

Figure 1. Career Stage Mapping Flow in Hospital X

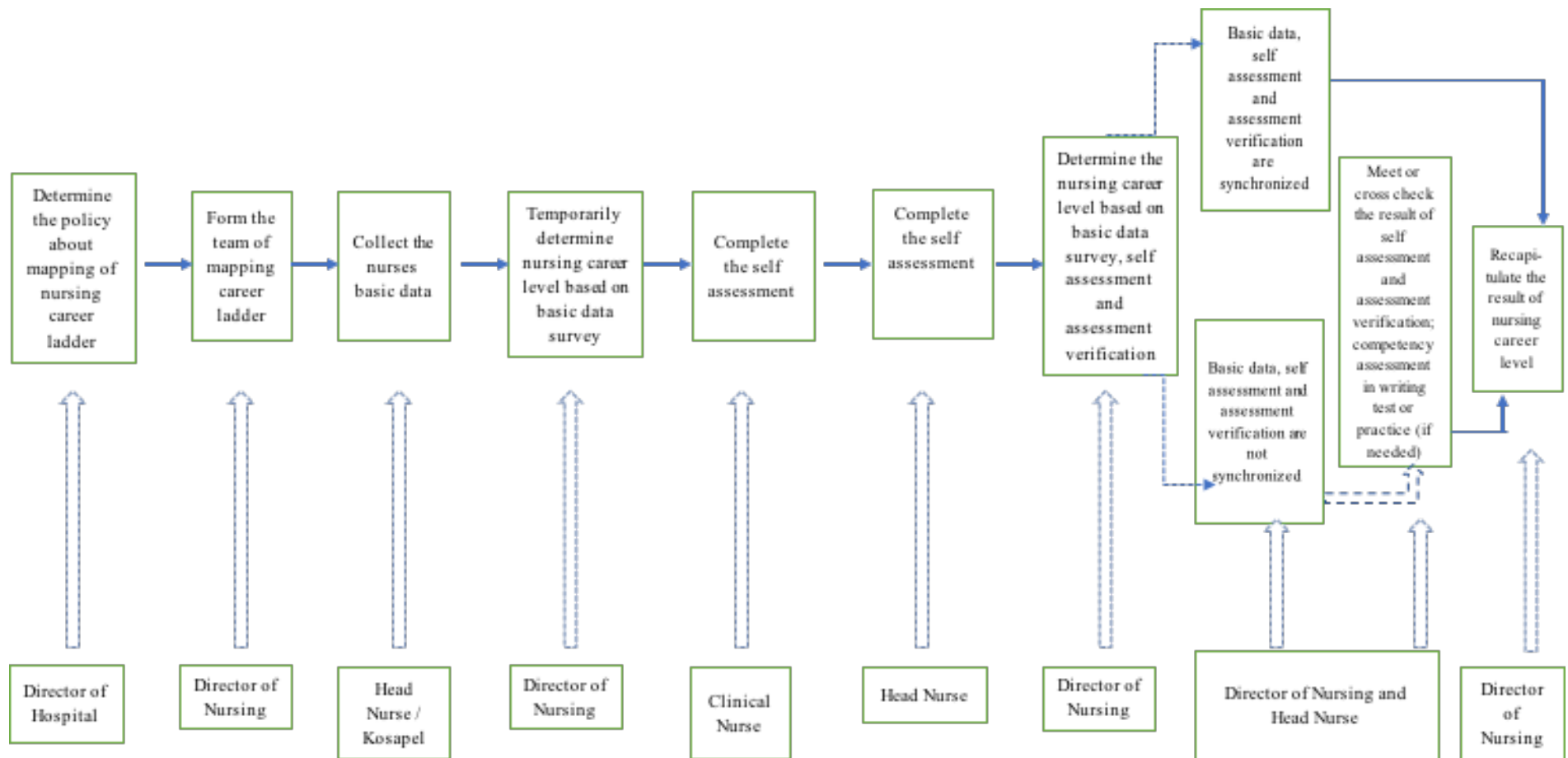


Figure 2. Nurses' Career Level in Hospital X

PK IIIC	<ul style="list-style-type: none"> Specialist Nurse + min. 6 years work experience Ns + min. 15 years work experience Nurse Diploma + min. 17 years work experience 	PK IIIC: 90% of Total Competencies*	391 Total Competencies*
PK IIIB	<ul style="list-style-type: none"> Specialist Nurse + min. 3 years work experience Ns + min. 12 years work experience Nurse Diploma + min. 14 years work experience 	PK IIIB: 70% of Total Competencies*	
PK IIIA	<ul style="list-style-type: none"> Specialist Ns + 0 year experience Ns + min. 9 years work experience Nurse Diploma + min. 11 years work experience 	PK IIIA: 50% of Total Competencies*	
PK IIB	<ul style="list-style-type: none"> Ns + min. 6 years work experience Nurse Diploma + min. 8 years work experience 	PK IIB: 80% of Total Competencies*	292 Total Competencies*
PK IIA	<ul style="list-style-type: none"> Ns + min. 3 years work experience Nurse Diploma + min. 5 years experience 	PK IIA: 60% of Total Competencies*	
PK IB	<ul style="list-style-type: none"> Ns + 0 year experience min. Nurse Diploma+ min. 2 years experience 	PK IB: 80% of Total Competencies*	162 Total Competencies*
PK IA	<ul style="list-style-type: none"> Nurse Diploma + 0 years experience 	PK IA: 60% of Total Competencies*	

Notes:
 * = Amendable amount of competencies based on ward conditions, if it has not been done or irrelevant based on ward conditions, then the competencies uncountable and given a code (T)