

Collaborative Transition to Professional Practice Program for Registered Midwives

A collaboration between the Country regions and the Northern Adelaide LHN, Southern Adelaide LHN and the Women's and Children's Health Network.

Aim of the Collaborative TPPP

The collaborative CHSA & Metropolitan Local Health Networks RM TPPP aims to provide two respective TPPP Registered Midwives in each Network with the opportunity to consolidate Midwifery skills across two diverse clinical environments and teams, as well as to enhance the TPPP RM's professional and clinical experience.

Positions across the Country Regions

- > Riverland General Berri (CHSALHN), employer of one newly Registered Midwife TPPP; Women's and Children's Hospital (WCHN), employer of one newly Registered Midwife TPPP.
- > Port Augusta (CHSALHN), employer of one newly Registered Midwife TPPP; Lyell McEwin Hospital (NALHN), employer of one newly Registered Midwife TPPP.
- > Naracoorte (CHSALHN), employer of one newly Registered Midwife (dual-registered RN/RM) TPPP; Flinders Medical Centre (SALHN), employer of one newly Registered Midwife (dual-registered RN/RM) TPPP.
- > One newly Registered Midwife TPPP completes a 6-month placement in CHSA and then completes a further 6-month secondment/placement at a metropolitan LHN.
- > One newly Registered Midwife TPPP completes a 6-month placement at a metropolitan LHN and then completes a further 6-month secondment/placement at CHSA.

Commencement and Rotation Dates

Collaboration between the individual birthing sites in CHSALHN (Berri, Port Augusta and Naracoorte) and the metropolitan birthing site will have the same commencement dates.

- > NALHN – commence TPPP 22 February 2020
- > SALHN – commence TPPP 7 March 2020
- > WCHN – commence TPPP in the week of 17 February 2020, then move to CHSA in the week of 20 August 2020 to coincide with orientation at the WCHN, and complete the TPPP in the week of 15 February 2021 (see plan on the next page).

Human Resource (HR) Processes

HR processes involved in the collaborative TPPP RM will be conducted by the relevant Midwifery Manager at CHSA / NALHN / SALHN / WCHN in conjunction with the corresponding site's Midwifery Manager.

Clinical Placements and Learning Objectives

- > CHSA placement in Berri, Port Augusta or Naracoorte
- > Lyell McEwin Hospital Placement could comprise:
 - Birthing and Assessment High Unit
 - Birthing and Assessment Low Unit

- Women's Assessment Unit
- Special Care Nursery
- > Flinders Medical Centre could comprise of:
 - Birthing and Assessment Suite/Women's Assessment Service
 - Neonatal Unit
- > WCH placement to comprise:
 - Delivery Suite
 - Women's Assessment Service
 - Special Care Baby Unit

Orientation and Induction

Participant will receive:

- > Corporate and Midwifery orientation at both sites
- > Clinical induction at the beginning of placement and subsequent rotations

Uniforms

- > To be issued with uniform from employing hospital
- > To be provided with second-hand uniform to wear on secondment (or to continue wearing CHSA/WCHN/NALHN/SALHN uniform)

Professional Development Modules

All TPPP RMs will complete a minimum of 4 study days.

- > Complete two study days (orientation week) combined WCH/CHSA
- > Complete one additional study day at each hospital
- > Educators to ensure topics do not overlap

Mandatory Training

At the beginning of the TPPP these are the minimal requirements: (see local policies)

- > Aseptic Technique
- > BLS
- > Fire (Fire needs to be done at both placements to highlight any differences)
- > Hand Hygiene
- > Manual Handling
- > Medication Administration
- > Perinatal emergency strategy
 - PROMPT
 - NLS /NALS
 - FSEP – Face to face and online

Appraisal/Feedback Process

Appraisals will be completed at the end of each placement.

Performance Management Process

If performance management, additional support, identified challenges, or TPPPRM / clinical staff concerns are identified, normal SA Health processes will be followed.

Metropolitan LHNs TPPP Educators and managers to communicate with CHSA TPPP Educators and Directors of Nursing & Midwifery.

Leave Management

Sick Leave

Short term sick leave will be managed as per local policies.

Where extended sick leave is required, TPPP RM is required to notify current site placement manager and employing manager to negotiate leave and return to work.

Annual Leave

Accrued annual leave is to be taken at the end of placement 1 before moving to the new hospital.

Accrued annual leave is to be taken at the end of placement 2 before completing contract.

Certificates of Completion

A certificate of completion will be provided by the employing hospital.

A transcript of study days, learning activities are to be kept by the TPPP RM to provide as evidence of their learning throughout their 12 month TPPP position.

Evaluation of the Collaborative TPPP

An evaluation of the collaborative TPPP will be conducted at regular intervals throughout the year i.e. 6 months (end of first placement), and 12 months (end of second placement and the overall TPPP) – TPPP RM, educators and managers will all be involved.

Results will be shared between both hospitals/TPPP educators and utilised to make future improvements and recommendations to the collaborative program.

Resignation

If a TPPP RM wishes to resign from the collaborative TPPP prior to the end of their contract, they must notify their employer (CHSA or Metro LHN).

Forfeited positions will then revert back to each hospital to fill the vacancy with an applicant who is willing to participate in the collaborative TPPP RM.

