investigator/ Department Head or Director of Nursing

Job Purpose:

The Senior Research Nurse Consultant is responsible and accountable for the management of research staff, and resources including project budgets. *The SRNC will act as a consultant to clinical staff, research staff professional organisations both in-house and in the wider community. The SRNC will have the capacity to be a Principle Investigator or associate PUI where appropriate.*

Essential Knowledge and Skills:

Minimum 7 years postgraduate experience

Minimum 2 years at Grade 4b level in Research (Research Nurse Consultant level)

Evidence of experience, education and training in health research, health management.

Sound clinical knowledge.

