

**Student Midwife (Post RGN registration) (Higher Diploma in Midwifery) 2025 Intake**

**Job Specification & Terms and Conditions**

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| **Job Title, Grade Code** | Student Midwife (Post RGN Registration) Higher Diploma in Midwifery  (Grade Code: 2143) |
| **Remuneration** | Each participant on this programme will retain his/her current point on the staff nurse salary scale on entry into the programme (based on verified nursing service). Participants will retain their incremental date and will be granted incremental credit (if applicable) during the programme. HSE HR Circular 004/2011 applies for this sponsorship campaign. <https://www.hse.ie/eng/staff/resources/hr-circulars/> |
| **Campaign Reference** | NRS14678 |
| **Closing Date** | Tuesday 8th April 2025 at 12:00 noon |
| **Proposed Interview Date (s)** | Week Commencing 26th May 2025\*  *\*Please note these dates are provisional and are subject to change. Candidates will normally be given at least two weeks' notice of interview. The timescale may be reduced in exceptional circumstances.* |
| **Taking up Appointment** | The successful candidate will be required to take up the sponsorship by commencement of the relevant HEI course of study.  **Course commencement dates:**  UL 01/09/2025  UCC 01/09/2025  DKIT 01/09/2025  UG 01/09/2025 |
| **Location of Post** | See site specific information appendices at the end of the job specification |
| **Organisational Area** | The programme is delivered by the following HSE hospital groups and their academic partners. These include:   * HSE West & North West Health Region: University Hospital Galway, Letterkenny University Hospital, Mayo University Hospital, Portiuncula University Hospital and Sligo University Hospital with University of Galway * HSE South South-West Health Region : Cork University Maternity Group with University College Cork * HSE Mid-West Health Region : University Maternity Hospital Limerick with University of Limerick * HSE Dublin and North East Health Region: Our Lady Of Lourdes Drogheda or Cavan General Hospital with Dundalk Institute of Technology |
| **Purpose of the Post** | The Student Midwife, in exercising his/her professional accountability, will be expected to successfully meet the Midwife Registration Programme Standards and Requirements (NMBI, 2016) and the Midwives Registration Education Post-RGN Programme (NMBI, 2017) which includes specified competencies on completion of the education programme.  The Student Midwife will practise under the supervision of Registered Midwives and Nurses (where Student Midwives are assigned to specialist areas e.g. Gynaecology, Neonatal, Theatre). The Student Midwife will be expected to develop the knowledge, skills and professional behaviours, which will enable him / her, upon registration, to practice as a Registered Midwife.  See <https://www.nmbi.ie/Education/Standards-and-Requirements/Midwife-Post-RGN>  and  <https://www.nmbi.ie/NMBI/media/NMBI/Publications/NMBI-Midwife-Reg-Education-(P1)-18-month.pdf?ext=.pdf> for more information. |
| **Principal Duties and Responsibilities** | Clinical / Professional  *The Student Midwife will under supervision*:   * Provide safe, kind and caring midwifery care to women and babies respecting individuality within the scope of midwifery practice * Participate in the education and health promotion to women and their families as appropriate * Communicate effectively to develop sound working relationships with women, members of the multidisciplinary team and colleagues from other areas * Practise as part of the service’s staff complement in gaining clinical midwifery experience in providing high quality woman and baby centred care, always acting in the best interest of the woman and baby * Practise as part of the multidisciplinary team under the supervision of the Registered Midwife or Nurse (where Student Midwives are assigned to specialist areas e.g. Gynaecology, Neonatal, Theatre) * Maintain confidentiality * Practise in accordance with relevant legislation influencing Nursing & Midwifery practice * Practise within the limits of own competence and scope of practice * Adhere to NMBI guidelines, Code of Professional Conduct and Ethics for registered Nurses and Registered Midwives (NMBI, 2025) * Take measures to develop own competence in accordance with the competency assessment process and achieve EU requirements (Midwife Registration Programme Standards and Requirements (NMBI, 2016) * Observe professional courtesy and other requirements of professional behaviour in her / his working relationships   Risk, Health & Safety  *The Student Midwife will under supervision:*   * Adhere to local and national policies, procedures, protocols and guidelines, relevant legislation and standards to provide safe professional practice * Comply with current legal and professional requirements for medication management * Assist in the provision of a safe environment of care for women and babies * Adequately identifies, assesses, manages and monitors risk within their area of responsibility. * Report any adverse incidents and near misses * Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.   Education, Training & Development  *The Student Midwife will:*   * Take responsibility for own learning and development needs * Be aware of and make known own limitations * Complete all mandatory training * Actively engage in the curriculum as per Education Body requirements * Utilise opportunities and take measures to develop own competence in accordance with the competency assessment process and achieve EU requirements (Midwife Registration Programme Standards and Requirements (NMBI, 2016) * Develop and use reflection to inform and guide practice * Complete contemporaneous records that are countersigned in a timely manner * Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate. * Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.   