Transition to Professional Practice Program for Registered Midwives

INTRODUCTION

The Transition to Professional Practice Program for Registered Midwives is run at the WCH each year over a period of twelve months. The program is supported by SA Health so in some courses we have transitioning midwives who are based in private or country hospitals but attend the WCH for their scheduled study days. This is advantageous as they often share their experiences from the private sector and country hospitals as opposed to a public metropolitan hospital only.

This Transition Program will support you as a newly qualified Midwife to consolidate your existing skills and knowledge in the professional setting. It will aid your transition from a student coming from an educational organisation to a Professional Practicing Midwife into the world of clinical practice and professional work.

The program is underpinned by the Nursing and Midwifery Transition to Professional Practice Framework Guidelines (2005) and work conducted by Dr Judy Boychuck (2008)

The Transition period is deemed to be a period of adjustment whereby you, the newly qualified Midwife is required to bring together your theoretical and professional knowledge. This Program aims to facilitate a Picture saved from picture art on Windows 2007 smoothly transition to professional practice by

- Supporting development of positive attributes and attitudes to work
- Facilitating skill consolidation
- Facilitating the development of clinical confidence
- Facilitating the development of professional responsibilities and boundaries.

Over the twelve month Program you will rotate through 5-6 clinical areas in the Women’s and Babies Division with an initial orientation day in each area. There is two weeks annual leave scheduled over the twelve month period (please refer to the rotation grid).

During the Program there will be regular opportunity to interact, share experiences with each other, set and achieve goals, reflect, evaluate and develop knowledge, skills and attitudes as professional midwives. To achieve all of this we offer weekly forums for debriefing and structured topics, 6 study days throughout the program and available resources such as:

- The Clinical Learning Coordinators (Support you in the clinical area)
- Preceptors/preceptor groups/buddies/mentors (Ward based support in the clinical area)
- Clinical Units and the Clinical Services Coordinator (Clinical and infrastructure resources)
- Program Coordinator (Develops, plans, schedules, delivers and facilitates education in the Program)
- Additional to the above there is Clinical support in the form of your multidisciplinary colleagues and education opportunities within the division and the Centre of Education at WCH.
Program Philosophy

Our philosophy is that, as newly qualified midwives you should be nurtured and encouraged to achieve your full potential whilst we acknowledge and respect the diverse background of life experience and knowledge you bring individually.

The Transition to Professional Practice Program provides a supportive framework of resources through which not only consolidation and skill development can occur, but comprehension of the journey required to prepare you for the world of Professional Midwifery Practice which is crucial to a successful transition.

The program content reflects the frameworks of the WCHN, ANMC Competency Standards for Midwives including the Code of Professional Conduct, Code of Ethics, and Midwives Guidelines for consultation & referral, Transition to Practice Guidelines (SA Health 2005) and the excellent published research and work done by Dr. Judy Boychuk Duchscher (2008)

Program Aims

The aim of the program is to aid transition from education to the role of the professional midwife. The twelve month period of adjustment and bringing together of theoretical and practice knowledge will enable skill consolidation, build your confidence, encourage a positive attitude to work and define your professional responsibilities and boundaries.

We facilitate you to achieve this by;

- Providing you with comprehensive orientation to the organisation, transition program and clinical areas
- Provide you with a structured transition program with clearly documented learning outcomes
- Provide you with weekly opportunities for structured learning, debriefing and reflection sessions
- Peer support in the form of excellent clinical support from dedicated clinical support coordinators, ward based educators and the program co-ordinator
- Encourage you to share your valued comments and feedback within a safe environment
- Receive clear and achievable learning outcomes
- Receive prompt and constructive feedback regarding your clinical placement

As you progress from novice to advanced beginner or beyond throughout all areas of midwifery, you will be working in partnership with women by providing evidence based care and members of the multidisciplinary team whilst being accountable and responsible for your practice.
Intended Earning Outcomes

At the end of this program the Midwife should be able to

1. Determine the process of transition from midwifery student to registered midwife
2. Recognise the range of factors that influence the transition from student to Registered Midwife
3. Identify strategies and resources that can facilitate the transition to midwifery professional practice for newly registered midwives
4. Deliver safe, competent midwifery care according to ANMC competencies for a Registered Midwife
5. Professionally contribute as part of the multidisciplinary team
6. Demonstrate ongoing evidence of accountability for professional practice standards
7. Formulate a plan for lifelong learning

Our expectations of you

Whilst this program is designed for you, the newly qualified Registered Midwife, you need to understand this is completely different to being a student at university. The program is run to compliment and support your first year of clinical practice as a Registered Midwife, remembering you are no longer a student! It is scheduled and run in a structured professional manner and in return we expect a professional commitment from you.

