

Appendix A

Clinical Nursing Job Classification standard

The hospitals implement a hierarchical management structure for nurses based on their working ability, technical level, working years, professional and technical titles, educational background and other factors. The clinical nursing job classification includes five levels N0-N4.

Nurse-Level	Standards	
	Basic conditions	Ability requirements
N0	Within 3 months of employment and have not been assessed	Ability to complete N0-N4 the clinical nursing work of mild patients under the guidance of the superior nurse
N1	Have been assessed and employed for 3 months to 2 years	Ability to independently complete clinical nursing work for mild patients
N2	Have been employed for 2 to 5 years	Ability to take care of more serious patients and participate in the rescue of critically ill patients
N3	Have been employed for 5 to 10 years	Ability to take care of seriously ill patients, organize and implement critically ill patients rescue, nursing rounds, and participate in difficult case discussions
N4	Have been employed for more than 10 years	Ability to take care of critically ill patients and participate in specialist consultations throughout the hospital, and be able to independently and accurately assess, judge, and deal with difficult and complex nursing problems in the profession