Administrative  *The Student Midwife will under supervision:*   * Utilise resources in an effective and economic manner * Contribute to ongoing monitoring, audit and evaluation of the service as appropriate * Maintain records and submit data as required - ensuring that records are safeguarded and managed in a confidential manner and in accordance with the standards set by NMBI, HIQA and the HSE / local policy * Act as spokesperson for the Organisation as required * Demonstrate pro-active commitment to all communications with internal and external stakeholders   **The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.** |
| **Eligibility Criteria**  **Qualifications and/ or experience** | **Candidates must by the closing date for receipt of applications:**   * Be registered in the General Division of the Register of Nurses maintained by the Nursing and Midwifery Board of Ireland (NMBI) or entitled to be so registered\*   *\*Candidates who are currently registering with the NMBI: should you be offered sponsorship, you will be required to submit your NMBI registration to* [*apply.midwifery@hse.ie*](mailto:apply.midwifery@hse.ie) *by 04th August 2025. Seeking registration is the responsibility of the candidate. Please note registration can take a period of time. For further details on registration please see* [*www.nmbi.ie*](http://www.nmbi.ie)  **Health**  A candidate for, and any person holding the office, must be fully competent and capable of undertaking the duties attached to the office, and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.  **Character**  Each candidate for and any person holding the office must be of good character  **Age**  The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants joining the public service, or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.  Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by the Bord Altranais agus Cnáimhseachais na hÉireann (Nursing & Midwifery Board Ireland). |
| **Post Specific Requirements** | Access to appropriate transport to fulfil the requirements of the role |
| **Skills, competencies and/or knowledge** | **Knowledge / Experience**   * An understanding of the role and function of the midwife * An awareness of developments in Maternity Services in Ireland, e.g. National Maternity Strategy 2016 * Transferable skills from General Nursing / other experience e.g. knowledge and experience of current nursing practice including individualised care planning and case management, medication management, infection prevention and control measures * An understanding of the principles of clinical audit * An understanding and/or experience of health promotion   **Organisation & Management Skills**   * Evidence of effective planning and organising skills and importance of value for money * A commitment to continuing professional development   **Building & Maintaining Relationships**   * The ability to build and maintain relationships including the ability to work effectively in a multidisciplinary team environment * Evidence of ability to empathise with and treat patients / clients, relatives and   colleagues with dignity and respect  **Analysis, Problem Solving & Decision Making Skills**   * Effective analytical, problem solving and decision making skills * An understanding of the importance of evidence-based clinical knowledge in making decisions regarding client / patient care   **Communication & interpersonal Skills**   * Effective communication skills in order to carry out the duties of the role * A willingness to engage and develop IT skills relevant to the role * A knowledge and understanding of the requirements of the midwifery programme |
| **Campaign Specific Selection Process**  **Ranking/Shortlisting / Interview** | A ranking and or shortlisting exercise may be carried out on the basis of information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore it is very important that you think about your experience in light of those requirements.  Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.  Those successful at the ranking stage of this process (where applied) will be placed on an order of merit and will be called to interview in ‘bands’ depending on the service needs of the organisation. |
| **Diversity, Equality and Inclusion** | The HSE is an equal opportunities employer.  Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience.  The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated.  The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long term health condition.  For further information on the HSE commitment to Diversity, Equality and Inclusion, please visit the Diversity, Equality and Inclusion web page at <https://www.hse.ie/eng/staff/resources/diversity/> |
| **Code of Practice** | The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA).  The CPSA is responsible for establishing the principles that should be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards that should be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process.  The CPSA Code of Practice can be accessed via <https://www.cpsa.ie/>. |
| The reform programme outlined for the Health Services may impact on this role and as structures change the Job Specification may be reviewed.  This Job Specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned. | |