You are now a Registered Midwife with a licence to practice and there are professional responsibilities, codes of conduct and boundaries you must be aware of and adhere to. We recommend that you familiarise yourself with these early in the program, follow the link; http://www.nursingmidwiferyboard.gov.au/

You are expected to be self-directed in your learning and to seek help and guidance as and when you need.

We expect you to

- Read instruction and study information and seek clarification when required
- Take reasonable care to protect your own and other’s health and safety and have mutual respect of fellow colleagues
- Be punctual, attend and participate in teaching sessions and group work and commit to contribute to creating a positive learning environment that respects others including the education facilitators as well as your peers

In supportive learning environments, racism, sexual harassment and bullying have no place and will not be tolerated. Concerns or complaints about such behaviour should be communicated immediately to the course coordinator.
Study Days

These have been developed and are facilitated to support your transition. During these study days we expect that the respectful behaviour policy is adhered to. There will also be ground rules which will be available in the appendices of this handbook. We aim to promote a risk free, safe environment for you, enabling you to willingly contribute and for us to facilitate.

There is much planning, work and effort that goes into all the study days and forums for your benefit so we expect adherence to all policies and ground rules.

There are six study days throughout the twelve months which have been developed to meet your transitional support needs. Whilst we understand that it may not always be possible to attend all of the allocated study days due to unforeseen circumstances, there is a requirement that you attend a minimum of five study days. As these are part of the program, there is no requirement to complete a study leave form.

If you wish to attend professional development such as conferences and study days outside of the transition program you will need to follow the process for application like other staff members. You will not be eligible for paid study leave.

Forum Days and SRD (Structured Reflective Debrief)

The opportunity to attend the graduate forum once a week also exists.

The aim of the weekly forum is primarily an ongoing, opportunity to debrief and discuss your practice in which informal learning occurs and regular discussion between the transitioning Midwives, CLC’s and Coordinator takes place.

A schedule will be planned and designed to meet your needs and whilst forum sessions are not compulsory, there is an expectation that you’ll attend as many as you can with a minimum of at least ten.

Appraisals

You will be expected to have an appraisal completed from each clinical practice area. These appraisals are used to guide you through your transition, help you develop individual learning plans and indicate if you are fulfilling your professional role based on the ANMC domains of practice.

It is your responsibility to give them to a preceptor, ensure they are completed and collect them back from the preceptor. We recommend taking a copy for yourself once you’ve completed your section and before handing the appraisal to your preceptor. This will reduce the problem if it is to get lost for whatever reason.

Collectively these appraisals will provide you with a valuable summary and feedback of your transition which you can use for reference in future employment.
Professional Development Portfolio

If you haven’t commenced one yet you will need to at the beginning of the program for your ongoing record of professional development, goal and objective setting, critical analyses and reflection. It would be wise to keep it on a USB as well as a hard copy for viewing. Please don’t get too stressed about your portfolio as there will be regular discussions and specific information about compiling and maintaining one during the program. Otherwise you can visit the APHRA website for more details. Follow the link: http://www.nursingmidwiferyboard.gov.au.

Clinical Practice and Rotation

You are employed on a contract with a set amount of hours. The TPPP contracts will be issued in a part time capacity at 0.84 and 0.75 FTE. You have a seven day roster worked over a 24 hour period, therefore you are expected to work early, late and night shift and weekends. There is a request system for required days off.

Clinical practice is an important component of the Transition to Professional Practice Program for Registered Midwives. Clinical experience promotes the development of reflective practice, consolidation and enhancement of theoretical knowledge, clinical skills and professional attitudes pertinent to midwifery practice.

During your rotation through the clinical areas there will be a supportive learning environment in each clinical area to support you to develop yourself professionally and transition within midwifery practice. This will receive facilitation from the clinical learning coordinators (CLC) who will orientate you and support you with your needs, as well as support from the preceptors, ward educators and program coordinator.

Clinical Placement Opportunities

All clinical placements will be within the Women’s & Babies Division. The areas you will rotate into are the Delivery Suite, Postnatal Ward, Antenatal/Gynaecology Ward, Women’s Assessment Unit, Outpatient clinics and the Neonatal Unit and Midwifery Group Practice.

Delivery Suite

With 16 delivery rooms, 3 high dependency rooms and its own obstetric theatre delivery suite facilitates the birth of just over 5000 babies each year. We have a range of women from low risk to high risk and from all over South Australia. We have a Midwifery Group Practice facility for those women choosing this option and we facilitate homebirths. You will gain experience in caring for women with a variety of complex obstetric complications.

