ORGANISATIONAL POLICY:

QUALITY AND LEADERSHIP PROGRAMME (QLP) FOR MIDWIVES

AUTHORITATIVE SOURCE:

New Zealand Midwifery Council New Zealand (NZMC) The Competencies for Entry to the Register of Midwives 2007
DHB’s/MERAS Multi-employer Collective Agreement 2010-2011
District Health Boards Quality and Leadership Programme for Midwives covered by the MERAS and NZNO Employment Agreement 2005
Health Practitioners Competence Assurance Act 2003

AUTHOR:

QLP Coordinator /Midwifery Educator/ Quality Coordinator

PURPOSE:

- To support organisational governance and the on-going professional development of midwifery as a means of providing excellent clinical care, management, education and research.
- To continuously improve and develop standards of midwifery care by encouraging clinical enquiry, reflective practice and peer review.
- To align practice and professional development to the competency requirements of annual practicing certificates as specified by the NZMC.

SCOPE:

Registered Midwives working in Tairawhiti.

POLICY STATEMENTS:

- Tairawhiti District Health recognises the voluntary nature of the QLP and encourages registered midwives to compile, and submit for assessment, a portfolio of evidence reflecting their domain/level of practice.
- All senior midwifery positions require a QLP portfolio demonstrating leadership level as per TDH policy.
- All new graduate midwives on completion of their first year of practice are encouraged to participate in the QLP process.
- Validation of an assessed level will occur annually during the appraisal process, with the appraiser documenting this on the appraisal form.
- Tairawhiti District Health recognises the Quality and Leadership Programme as one means of demonstrating clinical governance to the health board.
- Tairawhiti District Health expects that meaningful and professional developmental review will occur at optimum levels if midwives bring their portfolio to their annual appraisal, regardless as to whether the midwife participates in the QLP process.
• Tairawhiti District Health will ensure that all QLP midwife assessors have had specific training as per the District Health Boards Quality and Leadership Programme for Midwives covered by the MERAS and NZNO Employment Agreement, associated with planned moderation to ensure consistency of the assessment process.

REFERENCES:

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EVALUATION:

A report will be submitted to the Clinical Care Manager Maternal, Child and Youth annually in April.

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Authorised By (Clinical Care Manager Maternal, Child & Youth)

Date of Approval: 12/4/2012

Next Review Date: 12/4/2015