**Student Midwife (Post RGN Registration) (Higher Diploma in Midwifery)**

**Terms and Conditions of Employment**

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| **Tenure** | The student will be appointed in a temporary capacity as a student Midwife attached to one of the designated maternity hospitals for the duration of the Programme. The student will be assigned to the sponsoring Maternity Hospital sites for their clinical placements  Successful applicants for Sponsorship are required to give a written undertaking to their sponsorship public health service agency that they will, following successful completion of the programme, work for the sponsoring agency for 18 months (HSE HR Circular 004/2011)  HSE HR Memo 009/2025 applies to this sponsorship campaign – upon successful completion of the course the student will be offered a permanent post.  Appointment as an employee of the Health Service Executive is governed by the Health Act 2004 and the Public Service Management (Recruitment and Appointments) Act 2004 and Public Service Management (Recruitment and Appointments) Amendment Act 2013. |
| **Remuneration** | Each participant on this programme will retain his/her current point on the staff nurse salary scale on entry into the programme (based on verified nursing service). Participants will retain their incremental date and will be granted incremental credit (if applicable) during the programme. HSE HR Circular 004/2011 applies for this sponsorship campaign. <https://www.hse.ie/eng/staff/resources/hr-circulars/> |
| **Working Week** | Full time 37.5 hours per week in clinical practice. College Hours as assigned with full attendance. |
| **Annual Leave** | In the case of fulltime courses sponsored employees shall retain their annual leave entitlements throughout the period of the programme. However, annual leave may only be taken outside of academic semesters and in accordance with service needs. HSE HR circular 004/2011 refers. |
| **Superannuation** | This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004 |
| **Age** | The Public Service Superannuation (Age of Retirement) Act, 2018\* set 70 years as the compulsory retirement age for public servants.  ***\* Public Servants not affected by this legislation:***  Public servants joining the public service or re-joining the public service with a 26 week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age.  Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70. |
| **Probation** | Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71. |
| **Protection of Children Guidance and Legislation** | The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies.  Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. You should check if you are a Designated Officer and / or a Mandated Person and be familiar with the related roles and legal responsibilities.  For further information, guidance and resources please visit: [HSE Children First webpage](https://www.hse.ie/eng/services/list/2/primarycare/childrenfirst/resources/). |
| **Infection Control** | Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role. |
| **Health & Safety** | It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS).  Key responsibilities include:   * Developing a SSSS for the department/service[[1]](#footnote-1), as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. * Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. * Consulting and communicating with staff and safety representatives on OSH matters. * Ensuring a training needs assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. * Ensuring that all incidents occurring within the relevant department/service are appropriately managed and investigated in accordance with HSE procedures[[2]](#footnote-2). * Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. * Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example.   **Note**: Detailed roles and responsibilities of Line Managers are outlined in local SSSS. |

