



**Midwifery Career Plan**

Health Workforce New Zealand requires all health professionals who receive funding for post graduate study to have a documented “Career Plan” in place from 2012. NZCOM has adapted the following template for this purpose. This document is intended to be summary which pulls together information and discussions from professional development processes that midwives already undertake, such as Midwifery Standards Review, engagement in the Recertification Programme, Performance Appraisal and QLP (if employed).

Name:	
Current Position:	
Employment status / current role:	
Year of Registration as a midwife:	
Date:	

**Part 1: Knowing Yourself**

Midwives have a range of work options available to them throughout their professional lives. The ability to change work setting from LMC midwife to core midwife, educator, professional advisor, manager etc. offers flexibility for a woman’s workforce whose professional needs will be dependent on life stage, personal circumstances or area of professional interest. Practice experience in any setting will support midwives to develop the necessary skills and knowledge to develop them professionally. For many midwives, their primary interest is in providing high quality midwifery care. Developing knowledge and expertise in specific areas of interest to enhance practice within their chosen work setting may form the basis of a midwife’s career plan.

The first step in planning your career is evaluating and understanding your aspirations as a midwife including; strengths; interests; drivers and other influences. Please indicate which aspects of the planning process you have evaluated:

- My Key Strengths
- My Technical Skills
- My Work Values
- My key fields of interest

Briefly record these here if you wish (optional)

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For an objective assessment, seek guidance from others as well. A discussion regarding your career aspirations, strengths and development needs during your Midwifery Standards Review is regarded by the profession as an important minimum step in considering short, medium and long term goals for your career.

Who have you discussed your career with?

- Colleagues
- Midwifery Standards Review panel
- Mentor
- Professional Leader
- Educator (DHB or post graduate school)
- Manager (if you are employed)
- Other (please state) \_\_\_\_\_

### **Part 2: Development Opportunities:**

The midwifery scope of practice enables us to work autonomously in whatever setting we choose. The flexibility to change from core to LMC roles can provide professional satisfaction and career development opportunities, with many midwives developing specific areas of clinical interest. Development opportunities do not necessarily mean undertaking further education or role progression; it may be simply identifying how your midwifery role can be made more interesting, or taking on additional professional roles or responsibilities that will enhance your professional life, or developing expertise in specific areas of clinical practice.

Extending yourself professionally will also assist you to develop your career in a range of settings. Examples of additional professional roles that midwives undertake include:

- Mentor
- Preceptor
- Quality and Leadership Programme Assessor
- Midwifery Standards Reviewer
- MERAS representative
- NZCOM regional chairperson or office bearer
- Smokechange or Family Violence liaison midwife
- Resolutions committee member
- Expert Advisor
- Midwife representative for local or national advisory committee (e.g. Well Child liaison, PMMRC, DHB clinical liaison committee)
- Supervisor or competence reviewer for the Midwifery Council
- DHB audit committee member
- Sentinel event reviewer
- Midwifery Council member

Development opportunities may also be specific areas that you are interested in developing within your practice so you become more experienced in a particular area.

<b>Area of practice / midwifery</b>	<b>Examples of possible roles</b>
Professional practice	Rural midwifery, lactation consultant, third stage of labour, water birth, facilitating normal birth, post natal care, caring for women with complex needs, breastfeeding
Clinical leadership	Maternity facility clinical leadership roles such as shift co-ordinators, Charge Midwives or other clinical leadership roles within employed settings
Professional Leadership	Governance roles, Professional leadership roles within DHBs, Ministry of Health or health service organisations
Management	Management within DHB or maternity facility setting, quality improvement roles
Research	Academic roles, midwifery researcher participating in multi-disciplinary projects
Education	DHB or private maternity facility educator, Tertiary institute under graduate or post graduate educator, NZCOM educator

Possible Development Opportunities I am interested in:

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Research the development possibilities and career pathways that are open and attractive to you. Consider the additional professional roles that midwives may undertake and the variety of work options available. Consider your self assessment outcomes and future health workforce needs.

**Pathway Option 1:**

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**Prerequisites and requirements to achieve this option:**

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**Pathway Option 2:**

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**Prerequisites and requirements to achieve this option:**

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**Pathway Option 3:**

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**Prerequisites and requirements to achieve this option:**

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**Part 3: Making Choices**

Consider the suitability of each option and decide (if necessary seek advice from a valued colleague) which one is the best match to your aspirations and professional needs. Before making the decision, consider also:

- Recertification requirements
- Previously identified professional development goals (from Midwifery Standards Review, Performance Appraisal or QLP).
- What are the perceived barriers/obstacles and how can they be overcome
- Outside of work commitments
- The level of involvement required
- Which of my options responds best to my employment setting and professional needs?

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In this context, based on the choices you have made, and the development opportunities you have identified, chose 3 key goal(s). Aim to make each goal as specific as you can.

**Goal 1**

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Required to achieve goal 1:

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**Goal 2**

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Required to achieve goal 2:

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**Goal 3**

Required to achieve goal 3:

**Part 4: Make it Happen**

**Agreed course of action/action plan**

Start date	Completion date	Skill, experience, knowledge to be gained	How will this be gained? (e.g. on the job experience, formal/informal seminars/courses, coaching/mentoring etc)	Provider (e.g. workplace educator, university, coach/mentor etc)

**Assessing the effectiveness of the action plan**

Specify how to assess the extent to which the agreed course of action has achieved the stated goals

**Portability**

This career plan is confidential to you and belongs to you. Put it in your Midwifery Portfolio and discuss it with colleagues, at your Midwifery Standards Reviews, your Performance Appraisal or QLP, (if employed). This way it stays alive as it will change as you grow and develop to wards achieving it. It can form the basis for ongoing career discussions within current and future employment and professional relationships.

**Review Dates**

Progress on the agreed course of action will be reviewed on .....

This career plan will be reviewed on .....