

NEW EMPLOYEES REVIEW OF PRIOR LEARNING (RPL)

SDM/PGME to conduct RPL assessment using **WNHS NEW STAFF FETAL SURVEILLANCE EDUCATION ORIENTATION CHECKLIST** on first day of employment in clinical area. **Accepted RPL:** OFSEP within last 12 months AND FSEP within last 3 years.

Completion of **RANZCOG Online Fetal Surveillance Education Program (OFSEP)** within last 12 months?

NO

If overdue, for completion **ASAP**. Staff will be removed from clinical area to complete at start of next shift once overdue. If unsuccessful with achieving OFSEP manager to determine further action.

≥ 1 day overdue = UNABLE TO PERFORM/INTERPRET CTGS.

YES

Completion of **RANZCOG Fetal Surveillance Education Program (FSEP)** within last 3 years?

NO

If overdue, to attend **next available FSEP session (within 3 months)**. **Must be compliant with OFSEP whilst awaiting FSEP to continue performing/interpreting CTGs.**

≥ 3 months overdue = UNABLE TO PERFORM/INTERPRET CTGS

YES

Achievement of **required FSEP practitioner level***?

NO

Non-compliant results to be escalated to appropriate Co-Director for discussion and learning plan.
Learning Plan Minimum Requirements:
- Ensure OFSEP compliance & rebook FSEP within 3 months.
- Arrange education and support through DNAMER/PGME. Offer tutorial.
- Refer to *MP0041/16 Managing Unsatisfactory and Substandard Performance Policy* and consider initiating *Performance Improvement Plan*.

Co-director to review individual performance and decide if a restriction of duties related to performing/interpreting CTGs is required whilst awaiting re-attempt.

YES

FSEP Required Practitioner Level* Achieved?

NO

Compliant to perform, interpret and sign CTGs.

YES

Repeat **OFSEP annually**.
Repeat **FSEP every three years**.
Achieve minimum required practitioner level* every time.

Minimum FSEP Practitioner Level* Requirements

Level 1: FSEP 55-65% Graduate Midwives, Resident Medical Officers (RMO) working in MFAU/LBS.

Level 2: FSEP = 66-75% ANF Level 1 Midwives, Privately Practising Midwives.

Level 3: FSEP = > 75%, ANF Level 2 Clinical Midwives, ANF Level 1 Midwives undertaking supervisory roles and coordinating, Staff Development Midwives (SDM), Clinical Midwife, Clinical Midwife Consultants and/or Specialists (CMC/S), Registrars, Senior Registrars and Consultants/Specialists.

Note: Graduate Midwives and RMO's who reach level 1 to repeat FSEP in 12 months if continuing employment at WNHS.