**Student Midwife (Post Registration)**

**(Higher Diploma in Midwifery)**

**Site specific information – University Maternity Hospital Limerick (UMHL) / University of Limerick**

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| **Title of the Programme** | Higher Diploma in Midwifery |
| **Duration of the Programme** | 18 months commencing on 1st September 2025 |
| **Location of training** | University of Limerick |
| **Location of placement(s)** | University Maternity Hospital Limerick (UMHL) |
| **Overview of Programme Modules** | The 18 month Higher Diploma in Midwifery Programme is delivered in conjunction with the University Maternity Hospital, Limerick. The philosophy of midwifery education is based on a wellness model of women centred holistic care. The programme is full time and the student is both an employee of the hospital and a student of the University of Limerick.  **Semester one** the student will be grounded in normal midwifery care and will acquire the theory and skills of assessment of mother and baby.  **Semester two** will expose students to theory underpinning complex midwifery care and ensure that whilst recognising and appreciating that pregnancy and childbirth are physiological processes they may be complicated by obstetric, medical and gynaecological problems.  **Semester three** will provide the opportunity to consolidate practice through exploring midwifery theory and utilising skills and knowledge that support the woman in achieving her potential throughout her pregnancy, labour, birth and the postnatal period. |
| **Overview of the requirements of the course *(e.g. course output requirements / number of clinical placements / exams etc.)*** | The course consists of 26 weeks theory and 54 weeks of practice placements (total 3000 hours). Theory and practice are acquired in tandem throughout the three semesters with further practice placements outside of semester. The programme adheres to the University of Limerick’s modular, continuous assessment and grade point average system. A variety of strategies will be used for all assessments, which will be contextualised in practice.  For those wishing to register as a midwife in other EU countries, following successful completion of the Higher Diploma in Midwifery programme a further 12 months of midwifery practice is required under EU regulations. |
| **Details of Service** | Midwest Acute is comprised of a group of six clinical sites functioning collectively as a single hospital system in the Mid-West providing a range of acute services and care to a population of 379,327 (Clare, North Tipperary, and Limerick) people with 750 acute hospital beds delivering a range of acute in-patient and ambulatory care services. The six sites include:   * University Hospital, Limerick, (UHL); * Croom Hospital, (CH); * **University Maternity Hospital, Limerick, (UMHL);** * Ennis Hospital, (EH); * Nenagh Hospital (NH); and * St. John’s Hospital, Limerick (SJHL- Voluntary hospital).   A clinical directorate structure has been established with the appointment of a Chief Clinical Director and seven Clinical Directors, which manage the clinical specialties across each site. The group governance structure includes an administrative board of non-executive directors, a single executive management team and seven Clinical Directorates - Diagnostics, Medicine, Peri-Operative, Maternal & Child Care, Unscheduled Care, Cancer Services, Diagnostics and Operational Services, who are responsible for the management of services across the sites. Each directorate has a set of key performance indicators (KPIs) to improve quality, drive performance, and ensure efficiency.  UMHL is the regional referral centre for maternity care and provides a twenty-four hour, seven-day midwifery and obstetric service for the mid-west region, including a 24-hour service for all maternity emergencies.  The Neonatal unit is a tertiary referral unit with nineteen funded cots.  There is a community midwifery integrated service as part of the supported care pathway in line with the National Maternity Strategy implementation plan. There are Clinical Midwife Specialists in Diabetes, Bereavement & Loss and a Registered Advanced Midwifery Practitioner in Diabetes, Advanced Nurse Practitioner in Neonatology Advanced Midwife Practitioner Supported Care, Advanced Midwife Practitioner Perinatal Mental Health, and Candidate Advanced Midwife in Assisted Care. The hospital also has a colposcopy service.  UMHL is a clinical placement site for midwifery, medical & paramedic training affiliated with the University of Limerick.  Education provided includes the Post Registration Midwifery Programme and BSc Midwifery Degree (undergraduate).  The 24 hour operational site cover of UMHL is provided by senior midwifery managers who also have delegated areas of responsibility and delegated duties providing operational excellence and support to staff .There is a robust continuing professional development programme in place with funding support through the CNME for postgraduate courses and training. Priority is given to training in the interpretation of CTGs and management of obstetric emergencies.  In addition, the unit is focused on developing a suite of measures to support the delivery of the perinatal mental health model of care and perinatal bereavement and loss.  The National Maternity Strategy (2015) puts the needs of mothers and babies at its centre by ensuring women have access to safe, high quality, evidence based maternity care.  This will be done by facilitating choice for women in so far as it is safe to do so. |
| **Reporting Relationship** | Director of Midwifery or her designate |
| **University Fees** | Paid By HSE |
| **Informal Enquiries**  **[someone applicants can contact if they require further info on programme]** | Mary Una McCormick  Clinical Co-ordinator Midwifery programmes  University Maternity Hospital  Ennis Road  Limerick  [Maryuna.mccormick@hse.ie](mailto:Maryuna.mccormick@hse.ie)  Tel: 061 483175 or 086 6076575  Sandra Atkinson  Course Director Higher Diploma in Midwifery  Department of Nursing and Midwifery,  Health Science Building,  University of Limerick,  Limerick  [Sandra.atkinson@ul.ie](mailto:Sandra.atkinson@ul.ie) |

