

COUNTRY HEALTH SA

TRANSITION TO PROFESSIONAL PRACTICE

FOR REGISTERED MIDWIVES 2011



A PROGRAM TO FACILITATE THE TRANSITION TO PROFESSIONAL PRACTICE (TTPP RM) FOR REGISTERED MIDWIVES

The Transition to Professional Practice (formerly the Graduate Midwife Program, GMP) is a broad program covering theoretical as well as clinical aspects of the Registered Midwife role that facilitates professional and personal growth.

Current opportunities for the 2011 TTPP RM Program exist in the following locations:

Mt Gambier
Mt Barker
Gawler
Port Augusta
Pt Lincoln

Riverland Regional Health Service (Berri)
Murray Bridge
Pt Pirie
Whyalla

Country Health SA offer TTPP program opportunities for Post Graduate and Direct Entry Graduate Midwife's, offering a unique and valuable experience which will significantly contribute to the development of the Registered Midwife role.

Rural midwifery provides graduates with a range of experiences that ensures a challenging work environment and enables the development of close working relationships with a multitude of health professionals and members of the community. Opportunities exist for Graduate Midwives to develop their knowledge and skills, with particular emphasis on the unique role of Registered Midwife in the rural setting.

A diverse range of practice settings *may* be offered to promote broad skill development. These may include: antenatal, intrapartum, postnatal, community, breast feeding clinics and nursery level 1-2. Opportunities may also exist for some Graduate Midwives to undertake a clinical placement in a tertiary birthing unit to gain experience in a level 3 nursery setting.

General Overview

The CHSA TTPP RM Program is generally offered as a twelve month program, with a six month program being offered at selected Health Services, dependent on the course qualification gained and requirement for graduate support). (please refer to the individual Health Service TTPP RM program information sheet)

Graduate Midwives will be supported during their transition from student to Registered Midwife in a variety of ways though experiential learning time, professional development activities and clinical facilitation time with their preceptor. The Preceptor becomes a key person in the assessment of base line competency skills, provides feedback on performance, reports outcomes to the CNM/DON&M and liaises with the TTPP program coordinator.

Each graduate midwife will be provided with a performance development tool to be used throughout the program to provide a measurement of professional as well as personal development. This includes a self-assessment and a preceptor assessment and is underpinned by the ANMC Competency Standards for Registered Midwives.

All participants will be required to attend a minimum of 4 professional development days over the duration of the program, which may be locally facilitated by rural Midwifery Educators/RMs and/or via the Continuing Education Centre at the Children, Youth and Womens Health Service (CYWHS), Women's and Children's Hospital Campus.

Participants will be given paid study leave in health service time. Other professional development activities can be negotiated at the time of appointment to a TTPP RM position.

Employment conditions:

The graduate must complete the TTPP RM program on either a full time or part time basis, negotiated with the employing health service.

The Salary in accordance with the Nurses/Midwives (SA Public Sector) Award 2007 and the Nurses/Midwives (SA Public Sector) Enterprise Agreement, 2007.

All other standard conditions of employment apply.

Further information:

SELECTION AND APPOINTMENT PROCEDURES:

1. On receipt, all applications received will be acknowledged by mail or e-mail (if an e-mail address is provided).
2. The selection process will be conducted based on current practice within SA Government and the "merit" principle will be applied.
3. Successful applicants will be notified by the employing Health Service and a process for formalising the contract will be negotiated. If a position is declined second round offers to other suitable applicants who meet the selection panel criteria will be made until all positions are accepted.

This will include consideration of:

Merit - which is defined as the extent to which each of the applicants has the abilities, aptitude, skills, qualifications, knowledge, experience (including community experience), and personal qualities relevant to the position. This could also encompass the potential for development of the applicants.

- The provision of equal opportunities for employees to secure promotion and advancement, together with the valuing of diversity.
- Ensuring that all decisions and processes embody the principles of natural justice, are free from bias, patronage and nepotism, and are appropriately documented and capable of review.
- As part of the recruitment process, the successful incumbent will be required undertake a police record check.
- The Graduate Midwife will need to meet with the Health Service Director of Nursing/Midwifery or delegate at this time to finalise the following documentation.

- Contract of employment
- Position description for the position of Graduate Midwife.