



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

## **Post Graduate Certificate in Nursing and Midwifery**

# ***Information, Registration and Frequently Asked Questions***

**For Graduate Staff Nurses and Graduate Staff Midwives**

**December 2013**

## Introduction

The Office of Nursing and Midwifery Services (ONMSD) as part of the Haddington Road Agreement, has commissioned a Post Graduate Certificate in Nursing/ Midwifery (Applied Professional and Clinical Development) for *Staff Nurse/Staff Midwife Graduates*.

This programme has been designed and developed based on international best practice underpinned by the principle to provide the optional education and clinical experience for newly qualified nurses and midwives. This innovative model combines a contract of employment (with clinical rotation) with an interdependent education programme. A significant feature of this programme will be ongoing collaborative working between the RCSI, ONMSD and nurses and midwives in clinical practice. This partnership approach will ensure the programme outcomes are responsive to the needs of the graduate nurses and midwives and services. For the first time nationally in Ireland this programme offers graduates with a unique opportunity to consolidate undergraduate learning experience in a structured and supportive environment while building on their competencies and providing the foundation for lifelong learning for the next stage of their career. On completion of the programme the nurse midwife will be awarded a Post Graduate Certificate in Nursing/Midwifery (Applied Professional and Clinical Development) at NQF Level 9. This is accredited and approved by both RCSI/National University of Ireland and The Nursing and Midwifery Board of Ireland (NMBI). On successful completion of this nationally and internationally recognisable qualification, nurses and midwives will have a significant advantage to pursue their preferred career pathway.

The programme will be part-time and delivered by blended learning ensuring ease of access to enable the graduates to learn at their own pace and in their own time. A unique aspect of this programme is the facility to deliver the modules in regional sites across the country thereby facilitating individual needs. RCSI is committed to fully supporting the learning experience and have therefore employed nurse midwife tutors on a regional basis to support the graduates learning on the programme. A range of supports will also be available to all graduates while on the programme including full library access both physical and online, student services and specific support staff and tutors to facilitate the learning process.

As part of the programme each nurse midwife will develop an electronic portfolio to track their development throughout the programme. This will be particularly advantageous for participants as it will meet the requirements to demonstrate Continuous Professional Development to NMBI for on going development.

Once graduate nurses and midwives have registered with NMBI they can apply immediately to any organisation that has advertised for positions in Midwifery, Mental Health, Acute, Children's and Intellectual Disability. This programme is outside the employment control framework therefore graduate nurses and midwives who accept a contract of employment are guaranteed two years full time employment on a 39 hour week with opportunities for rotation to gain exposure in various clinical settings which will further enhance the graduates experience and competence. On line registration for the education component of the programme is now open at [www.rcsi.ie/PGC](http://www.rcsi.ie/PGC).

## **Education Programme - Post Graduate Certificate in Nursing and Midwifery**

There are 3 modules on the programme with each having a specific focus aimed at developing particular skills and knowledge in areas such as clinical governance, risk management, communication and teamwork. One of the three modules will be specific to the graduate's area of practice and will focus on patient assessment and evaluation. On successful completion of each module 10 ECTS (European Credit Transfer Systems) will be awarded with 30 ECTS upon completion of the programme. These credits can be used for continuing professional development as well as being a platform for post graduate diplomas, MSc and further academic and career progression.

The face to face lectures will be delivered at the School of Nursing RCSI and regional sites to facilitate choice and ease of access. There will be two study days per module or 6 days over the course of the programme and study leave will be provided.

### **Module 1:**

Contemporary Issues in Nursing and Midwifery: Clinical Governance, Safety and Risk Management. This module aims to provide students with the opportunity to critically explore the changes occurring within contemporary Irish healthcare and to examine the implications and influences on their area of practice and on quality and patient safety.

#### **Assessment of Module:**

Multiple Choice Question Examination

### **Module 2:**

Interdisciplinary Communication and Teamwork

This module aims to provide students with the opportunity to critically explore interdisciplinary communication and team work and develop effective communication and team work strategies

#### **Assessment of Module**

Group Project and Written Assignment

### **Module 3:**

Patient Assessment, Care & Evaluation Speciality Specific Strands (Adult; Children's; Mental Health; Intellectual Disability; Midwifery)