**Student Midwife (Post Registration)**

**(Higher Diploma in Midwifery)**

**Site specific information – Cork University Maternity Hospital / University College, Cork**

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| **Title of the Programme** | Higher Diploma in Midwifery |
| **Duration of the Programme** | 18 months commencing 01st September 2025. |
| **Location of training** | School of Nursing and Midwifery UCC and Ireland South Women’s and Infants Directorate Incorporating Cork University Maternity Hospital (CUMH), University Hospital Kerry (UHK), Tipperary University Hospital (Tipp UH) and University Hospital Waterford (UHW). |
| **Location of placement(s)** | CUMH will be the base location of training and students may have the opportunity to have placements in UHK, Tipp UH or UHW. |
| **Overview of Programme Modules** | The Higher Diploma in Midwifery is a full-time programme running for 18 months from the date of first registration for the programme. The course consists of 26 weeks theory and 54 weeks of practical placement (total 3000 hours). Students receive an 18 month contract of employment within Ireland South Women’s and Infant’s Directorate (base location- Cork University Maternity Hospital). The Higher Diploma complies with the professional requirements of Nursing & Midwifery Board of Ireland and the EU directives for registration as a midwife. Registered midwives who complete the programme will be eligible for midwifery registration in another EU Member State when they have completed one further year of clinical practice encompassing all the activities of the midwife.  The Higher Diploma in Midwifery consists of the following modules:  Students take 90 credits as follows:  Year 1  **NU5057** Professionalism for Midwifery Practice (5 credits) **NU5058**Health Promotion for Midwifery Practice (5 credits) **NU5073** Evidence Based Midwifery Practice (5 credits) **NU5093**Pregnancy, Childbirth and the Neonate 1 (10 credits) **NU5095**Supporting Mothers during Pregnancy and Parenthood (10 credits) **SS5806** Social Policy and Midwifery Practice (5 credits)  **NU5088** Midwifery Practice I (10 credits)  Year 2  **NU5043** Ethics for Midwives (5 credits)  **NU5096** Normal Childbirth: Current Debates and Trends (5 credits)  **NU5059** Childbirth and the Neonate II (10 credits)  **NU6005** Evidence Based Practice for Healthcare Professionals (10 credits)  **NU5089** Midwifery Practice II (10 credits) |
| **Overview of the requirements of the course *(e.g. course output requirements / number of clinical placements / exams etc)*** | The programme is in accordance with the NMBI Midwife Registration Education Post RGN Programme Standards 2017.  Practical and clinical learning will be undertaken within Ireland South Women’s and Infant’s Directorate. Some clinical placements will be undertaken at the Cois Ti antenatal clinics and Domino Services with CUMH. Students may have the opportunity to have placements in the other 3 Maternity Units gaining a range of experience from the 4 sites. Students will have one week for an elective placement. Clinical experience is given under the supervision of Registered Midwives and other staff.  The Student Midwife will be assessed throughout the programme using a Midwifery Competency Assessment Tool and a record of clinical experiences to meet EU requirements for midwifery registration.  Assessment of thought modules will involve presentations, assignments and end of year written exams.  <http://www.ucc.ie/calendar/postgraduate/>  http://www.ucc.ie |

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| **Details of Service** | Cork University Maternity Hospital (CUMH) is a 150 bedded Tertiary Referral Centre for Maternity, Neonatology and Gynaecology located on the campus of Cork University Hospital. CUMH incorporates the Obstetric, Gynaecology and Neonatology Services in the Cork University Hospital Group within the Health Service Executive Southern region. CUMH has approximately 7,000 births per annum and is a tertiary referral centre.  Services at CUMH are delivered within Ireland South Women & Infants Directorate which is based on the principles of partnership and integration and strongly supports the involvement of the multidisciplinary team in service provision.  There are four Maternity Units in Ireland South Women and Infants Directorate – University Hospital Waterford, University Hospital Kerry, Cork University Maternity Hospital and Tipperary University Hospital - spanning four of the largest counties in the country. Maternity Services includes Neonatology and Gynaecology as well as Midwifery and Obstetrics.  The Group’s Primary Academic partner is University College Cork. A wide range of educational programmes and research is conducted within all hospitals in the Group.  CUMH is a site for clinical placements for student midwives and student nurses in undergraduate and postgraduate programmes delivered in partnership with University College Cork.  CUMH Services incorporates the use of the MN-CMS (Maternal Newborn Clinical Management System) into care delivered at CUMH.  The National Maternity Strategy (2016) puts the needs of women and babies at its centre by ensuring women have access to safe, high quality, evidence based maternity care.  CUMH has midwifery-led outreach antenatal clinics, covering the Cork region and has a midwifery led Early Transfer Home (ETH) programme in place.  <http://www.cuh.hse.ie/Cork-University-Maternity-Hospital/> |
| **Reporting Relationship** | Director of Midwifery or her/his designate |
| **Informal Enquiries**  **[someone applicants can contact if they require further info on programme]** | Fiona Kirby,  Midwifery Practice Development Coordinator,  Cork University Maternity Hospital  Tel: 021 492 0735  Email: [Fiona.Kirby@hse.ie](mailto:Fiona.Kirby@hse.ie)  Ms Agnes Phelan  School of Nursing and Midwifery, UCC  Tel: 021 4901466  Email: agnes.phelan@ucc.ie |

