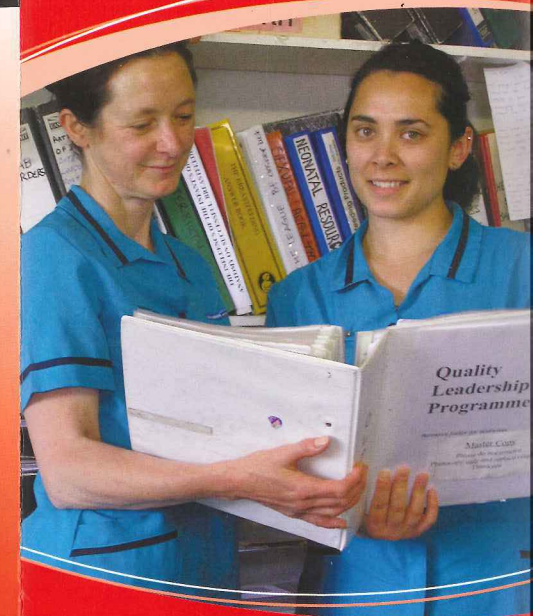




# MIDWIFERY QUALITY AND LEADERSHIP PROGRAMME



**QLP**  
2015 Update

### STEP 4: Writing it down and sorting out your portfolio

The MERAS MECA provides additional leave for midwives working on obtaining or maintaining the requirements for their QLP domain. This leave is in addition to the professional development leave of up to 32 hours per year for full time midwives. The QLP leave entitlement is:

Confident	1 day per annum
Leadership	2 days per annum

You may wish to make an appointment to meet with your QLP resource /Midwife Coordinator/Midwifery Educator for a pre-submission review of your portfolio. This will increase your confidence that evidence has been provided for all of the requirements and that it is ready for submission.



### STEP 3: Where do I get help?

Go to the MERAS website, [meras.co.nz](http://meras.co.nz), and you will find the link to the Quality and Leadership programme. Read about the domains and determine which criteria matches with what you have in your portfolio and print out the appropriate guideline.

Talk to a colleague who is already participating in the QLP. Ask your service area's QLP resource Midwife Coordinator/Midwifery Educator for advice and encouragement. Although it is not hard it will be easier to manage if you have someone to work with you.

### Application and Assessment

Once your portfolio is ready, fill in all the required application forms before sending both off to the Midwife Coordinator QLP in your DHB (keep your own copies).

The coordinator will arrange an assessment of your portfolio. The portfolio should be assessed within a six week period (eight weeks if it goes to another DHB). Within this time frame the assessor will provide you feedback and let you know if all the requirements have been met and if further evidence is required. The requirement for additional material can sometimes be completed at an interview with the coordinator.

There is an appeals process if the midwife is unsuccessful in her application to progress through QLP. Information on this is sent to applicants who have been unsuccessful in their application.

## REGISTERED MIDWIVES IN NEW ZEALAND



Midwifery Standards Review and the Quality and Leadership Programme are both founded on a Midwifery Framework. Both processes require midwives to demonstrate and document their practice and activities as a midwife within their portfolio. By completing MSR, a midwife gathers evidence necessary to attain confident and leadership domains with QLP.



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**The Midwifery Quality and Leadership Programme (QLP) is an important part of the MERAS and DHB MECA agreement. The national framework was developed by DHB's, MERAS, New Zealand College of Midwives and NZNO.**



Recently a few changes have been made to the criteria.

QLP builds on the Midwifery Council of New Zealand's Recertification Programme. The work you undertake for recertification can be used to support your QLP application.

**The new criteria make a clearer link between the Midwifery Council recertification process, Midwifery Standards Review and DHB performance review. MERAS believes that within 2 years of employment all midwives should be able to at least achieve the confident domain.**

If you wish to apply, have a discussion with your Charge Midwife, QLP coordinator or a QLP assessor to see what evidence you need for the domain that you are considering.

Every midwife who has a current practicing certificate is already on competent domain. Midwives on Confident and Leadership Domains are entitled to an allowance added to the base rate of pay and payable on all hours worked,

- Confident Midwife \$3,000
- Leadership Midwife \$4,500

Each domain builds on the evidence from the previous one and is transportable between ward areas and DHBs.

Once validated in a domain, your annual performance review provides the opportunity to report on domain activities and plans for the forthcoming year.

### STEP 1: Thinking about it

How will I know which domain I should apply for?

*"I remember we did talk about QLP at my last performance appraisal or Midwifery Standards Review and it was suggested which Domain I apply for"*

#### Confident Practitioner

You will be a midwife who:

- Has consolidated knowledge and skills over a minimum period of 12 months
- Is confident in handling complex clinical situations
- Has completed a Midwifery Standards Review in the last two/ three years and holds an APC with no conditions
- Meets the requirements of the position description
- Practices autonomously on the basis of evidence informed practice
- Demonstrates confidence in midwifery practice within current role

#### Leadership Practitioner

You will be a midwife who:

- Has significant midwifery experience and is able to communicate this to colleagues and demonstrate this clinically
- Demonstrates contextual knowledge and professional understanding
- Is a role model and resource within the maternity service
- Takes a lead role in quality improvement and innovation in her workplace
- Has completed a Midwifery Standards Review in the last two/three years and holds an APC with no conditions
- Meets the requirements of the position description
- Practices autonomously on the basis of evidence-informed practice
- Undertakes midwifery related education, additional to compulsory requirements
- Has feedback from colleagues and LMC's

### STEP 2: Where do I start?

Obtain a copy of the application form.

Find a colleague who understands QLP to talk you through the process.

Use evidence from your Midwifery Council portfolio that is from the previous three years.

Ensure that you have:

- A performance appraisal within the last 12 months which indicates that you are meeting the requirements of the QLP Domain being applied for and the position description.
- Material that demonstrates your practice is consistent with the Domain being applied for

