Transition to Professional Practice for Registered Midwives program
Application Guide

Applications

The Transition to Professional Practice for Registered Midwives (TTPP for RM) program at the Centenary Hospital for Women and Children is an opportunity to put acquired knowledge and skills into practice. We welcome applications from direct entry midwifery graduates, registered nurses who have just completed a post graduate degree or masters in midwifery or double degree graduates who want to focus on developing and consolidating their midwifery skills.

The 12 month Graduate Midwife Program is well established and successful. The program focuses on providing a high level of clinical and professional support, care, feedback and guidance during the transition from student to Registered Midwife. We are dedicated to providing you with a rewarding graduate year as you build upon your knowledge and skills and establish yourselves as professional registered midwives.

The Centenary Hospital for Women and Children (CHWC) wants midwives who are passionate about evidence based midwifery practice, who want to work ‘with women’, who enjoy working within a team and who welcome the challenge of developing themselves as individuals while also developing as midwives.

Aims
The Transition to Professional Practice for Registered Midwives (TTPP for RM) program aims to:

- Provide a structured program to support the graduate midwife with transition into the midwifery workforce
- Assist the graduate midwife to consolidate their professional practice over the full scope of midwifery practice.
- Support the graduate midwife to develop their skills and knowledge with experience in all of the maternity areas, including:
  - Maternity and Gynaecology Outpatient Department: including Antenatal care, Maternity Assessment Unit (MAU), exposure to fetal medicine, early pregnancy assessment and Midcall.
  - Birthing
  - Antenatal and Gynaecology ward
  - Postnatal ward
Key Components

- comprehensive five day orientation program
- supernumerary days in each rotation
- clinical rotations throughout the Maternity Department
- regular meetings of the participants of the Transition to Practice Program.
- dedicated study days for Registered Midwives participating in the Transition to Practice Program.
- TTPP for RM program coordinator to facilitate education and coordinate the program
- access to comprehensive learning and development programs provided by Canberra Health Services and CHWC.

Overview of the work area

The Division of Women Youth & Children includes the Centenary Hospital for Women & Children (CHW&C) and the Women, Youth and Children Community Health Programs. The CHW&C includes the Maternity Unit, the Paediatric Department and Neonatal Services. This position will be located in the Maternity Unit which provides care for approximately 3700 women and their babies annually. The CHW&C is a tertiary referral centre, has a low risk Birth Centre and provides care for women from the ACT and the surrounding regions. The CHW&C is a Baby Friendly Accredited Hospital.

Planning for Employment

Registration

You must be registered with the Nursing and Midwifery Board of Australia (NMBA) before commencing employment as a RM with ACT Health. This registration is completed through the Australian Health Practitioner Regulation Agency (AHPRA). You can start your application for registration 4-6 weeks before completing your studies by visiting: https://www.ahpra.gov.au/Registration/GraduateApplications.aspx

The majority of TTPP-RM positions commence in February each year. It is important not to delay your application for registration. The registration process can take weeks or months even if the NMBA has all your documentation.

Your registration will not be complete until you have successfully completed your course requirements and the NMBA have received all documentation.

Note:

If you are unable to supply evidence of your registration by your commencement date, your job offer may be withdrawn.

If your registration with AHPRA is delayed, contact the TTPP-RM program coordinator immediately to discuss

Meeting English Language Requirements

- The English language skills registration standard (2019) applies to all midwives applying for initial registration.
All applicants should check the level of evidence required to apply for initial registration as a midwife well in advance of applying to AHPRA.
If you are required to undertake an English language test in order to gain registration, you are encouraged to investigate this as soon as possible.
Check that you meet English language requirements for registration with the NMBA by visiting https://wwwnursingmidwiferyboard.gov.au/Registration-Standards/English-language-skills.aspx

Employee benefits

Employee benefits of the Canberra Health Services Transition To Professional Practice for registered midwives program:

- Seven weeks annual leave plus a paid ADO per month for full-time employees (on a rotating roster)
- Part-time positions offered
- Salary packaging
- Employee email account
- Access to the ANU medical library, a large comprehensive library with access to biomedical data bases via the internet, available in your home
- Free secure car parking on campus
- Access to free continuing education each year through in-service, Staff Development Unit and the Centenary Hospital for Women & Children education programs

Applications for 2021 intakes will open in late July or August 2020.