**Student Midwife - Post RGN Higher Diploma in Midwifery Site Specific Information**

**HSE West & North West Region maternity departments**

**University Hospital Galway (UHG), Letterkenny University Hospital (LUH), Mayo University**

**Hospital (MUH), Portiuncula University Hospital (PUH) and Sligo University Hospital (SUH) / University of Galway**

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| **Title of the Programme** | Higher Diploma in Midwifery |
| **Duration of the Programme** | 18 Months commencing on 1st September 2025 |
| **Location of training** | School of Nursing and Midwifery, Aras Moyola, University of Galway and University Hospital Galway (UHG), Letterkenny University Hospital (LUH), Mayo University Hospital (MUH), Portiuncla University Hospital (PUH) and Sligo University Hospital (SUH). |
| **Location of placement(s)** | Students undertaking this programme will have the opportunity to have their clinical placement in one of the HSE West & North West Region maternity departments UHG (13 places), LUH (1 place), MUH (1 place), PUH (1 place) and SUH (1 place). |
| **Overview of Programme Modules** | The Higher Diploma in Midwifery is a full time programme. The course consists of 26 weeks theory and 54 weeks of practical placement (total 3000 hours)  Students undertake the following modules during the programme:  Anatomy and Physiology applied to Midwifery  Midwifery Care I  Care of the Well Neonate  Research for Midwifery  Midwifery Care II  Midwifery Practice 1  Midwifery Practice 2  Woman with Complications in Childbirth I  Psychology for Midwifery  Professional Issues  Woman with Complications in Childbirth II  The Neonate Requiring Specialised Care  Sociology for Midwifery  Elective Practice Placement for Midwifery |
| **Overview of the requirements of the course *(e.g. course output requirements / number of clinical placements / exams etc)*** | Both theory and practice are assessed. Theory modules are assessed by a combination of coursework and examinations, while clinical practice modules are assessed by coursework. Examinations take place in December and April-May. Coursework includes essays, class presentations, and Objective Structured Clinical Examinations (OSCEs).  Assessment of competence in clinical practice is undertaken by the preceptors in clinical practice, utilizing the competency assessment documents as developed by the Nursing and Midwifery Board of Ireland.  Clinical practice placements are undertaken in the following areas: antenatal, intranatal, postnatal, neonatal, community, theatre and gynaecology as per the Midwife Registration Programme Standards & Requirements (NMBI, 2016) and the Midwife Registration Education Post-RGN Standards & Requirements (NMBI, 2017) |
| **Details of Service** | The HSE West & North West provides Maternity Services in 5 Maternity Units :   * University Hospital Galway * Letterkenny University Hospital * Mayo University Hospital * Portiuncula University Hospital * Sligo University Hospital   The Women and Children’s Managed Clinical and Academic Network (W&C MCAN) is a regional clinical management structure under which women’s and children’s services are managed and organised across the HSE West & North West. The W&C MCAN works collaboratively with hospitals and specialities to improve quality and outcomes for patients. Key areas of focus include developing and implementing strategy, managing risk, responding to quality and safety issues, learning from adverse events, facilitating group-wide policies and standardising clinical pathways.  Within the HSE West & North West Region:  The Early Pregnancy Assessment Units (EPAU) provide dedicated care to women in early pregnancy, with four- five sessions per week. This service is run by a Consultant Lead, midwife, a midwife sonographer and clerical support.  The majority of Fetal Medicine and Specialised Obstetric Services for four of the five hospitals in the Group (GUH, MUH PUH & SUH) are provided by the Fetal Medicine Service at a tertiary level in Galway University Hospital. A small number of cases from LUH are managed via the Fetal and Neonatal Services at UHG.  Clinical Midwife Specialists in Bereavement & Loss are key team members in the provision of perinatal bereavement care and support to women and their families to minimise additional trauma and stress to the bereaved woman, her partner and their family.  Specialist Perinatal Mental Health Services (SPMHS) provide care and advice to women suspected mild to moderate mental health problems in the perinatal period, and to women and partners who have experienced birth trauma, raises awareness of mental health problems and organises early management and treatment.  Pathways of care have been developed for the pregnant women who have a normal or low risk pregnancy which is Midwife led within the multidisciplinary framework as recommended in the National Maternity Strategy (Creating a Better Future Together 2016-2026).  UHG runs a New Mums Wellbeing Hub. PUH and SUH have established a Postnatal Hub as part of a 2023 NWHIP pilot programme.  CMM2 Lactation and Breastfeeding Support Midwife continue to strive for improvements in breastfeeding outcomes seeing an increase in the number of babies exclusively breastfeeding and a decrease in the percentage partially breastfeeding. This is achieved by providing face to face support and guidance to mothers and babies in each unit, delivering training and being available as an expert resources to staff.  Neonatology service is delivered by the Model 3 hospitals (LUH, MUH, PUH & SUH), providing level 1 special care for infants born >31 completed weeks gestation, and the Model 4 hospital (GUH), providing level 2 care for infants at >26 completed weeks gestation. Galway University Hospital’s Neonatal Intensive Care Unit (NICU) is a level 2 (Regional) unit for the HSE West & North West and is the referral centre for the region. It provides high dependency and neonatal intensive care to very premature infants (>26 completed weeks gestation) and some sick term infants.  A range of gynaecology services are offered for the investigation and treatment of benign gynaecological conditions including menstrual disorders, pelvic pain, prolapse and other gynaecological conditions. Tertiary service for menopause, fertility and gynaecological cancer are provided in UHG. These services are provided through outpatient, inpatient and ambulatory services by a multidisciplinary team. |
| **Reporting Relationship** | Students on clinical placements will report to the Director of Midwifery and her designate on the site they are based in.  Professor of Midwifery and Midwifery Lecturers at University of Galway. |
| **University Fees** | Paid by the HSE |
| **Informal Enquiries**  **[someone applicants can contact if they require further info on programme]** | Patricia Healy Programme Director, Higher Diploma in Midwifery, National University of Ireland, Galway  Email: [patricia.healy@universityofgalway.ie](mailto:patricia.healy@universityofgalway.ie) |Tel: +353 91 495421  Meadhbh Hughes Clinical Placement Coordinator for the Higher Diploma Programme email: [Meadhbhb.Hughes@hse.ie](mailto:Meadhbhb.Hughes@hse.ie) |