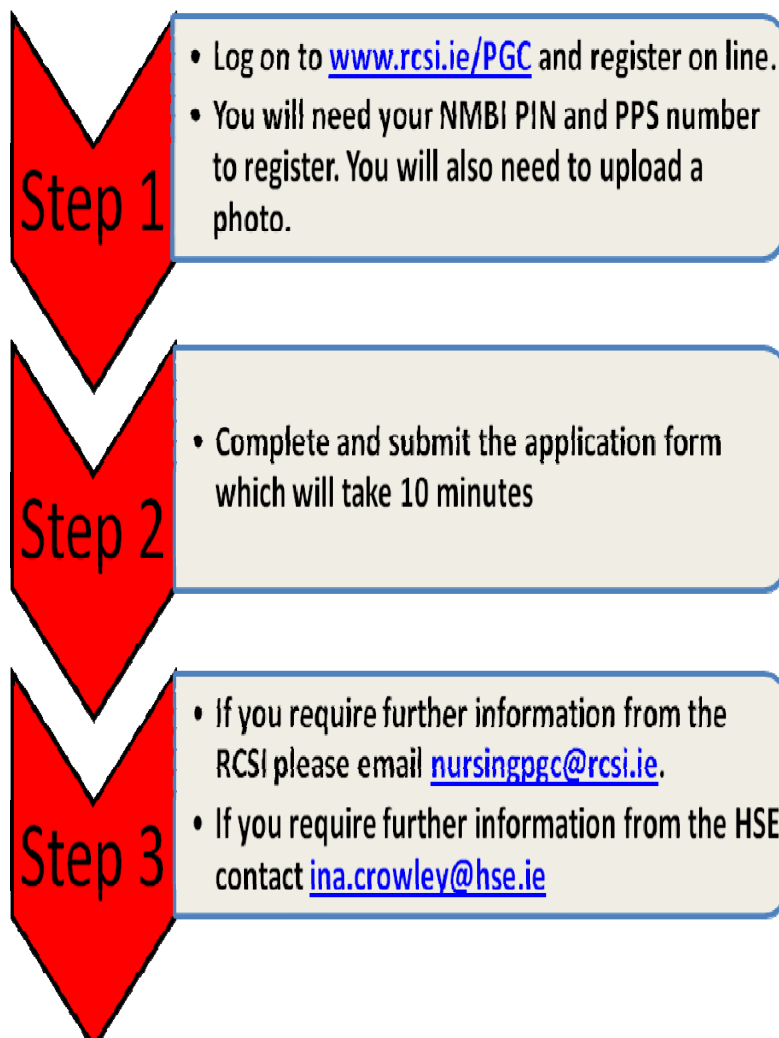
This module aims to develop the student's knowledge and competencies for history taking, diagnosis, systematic assessment and evaluation in patient care along with promoting effective patient/nurse relationships.

**Assessment of Module:** Objective Structured Long Examination Record

On completion of the programme participants will be awarded a *Professional Certificate in Nursing/Midwifery (Applied Professional and Clinical Development NQF Level 9)*.

Following completion of a two year contract of employment staff nurses and staff midwives who successfully secure a further contract of employment will commence on Year 3 on the pay scale of January 2011.

**Register On Line Now...**  
**Post Graduate Certificate in Nursing and Midwifery**  
**for**  
**Graduate Staff Nurses Staff Midwives**



## Frequently Asked Questions

### Q1: Who can be employed as a graduate staff nurse/staff midwife and register on the programme?

The graduate programme is open to all EU 2013 Nursing & Midwifery graduates who are registered at the time of application with Nursing and Midwifery Board of Ireland (NMBI) and who have been offered and have accepted a graduate contract of employment within HSE and voluntary agencies.

### Q2: Who is overseeing the recruitment process?

Recruitment is being managed locally through Directors of Nursing and Midwifery and relevant Human Resource departments in local services

### Q3: When can prospective graduates apply?

Now, the recruitment process has already commenced and will be on-going

### Q4: Where can prospective candidates apply?

a. Details for applications and application forms for HSE services can be accessed at: [http://www.hse.ie/eng/staff/Jobs/Job\\_Search/Nursing/](http://www.hse.ie/eng/staff/Jobs/Job_Search/Nursing/)

b. Details of applications for voluntary services can be accessed on hospital websites and/or the Directors of Nursing and Midwifery and hospital Human Resource departments

### Q5: What healthcare locations are included in the programme?

HSE sites and HSE funded hospitals/services including the Dublin Academic Teaching Hospitals who are eligible under the Haddington Road agreement criteria may employ graduates.

a. Details for applications and application forms for HSE services can be accessed at: [http://www.hse.ie/eng/staff/Jobs/Job\\_Search/Nursing/](http://www.hse.ie/eng/staff/Jobs/Job_Search/Nursing/)

b. Details of applications for voluntary services can be accessed on hospital websites and/or the Directors of Nursing and Midwifery and hospital human resource departments.

