

Nursing (NU) Group

Introduction This classification standard mapping tool has been developed to ensure consistency in applying the *Nursing* classification standard to UCS-style work descriptions and to assist in identifying and collecting information that may be missing from these work descriptions.

Getting Started Before you begin, you will need to read the entire work description. The map will guide you to the UCS elements where you are most likely to find the information you need to evaluate the position for each of the factors in the classification standard. However, there may be relevant information elsewhere in the work description. You may also have to talk to the manager and consult other sources of information such as your human resources information system, or other documentation to gain a good understanding of the position being evaluated.

In the map below, you will find a list of the elements in the UCS-style work description that are relevant in applying the *Nursing* classification standard, for each of the factors in the standard. The factors in the classification standard appear on the left. The map will also help you identify other information that is required to evaluate the work description, as well as where you can find this additional information. The UCS element(s) that are considered most relevant to the factors in the classification standard appear in **bold**.

<i>Professional Complexity and Responsibility</i>	<i>UCS Element</i>	<i>What to look for</i>
	Information for the Use of Others	Responsibility for developing and disseminating information will provide indication of nature, scope and variety of activities
	Well-being of Individuals	Responsibility will reflect nature, scope and variety of activities (only relevant for positions that deal directly with patients)
	Leadership of Human Resources	Management and supervisory responsibilities indicate responsibility for assessing quality of work of others, providing advice and guidance to staff on standards, policy and objectives

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<i>Professional Complexity and Responsibility</i> <i>...continued</i>	<i>UCS Element</i>	<i>What to look for</i>
	Ensuring Compliance	Relevant as indicator of scope and variety of work, requirement to apply regulations, policies etc. and make decisions
	Job Content Knowledge Application	Breadth and depth of specialization will provide a good indication of scope of work, variety of activities, guidance provided on policy, standards, etc.
	Contextual Knowledge	Application of contextual knowledge indicates requirement for knowledge of policy, standards and regulations – nature, scope, variety of activities, guidance received and provided
	Communication	Difficulty of communications tasks reflects responsibility for providing advice, giving direction, interpreting standards, policy, etc.
	Intellectual Effort	Will provide a good indication of complexity of problems encountered: assessment of client needs, analysis and research, planning, challenges of advising and guiding
	Other information required and where to find it	Organization chart, manager and key activities may provide further information on variety of activities, accountability
Responsibility for Management and Management Advisory Service	Information for the Use of Others	Good indication of nature of management responsibilities with respect to requirement to manage education programs and delivery of health services, development of standards, systems, policies
	Well-being of Individuals	May have some relevance for implementation of nursing care to individuals (only relevant for positions that deal directly with patients)
	Leadership of Human Resources	Good indication of responsibility to manage nursing education, nursing and health services, and nursing staff
	Money	Relevant for responsibility for management of financial resources
	Physical Assets and Products	Relevant for responsibility for management of material resources

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<i>Responsibility</i>	<i>UCS Element</i>	<i>What to look for</i>
<i>for Management and Management Advisory Service ...continued</i>	Ensuring Compliance	Relevant for evaluation of nursing programs and services
	Job Content Knowledge Application	Breadth and depth of knowledge in areas of specialization reflect responsibility to manage nursing programs and services, implementation of policy, standards and systems, and provide advice
	Contextual Knowledge	Application of contextual knowledge provides a good indication of level of authority and responsibility to provide advice, make recommendations, etc. on management of programs and services
	Communication	Difficulty of communications tasks relevant to responsibility for providing advice
	Intellectual Effort	Complexity of problems encountered and approaches to their resolution will indicate requirement to provide advice on, or manage, nursing programs and services, and develop standards, systems and policies
	Other information required and where to find it	Position in organization – organization chart
	<i>Impact</i>	Information for the Use of Others
Well-being of Individuals		Relevant for impact on health conditions of clients
Ensuring Compliance		Relevant for evaluation of quality of nursing care – impact of recommendations and decisions
Job Content Knowledge Application		Breadth and depth of expertise will provide an indication of the effect of activities and recommendations on health conditions of client populations, policy and health services
Contextual Knowledge		Application of contextual knowledge will illustrate the impact of activities and recommendations on health conditions of client populations, policy and health services

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<i>Impact</i>	<i>UCS Element</i>	<i>What to look for</i>
<i>...continued</i>	Intellectual Effort	Relevant
	Other information required and where to find it	Organization chart, key activities, manger may provide further information
