



Government of **Western Australia**  
Department of **Health**

# Advanced Skill Enrolled Nurse 3 Post-registration Qualification Pathway





## **Acknowledgement of Country and People**

The Department of Health respectfully acknowledge the Aboriginal people of the many traditional lands and language groups of Australia. We value the wisdom of Aboriginal Elders both past and present and pay respects to Aboriginal communities of today.

## **Using the term – Aboriginal**

Within Western Australia, the term Aboriginal is used in preference to Aboriginal and Torres Strait Islander, in recognition that Aboriginal people are the original inhabitants of Western Australia. No disrespect is intended to our Torres Strait Islander colleagues, communities, or candidates.

# Introduction

Enrolled nurses integrate and adapt specialised, technical and theoretical knowledge to address a diverse range of clinical situations and challenges. They contribute to the continuous improvement of clinical practice using research and participate in organisational quality processes. Enrolled nurses are accountable for their actions and encouraged to work within the full scope of enrolled nursing practice.

The United Workers Union (WA) (UWU) is the only union party to the Industrial Agreement, which expands on the classification structure for enrolled nurses registered in Division 2 with the Nursing and Midwifery Board of Australia.

The advanced skill enrolled nurse (ASEN) classification was introduced in WA as part of the Public Sector career structure on 1 September 2006, in consultation with the now named UWU. The enrolled nurse classification structure is detailed in the [Industrial Agreement 2024](#).

The ASEN classification acknowledges enrolled nurses with advanced skills relevant to their area of clinical practice and supports their career progression.

There are 2 pathways for enrolled nurses to achieve ASEN classification:

1. Advanced Skill Enrolled Nurse 1 Competencies Workbook pathway
2. Post-registration qualification pathway

Enrolled nurses who complete the Advanced Skill Enrolled Nurse Level 1 Competencies Workbook will be classified at ASEN Level 1.

Enrolled nurses who complete a post-registration qualification that meets the [Australian Qualifications Framework](#) can apply for reclassification directly to ASEN Level 3.

More information about career progression to ASEN and the Advanced Skill Enrolled Nurse 1 Competencies Workbook can be found on the [Advanced skill enrolled nurse](#) webpage and Industrial Agreement 2024.

# Post-registration qualification pathway

Enrolled nurses are eligible to apply for reclassification if they:

- have at least 3 years of experience, and
- hold a post-registration qualification relevant to their clinical practice and role that meets Australian Qualifications Framework (AQF) standards.

To apply for reclassification to ASEN Level 3, use the template provided on page 3 of this guide.

A post registration qualification must be attached to the application. All applications and qualifications will be assessed on a case-by-case basis.

If successful, the enrolled nurse will be appointed directly at ASEN Level 3, bypassing ASEN Levels 1 and 2.

Applicants with post-registration qualifications are not required to complete the Advanced Skill Enrolled Nurse 1 Competencies Workbook.

## Applicant submission form

Applicants must complete the [Post-registration qualification – Applicant submission form](#) and attach a copy of their qualification and associated certificate of completion.

The applicant must sign and date the form then submit to their line manager. Applicants are advised to keep a copy of their completed form for their records.

The line manager will assess the submission and post-registration qualification and provide a recommendation to the relevant delegated authority (for example, Director of Nursing/Midwifery or Area Chief Executive delegate).

The delegated authority will approve or decline the applicant's application for reclassification to ASEN Level 3.

A [flowchart](#) on page 4 outlines the process.

## Post-registration qualification – Applicant submission form

### Applicant

Full name	
Area of clinical practice	
Years experience as an enrolled nurse	
Name of post-registration qualification	
Institution or provider of qualification	

Certificate of qualification completion (or similar) attached	Yes	No
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Course content (provide details or attach additional pages)
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Signature or HE number	Date
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### Line manager assessment

Qualification meets requirements	Yes	No
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Comments
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Full name	
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Position title	
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Signature or HE number	Date
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### Delegated authority endorsement