### Q 6: What is the structure of the educational component of the programme?

The NUI/RCSI/NMBI accredited Professional Certificate in Nursing/Midwifery (Applied Professional and Clinical Development) is a minor award delivered at level 9. The programme contains 3 modules which are each awarded 10 credits. The modules covered are:

**Module 1:** Contemporary Issues in Nursing/Midwifery: Clinical Governance, Safety and Risk Management

**Module 2:** Interdisciplinary Communication and Teamwork

**Module 3:** Patient Assessment, Care & Evaluation Speciality Specific Strands (*Adult; Children's; Mental Health; Intellectual Disability; Midwifery*)

The programme is part-time, using blended learning. Blended learning is a mixture of online learning, traditional face to face learning and video conferencing. Face to face and video conferencing elements will be facilitated regionally. RCSI academic staff will be on hand to help in this process.

### Q7: Will graduates get study leave?

Yes. Graduates will get 6 days study leave (2 days per module) to attend the face to face educational components which will be delivered at RCSI and in regional sites.

### Q8: When will registration for the educational component of the programme commence?

The registration process is now open and graduates must apply online via the link: [www.rcsi.ie/PGC](http://www.rcsi.ie/PGC).

### Q9: How will graduates register on the education programme?

Registration must be completed online via the link [www.rcsi.ie/PGC](http://www.rcsi.ie/PGC). The online application process requires basic demographic information including your PPS number. You will also be required to enter your NMBI pin number and upload a photo for your student card.

**Q10: Will the educational component of the programme be recognised by other Higher Education Institutes?**

The programme is accredited by NUI/RCSI and NMBI. On successful completion of each module graduates will be awarded 10 ECTS (European Credit Transfer System) and 30 ECTS upon completion of the programme. ECTS represent the mutual recognition of content and level of units of study across the EU and as such can be used to apply for entry to other programmes and also to seek exemptions on other programmes of study.

**Q11: What will the educational programme mean in terms academic currency and progression?**

The 30 credits will be valid towards continuing professional development as well as providing a platform for post graduate diplomas, MSc and further academic and career progression. Specifically the Professional Certificate is a minor award of an MSc programme in Nursing/Midwifery (Applied Professional and Clinical Development) in RCSI which participants will have direct access to on completion.

**Q12: If a student is unable to complete all three modules, will recognition be given for modules that have been completed?**

Yes. Students will be awarded credits for successfully completed modules

**Q13: What clinical experience will graduate nurses and midwives obtain while on the programme?**

During the two year fixed term contract graduates will have access to a variety of clinical experience depending upon the services in which they are employed. This will include planned rotation to different areas during the two years of the programme.

**Q14: What salary will be paid to staff nurse/staff midwife graduates?**

The 1st year payment is 85% of 1st point of salary scale January 2011

The 2nd year payment is 90% of 1st point of salary scale January 2011

Graduates will receive premium payments that apply to staff nurses /midwives as appropriate.

**Q15: Will graduates have statutory entitlements?**

Graduates will have the same statutory entitlements and other entitlements as per HSE guidelines and policies that apply to nursing and midwifery staff

**Q16: In the event that graduates are offered a staff nurse / staff midwife post as part of recruitment campaign in the HSE voluntary and statutory agencies, what salary will apply:**

**a) After they have completed the graduate programme?**

In this instance a staff nurse/ staff midwife will commence at the third point of the staff nurse /staff midwife scale.

**b) After they have completed one year of the graduate programme?**

In this instance a staff nurse/ staff midwife will commence at the second point of the staff nurse /staff midwife scale.

**Q17: In the event that graduates leave employment in the public health sector, can they complete the education component?**

Yes. This will not be funded by the HSE

**Q18: In the event that graduates take up employment as a staff nurse/staff midwife in the public sector before their 2 year contract has expired, can they continue the education component of the scheme?**

Yes. They will be supported to complete the module that they are undertaking at that time with a requirement to apply to continue the programme which will require discussion and agreement at local level.

**Q19: Will repeat examinations and modules be funded by the HSE?**

No. Funding will not be provided for repeat module(s), repeat units of study or repeat examination fees.

**Q20: What date is the graduate considered to have commenced the graduate scheme?**

The graduate commences the scheme on the date they commence employment as a graduate staff nurse/staff midwife as stated in their contract.



**Q21: What are the implications for leaving the scheme prior to completion?**

A graduate absenting or failing to complete the programme within the two years due to unforeseen or exceptional circumstances may be facilitated, at the discretion of the sponsoring agency and higher education institute, to complete the course and examinations in such manner as may be specified.

**Q22: What will happen, if due to unforeseen circumstances graduates have not completed the programme within two years and their employment contract has ceased?**

Graduates may be facilitated on a case by case basis at the discretion of the sponsoring agency (ONMSD) and higher education institute (RCSI) to complete the course and examinations in such manner as may be specified.

***For further information please contact***

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