



**Student Midwife (Post RGN registration) (Higher Diploma in Midwifery)
Job Specification & Terms and Conditions**

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	HSEMW 252-26
Closing Date	11 th of September @ 17:00
Proposed Interview Date (s)	<i>*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.</i>
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 25/01/2027
Location of Post	See site specific information appendices at the end of the job specification A panel may be created on foot of this campaign from which sponsorship places in the HSE for Student Midwives on the Higher Diploma in Midwifery Programme will be filled
Informal enquiries	Ms Mary Una McCormack CPC maryuna.mccormack@hse.ie 061483175
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email the NRS at apply.midwifery@hse.ie
Organisational Area	The programme is delivered by the following HSE hospitals and their academic partners. These include: HSE Mid-West Health Region: University Maternity Hospital Limerick with University of Limerick
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	<u>Clinical / Professional</u> <i>The Student Midwife will under supervision:</i> • 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 <u>Risk, Health & Safety</u> <i>The Student Midwife will under supervision:</i> • 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. <u>Education, Training & Development</u> <i>The Student Midwife will:</i> • 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. <u>Administrative</u> <i>The Student Midwife will under supervision:</i> - 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* <i>*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 by 18th September 2026. Seeking registration is the responsibility of the candidate. Please note registration can take a period of time. For further details on registration please see https://www.nmbi.ie/Registration</i> 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. * <u>Public Servants not affected by this legislation:</u> 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. <u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process.</u> 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

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. <u>* Public Servants not affected by this legislation:</u> 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.

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/service¹, 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 procedures². • 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.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.

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

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

Title of the Programme	Higher Diploma in Midwifery
Duration of the Programme	18 months commencing on 25 th January 2027
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	Six Health Regions have been established within the HSE, on the basis of the geographical boundaries agreed by the Government in July 2019 and they will be fully operational from 2024. Each Health Region will be tasked with population specific planning resourcing and delivery of health and social care services for the needs of its unique population. This will result in improved accountability and governance in terms of finance and performance, while also bringing decision making closer to the frontline. Health Regions will enable and empower staff to provide services that are: - Integrated, locally planned and delivered - Easier to access and navigate - Available closer to home

Health Regions are geographically based units with clearly defined populations. They align community and hospital services within specific areas. The HSE will retain a strong but leaner central organisation, with more service provision developed at a local level.

HSE Mid-West

The newly established HSE Mid-West Health Region will manage and deliver all public health and social care services for Limerick, Clare and North Tipperary serving a population of over 413,059 people. The redesign of services will allow new pathways to be developed between acute hospitals, community services, primary care, health & wellbeing and voluntary sectors to develop more integrated, patient-centred care. HSE Mid-West includes all hospital, community healthcare and public health services in the region. This includes:

UL Hospitals Group, consisting of

University Hospital Limerick
University Maternity Hospital Limerick (UMHL)
Ennis Hospital
Nenagh Hospital
Croom Hospital
St John's Hospital (voluntary)
Mid-West Community Healthcare

Deliver a broad range of community services, provided within and outside of the acute hospital system and includes Primary Care, Older Persons, Disabilities, Mental Health and Health & Wellbeing. Community services are delivered through a range of direct and indirect services delivered directly or through partnerships with HSE teams, Section 38/39 agencies and private providers under SLA agreements.

Public Health Mid-West

The Public Health team work to protect, support, enable and advise on the health and wellbeing of the population. They deliver services across four public health domains:

Health Protection
Health Improvement
Health Service Improvement
Health Intelligence

UMHL is the regional referral centre for maternity care and provides a twenty-four hour, seven-day midwifery, obstetric and neonatal service for the Mid-West Region, including specialist service and 24-hour provision for all maternity emergencies. There is also a colposcopy service. There are Registered Advanced Nurse Practitioner in Neonatology Registered Advanced Midwife Practitioner in Perinatal Mental Health and Advanced Midwife Practitioner Supportive care

Clinical Midwives Specialising in Bereavement and Loss, Lactation, Ultrasound and Perinatal Mental Health Services.

UMHL is certified as a Baby Friendly Hospital. The National Maternity Strategy (2016) is being actively implemented.

The Neonatal Unit is a referral Centre with nineteen funded cots including four Intensive Care, five High Dependency and ten Special Care cots.

There is a robust continuing professional development programme in place with funding support through the CNME for postgraduate courses, continuous professional development and training. Nurses and midwives are supported to undertake educational programmes.

UMHL is a clinical placement site for undergraduate and post registration midwifery education, medical, training for Medical Students from the Graduate Medical Entry

	School, paramedic and undergraduate nurse education in partnership with the University of Limerick
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 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