Application successful - endorsed ASEN Level 3		<i>Tick as applicable</i>
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Application unsuccessful - refer for further development	
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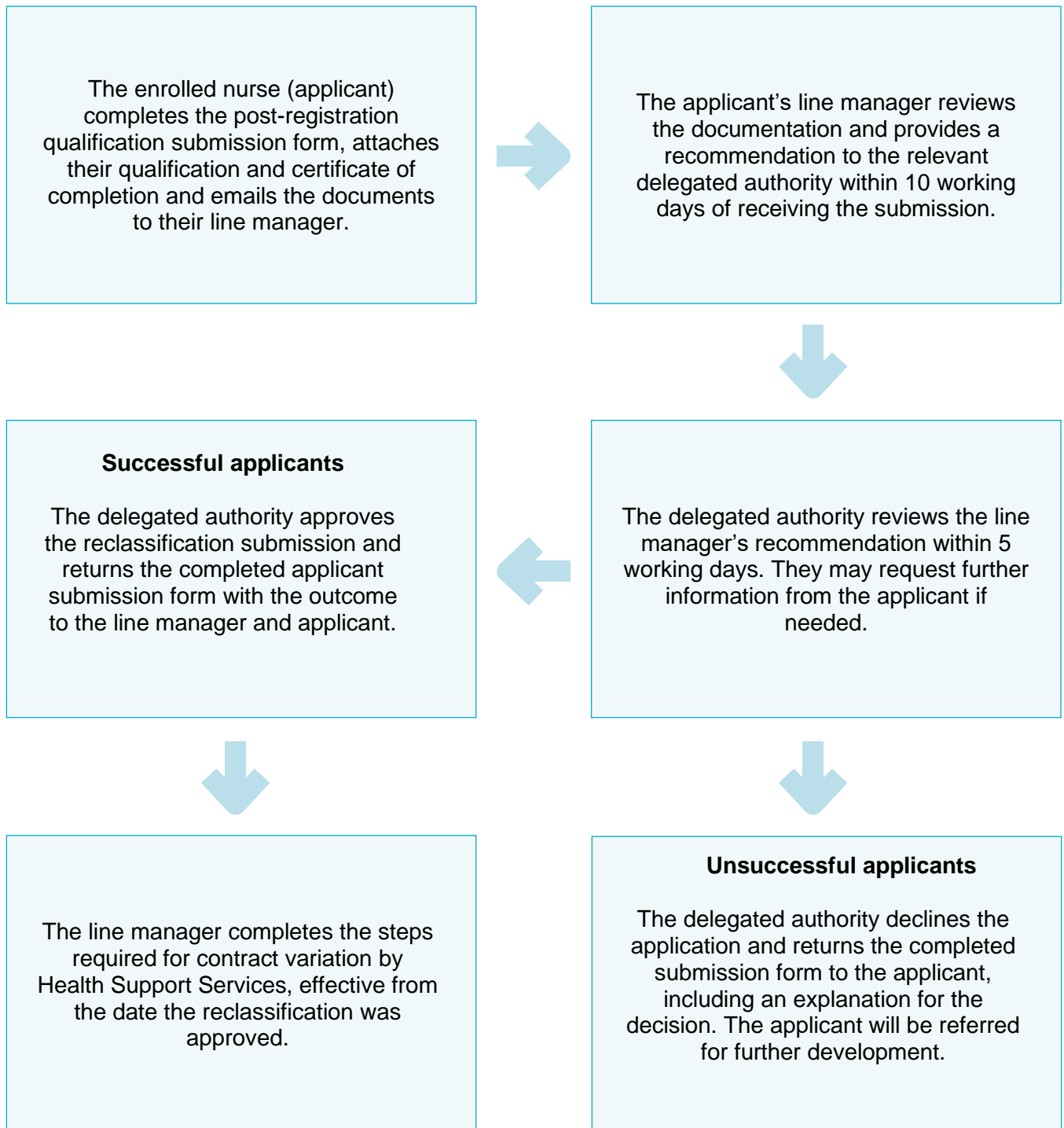
Comments
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Full name	
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Position title	
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Signature or HE number	Date
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# Process flowchart



## Useful links and sources of information

Website	Web address
WA Department of Health	<a href="http://health.wa.gov.au">health.wa.gov.au</a>
Chief Nursing and Midwifery Office	<a href="http://nursing.health.wa.gov.au">nursing.health.wa.gov.au</a>
United Workers Union (WA)	<a href="http://unitedworkers.org.au">unitedworkers.org.au</a>
Australian Health Practitioner Regulation Agency	<a href="http://ahpra.gov.au">ahpra.gov.au</a>
Australian Nursing and Midwifery Council	<a href="http://anmc.org.au">anmc.org.au</a>
Nursing and Midwifery Board of Australia	<a href="http://nursingmidwiferyboard.gov.au">nursingmidwiferyboard.gov.au</a>

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