**Student Midwife (Post Registration)**

**(Higher Diploma in Midwifery)**

**Site specific information – Our Lady of Lourdes Hospital, Drogheda, Cavan Monaghan Hospital / Dundalk Institute of Technology**

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| **Title of the Programme** | Higher Diploma in Midwifery |
| **Duration of the Programme** | 18 months commencing on 1st September 2025 |
| **Location of training** | Dundalk Institute of Technology, Dundalk, Co Louth  Our Lady of Lourdes Hospital, Drogheda, Co Louth/ Cavan General Hospital |
| **Location of placement(s)** | Candidates on this programme will have the opportunity to have Clinical Placements in Our Lady of Lourdes Hospital, Drogheda or Cavan General Hospital. There are 13 places in Our Lady of Lourdes Hospital Drogheda, and 2 places in Cavan General Hospital, Candidates will complete a 2 week placement in OLOL in semester 3.  Supervised clinical placement will be available to students in the following midwifery settings: Antenatal, Intranatal, Postnatal, Midwifery Led Unit, Neonatal, Community Midwifery services (early transfer home /outreach clinics), Obstetric/Gynaecological Operating Theatre and Gynaecological areas. The clinical placement component of the programme satisfies required experiences set out by Nursing & Midwifery Board of Ireland (2022). |
| **Overview of Programme Modules** | The programme is normally divided into three semesters with a combination of theoretical and clinical modules being provided each semester.  **Semester 1**   * HDip The Profession of Midwifery * HDip Midwifery Practice 1 * HDip Midwifery and Women’s Health * HDip Clinical 1   **Semester 2**   * HDip Midwifery Practice 2 * HDip The Healthy Neonate * HDip Sensitive Midwifery * HDip Clinical 2   **Semester 3**   * HDip Midwifery Practice 3 * HDip The Complex Neonate * HDip Developing the Profession of Midwifery * HDip Clinical 3 |
| **Overview of the requirements of the course (e.g. course output requirements / number of clinical placements / exams etc)** | The programme consists of 26 weeks theory and 54 weeks of clinical practice placements (total 3000 hours) that are provided in a balanced manner.  **Theoretical Requirements**  A range of module assessment strategies including assignments, exams, presentations and Objective Structured Clinical Examinations (OSCE) are used throughout the programme. Some modules may be delivered by Enquiry Based Learning.  **Clinical Requirements**  Assessment of competence in clinical practice is undertaken by midwife preceptors in clinical practice. A clinical assessment workbook provides the structure for this assessment. |
| **Details of Service** | **Our Lady of Lourdes Hospital**  Our Lady of Lourdes Hospital is an Acute General Hospital which incorporates a Maternity Unit. The Hospital provides maternity services to the catchment area of Counties Louth, Meath and North Dublin.  The Maternity Unit is the largest Maternity Unit in the Region with approximately 3000 births per year. The Unit incorporates a 50 bed Obstetric Unit, a Midwifery Led Unit and a Regional Neonatal Intensive Care Unit. It is part of the RCSI Hospital Group.  