COMPLETE applications which have been electronically submitted via the Canberra Health Services Employment website will be reviewed after the application closing date.

Centenary Hospital for Women & Children receives 70-100 applications per year therefore late or incomplete applications are unable to be considered.

Application Process

After assessing the applications, successful applicants will be invited to attend an interview. The interview panel will consist of senior midwifery staff. It is anticipated interviews will last approximately 30 minutes. You will be contacted regarding the time of your interview. Phone interviews can be arranged if you are unable to attend in person. Employment decisions will be based on written application, interview, referee reports and satisfactory academic history.
If you have any questions please contact the TTPP-RM Program coordinator at raelene.garret@act.gov.au or 02 5124 7561

DUTY STATEMENT: Registered Midwife

1. Provide midwifery care that is of the highest quality consistent with current evidence and practice initiatives.

2. Promote midwives within the multidisciplinary team as valuable experts contributing to positive outcomes for women and their families.

3. Promote an environment that encourages both individual and team development.

4. Maintain competence, including mandatory education and assessment, participate in the development of policy, procedures, quality activities and clinical meetings.

5. Actively participate in all facets of the graduate midwifery program, including clinical reflection and maintaining a personal development plan.

6. Actively seek advice/guidance and recognise own level of skills and ability.

A day in the life of a Graduate Midwife:

• provide woman-centred midwifery care to a woman throughout her pregnancy, birth and the postnatal period
• rotate through all of the maternity areas including birthing, antenatal ward, postnatal ward and the Maternity Outpatient Department
• meet all requirements of the Graduate Midwife Program.

Clinical Development Midwives (CDM)

The Centenary Hospital for Women & Children TTPP for RM Clinical Development Midwives (CDM) work with the Transition to Professional Practice for Registered Midwives program to provide clinical support, education, feedback and assessment of competency related to the NMBA Registered Midwife Standards for Practice (2016).
The role of the CDM’s is to:

- Support your transition into the organisation and midwifery workforce
- Assist in identifying and facilitating your learning needs
- Provide assistance with ‘hands on’ clinical support
- Provide feedback on work performance
- Enhance your professional development
- Promote evidence-based practice, and
- Assess competence

A dedicated team of CDMs support the (TTPP for RM) program for RM at the Centenary Hospital for Women & Children.

Clinical Placements

Rotations
During the program TTPP RMs will rotate through all maternity clinical areas. Every effort has been made to make each rotation an optimal learning experience. Rotations are planned to maximise learning experiences, preceptor support and to meet organisational requirements whilst providing an adequate skill mix of staff. For this reason, allocated rotations cannot be amended. If there are extenuating circumstances during your allocated rotations the Program Coordinator, CDMs and CMMs are available to discuss this with you. TTPP RM’s will not be rostered to night duty for the first 3 months of the program.

The Centenary Hospital for Women and Children has a Midwifery Continuity of Care program, this program cares for 30% of the women giving birth at the CHW&C. Following the completion of your TTPP-RM year, you may apply for an 18 month Level 1 position in the Continuity Program.

Frequently asked questions

How many intakes do you offer?

Graduate intakes vary each year and are dependent on organisational need. Usually we offer two start dates in February and March.
How many registered midwife positions are offered?

This varies each year depending on organisational need.

When are applications for the 2021 intake open?

Applications are expected to open in late-July 2020. Information regarding any future recruitment will be published on the ‘Application Process’ section of the TTPP website.

Are you able to do the TTPP-RM in a part-time capacity?

Yes, you can work part-time. Canberra Health Services is a family friendly organisation and supports work life balance. The minimum number of shifts you must work is 7 (56 hours) per fortnight to complete the program in 12 months.

Do you provide an orientation program as part of the TTPP-RM?

Yes, you participate in a three-day Canberra Health Services Orientation program in addition to a TTPP-RM orientation/workshop day, 8 days in total. You will be expected to attend the full 8 days.

What’s Next?

From 2020, Transition to Professional Practice employment positions are offered as permanent contracts. The CHW&C and Canberra Health Services is committed to the ongoing learning and development of midwifery staff. We have strong associations with the University of Canberra who offer a variety of post graduate study options. Canberra Health Services supports midwives with post graduate study through a generous scholarship scheme.

Acknowledgements:

The Canberra Health Service Transition to Professional Practice (TTPP) for Registered Nurses program
NSW Health 2021 GradStart Handbook