

Table 1. The Professional Categorization Scheme of Nurses in the Government Hospitals of Macao SAR

Professional category	Baseline salary scale (Macao Patacas)*					Promotion requirements	Work responsibilities
	1	2	3	4	5		
Nurse Supervisor	46,200	46,860	47,520	48,510	-	<ul style="list-style-type: none"> -Work as a chief nurse for 3 years with a 'very satisfactory' or 4 years with a 'satisfactory' performance appraisal -Pass the professional interview and public defense 	<ul style="list-style-type: none"> -Assist in formulation and revision of nursing standards or scope of practice guidelines -Assist in performance appraisals for all level nurses -Supervise and conduct nursing research. -Promote evidence-based nursing practice -Substitute for the director of the hospital nursing department during his /her absence
Chief Nurse	39,600	40,260	40,920	41,580	-	<ul style="list-style-type: none"> -Work as a senior nurse specialist for 3 years with a 'very satisfactory' or 4 years with a 'satisfactory' performance appraisal -Pass the professional interview and public 	<ul style="list-style-type: none"> -Be in charge of nursing care services within the nursing unit or department -Plan, organize, and evaluate the in-service training programs for nurses -Coordinate and facilitate nursing research studies to improve nursing care quality -Coordinate with other departments -Ensure patient safety and quality of care

						defense	-Supervise junior level nurses' work
Senior Nurse Specialist	36,600	36,960	37,620	38,280	-	<ul style="list-style-type: none"> -Work as a nurse specialist for 3 years with a 'very satisfactory' or 4 years with a 'satisfactory' performance appraisal -Pass the professional interview 	<ul style="list-style-type: none"> -According to area of specialty, provide consultations about the location, installation, human resources, and organization of the unit of nursing services -Be responsible for professional training of the unit or department, collaborate with head nurse in establishing annual activity plan - Coordinate and supervise student nurses' clinical placements -Promote and implement the standard of, and criteria for nursing care -Substitute for the head nurse during his /her absence from the unit
						<ul style="list-style-type: none"> -Obtain the specialist nurse training certificate (officially 	<ul style="list-style-type: none"> -Acquire and master the lower level nurses' responsibilities -Plan, implement, and evaluate more

Nurse Specialist	33,660	34320	34,980	35,640	-	<p>approved)</p> <ul style="list-style-type: none"> -Work 3 years with ‘a ‘very satisfactory’ or 4 years with a ‘satisfactory’ performance appraisal -Pass the professional interview 	<p>complex nursing care</p> <ul style="list-style-type: none"> -Implement specialized nursing care to client, family, and community in a critical situation -Undertake and participate in research related to specialty area -Coordinate and supervise student nurses’ clinical placements -Substitute for the head nurse during his /her absence from the unit
Senior Nurse	31,350	32,010	32,670	33,330	-	<ul style="list-style-type: none"> -Work as a junior nurse for 3 years with a ‘very satisfactory’ or 4 years with a ‘satisfactory’ performance appraisal -Pass written and skill examinations 	<ul style="list-style-type: none"> -Acquire and master the lower nurses’ responsibilities -Provide orientation and coordination for the nursing team -Implement and participate in research study to improve nursing care -Collaborate in evaluating the nurses and auxiliary staff in the unit or department -Substitute for the head nurse during his /her absence from the unit
						-Bachelor degree in	-Assess the need of nursing care for

Junior Nurse	28,380	29,040	29,700	30,360	31,020	nursing science -Pass written and skill examinations	individuals, families, and groups -Plan and provide nursing care -Implement the nursing care plan, promote the confidence of clients (individuals, families, and communities) in the nursing services, and integrate educational activities to promote self-care and public health -Evaluate nursing care, record and analyze the reasons for related outcomes. -Improve nursing care through the outcome of research studies -Collaborate in the training program in the nursing unit or department
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* 1 US dollar ≈ 8.00 Macao Patacas