The Obstetric Unit provides:   * Antenatal booking and return clinics * Outreach booking and return clinics * Antenatal High Risk * Diabetic clinics and Clinical Midwife Specialist in Diabetes * Fetal Assessment / Maternity Day Unit Service * Antenatal in-patient care from early pregnancy * Low and high dependency intrapartum care including 24 hour epidural service and labouring water pool facility. * Postnatal care to mothers and babies * Early Transfer Home Services * Specialist Teenage Pregnancy Services Parentcraft Education and Breastfeeding support * Perinatal Mental Health Specialist Services * Specialist Bereavement Services * Early Pregnancy Assessment Unit / Gynaecological Services * Pregnancy Options Service   The Midwifery Led Unitprovides:   * Antenatal and intrapartum care to women who are eligible for the supported care pathway and postnatal care for the first week after birth. * Individualised and family centred midwifery care in a homely environment. * Student midwives will have an opportunity to avail of experience in this service.   The Neonatal Unit is a level 2 unit with 16 cots (5 ICU/HDU) We are part of the neo-natal network within the RCSI Hospital Group incorporating the Rotunda Hospital Dublin and Cavan General Hospital.  Cavan General Hospital  The Obstetric Department provides:   * Antenatal bookings and return antenatal clinics * Outreach bookings and return antenatal clinics * Maternity day ward facility * Diabetic Clinic & clinical midwife specialist in Diabetes * Antenatal and Postnatal Parentcraft Education * Breastfeeding support and advice * Antenatal in-patient care * Low and High risk intra-partum care including 24 hour epidural service * Postnatal care for mothers and babies * Special care baby unit * Early Pregnancy Assessment Unit and Gynaecological Services * Obstetric ultrasound scanning * Bereavement Support * Perinatal Mental Health Support * AMP VBAC Service   The Midwifery Led Unit provides:   * Antenatal, intrapartum & postnatal care to women who are low risk and are likely to have a normal pregnancy, labour and initial postnatal period. * Individualised and family centred midwifery care in homely environment.   Special Care Baby Unit provides:   * Neonatal care to babies born electively after 30 weeks gestation and at earlier gestations as unplanned deliveries. * Neonates requiring intensive care are ventilated, stabilised and transferred to a tertiary unit as per the RCSI Neonatal Network and return to Cavan for high dependency and special care until discharge. |
| **Reporting Relationship** | Ms. Gráinne Milne, Director of Midwifery Drogheda  Ms Georgina Crowe, Director of Midwifery Cavan |
| **Informal Enquiries**  **[someone applicants can contact if they require further info on programme]** | Jill Atkinson Head of Section of Midwifery  Dundalk Institute of Technology  Email: [jill.atkinson@dkit.ie](mailto:jill.atkinson@dkit.ie)  Ms. Ann Marie Connor  Midwife Practice Development Co-ordinator  Our Lady of Lourdes Hospital  Email: [annmarie.connor@hse.ie](mailto:annmarie.connor@hse.ie) Tel: 041- 9837601 ext 2488  Mobile 086 0217742  Ms. Lisa Brady  Assistant Director of Midwifery (Academic Lead)  Maternity Department, Cavan Monaghan Hospital, Lisdarn Co.Cavan  [email](mailto:Maryuna.mccormick@hse.ie) lisa.brady@hse.ie  phone 049 4373274 |

1. A template SSSS and guidelines are available on [writing your site or service safety statement](https://www2.healthservice.hse.ie/organisation/national-pppgs/writing-your-site-or-service-safety-statement/).

   2 Structures and processes for effective [incident management](https://www2.healthservice.hse.ie/organisation/qps-incident-management/incident-management/) and review of incidents. [↑](#footnote-ref-1)
2. [↑](#footnote-ref-2)