Midwifery Group Practice

We now have 2 positions available within the Midwifery Group Practice model of care. These positions are awarded to the successful applicants for a period of 6 months where you will work within a group of experienced midwives and have your own caseload.
**Postnatal Ward**

We have 37 postnatal beds with our average length of stay being 24-48 hours. We take pride in the fact that we are BFHI accredited.

**Antenatal/gynaecology Ward**

We have a total of 22 beds, 7 of which are allocated to the Pregnancy Induction Assessment Suite (PIAS) unit and the remainder are allocated to antenatal or gynaecology patients along with postnatal overflow.

**Women’s Assessment Unit**

We have anywhere between 30 to 80 women through each day but on average around 55. Women’s Assessment Service is available for any woman who is pregnant or has a gynaecological condition.

**Women’s Outpatients**

This is a busy area providing care for the women in correlation with the state guidelines on the ‘antenatal schedule for pregnant women’. Additional appointments for women with complications are what make this a thriving hub of activity with an excellent learning experience.

**Neonatal Unit**

This is separated into 2 units. The Neonatal Intensive Care Unit, (NICU) and Special Care Baby Unit, (SCBU).

NICU is for babies in need of respiratory support, central line management and continuous monitoring. They have 16 beds for babies from 23 up to 42 weeks gestation.

SCBU is for babies who don’t need such intensive care, for example, assistance in feeding via nasogastric tube, temperature regulation, blood sugar stabilisation to name but a few.

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**PEPE – Partnership for Entering the Pathway of Education**

This book will be your bible! You will be required to bring it with you for every clinical day AND study day and forums!! The principles of PEPE are clearly documented in the book. It is your tool to document learning outcomes, achievements and provide guidance with your skill acquisition throughout the Women’s and babies Division.
The Transition Team - Contact Details

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<tr>
<th>Title</th>
<th>Name</th>
<th>Contact</th>
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<tbody>
<tr>
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<td>Victoria Contessi – WAS</td>
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<td>Lisa Masters - WOPD</td>
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<tr>
<td>Clinical Learning Coordinator (CLC) SCBU</td>
<td>Kerry Curtin</td>
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Responsibilities of the Transition Team

We will:

- Strive to create an adult learning environment that is inclusive, flexible and conducive to your transition into professional practice
- Use teaching methods and educational materials that meet your learning needs
- Monitor and assess performance and progress, and provide feedback in a constructive manner
- Support throughout the 12 month Program

Summary of requirements to successfully complete the Transition to Professional Practice Program-Registered Midwife

- To have a completed appraisal for each clinical area demonstrating you practice midwifery at a minimum of advanced beginner
- To have developed a Professional Development Portfolio for your Midwifery Practice as detailed on page 12.
- Attend a minimum of 5 study days for the program
- Attend at least 8 TPPP-RM forums within the program
- **Complete an informal structured reflective debrief (SRD)**
- Successfully complete any additional assessments or objectives set for you by the Clinical Learning Coordinators or the Program Coordinator
- Completion of mandatory education which is a requirement to work within the hospital
- Completed PEPE book
Evaluations

Evaluation will be undertaken at each study day, specific forum days and the program will be evaluated by the participants at 3 months, 6 months and 12 months and approximately 4-6 months after completion of the program. Evaluation for each study day will be undertaken at the end of the study day and the program evaluation will be available to complete on Moodle.

Future employment with WCHN

The TPPP-RM is a twelve month temporary contract. Employment opportunities with WCHN may be available at the end of your program. If you choose to apply to work with WCHN then the program coordinator and CLC’s will provide a summary of your progress in the program to the Midwife Management Facilitators to assist in the selection process. This will be based on your appraisals, evidence that all program requirements are met and your performance throughout the program which will have been discussed with you along the way.

Information Session

The TPPP-RM Information Session will be held on 23rd July 2015 1400 – 1600 in the Alan Crompton Board Room (see map attached). Participants will be given the opportunity to meet with ward based educators, previous participants and the Transition to Practice Coordinator to discuss the program. RSVP is not required.

- Information session flyer (PDF – 65kb)
- WCH Map – Alan Crompton Board Room (PDF – 236kb)

Completion of Program

A celebration ceremony is held each year for Registered Midwives who have completed their Transition to Professional Practice Program.

Applying for the Program

Recruitment to 2016 SA Health Transition to Professional Practice Programs will be done via a centralised process. For more detailed information regarding the application process, please visit the SA Health Careers site and search for RM TPPP 2016 http://www.sahealthcareers.com.au/campaign.php?id=67

Further Information

For further information about the Transition to Professional Practice Program for Registered Midwives at the Women’s and Children’s Hospital, please contact Carmel Mercer Transition to Professional Practice Midwife Education Facilitator Email: carmel.mercer@health.sa.gov.au