



Information Sheet – The Midwifery Practice Review (MPR) Process

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Introduction

There are three main components to completing the MPR:

Step 1 - Self-reflection and preparation

Step 2 - Review discussion

Step 3 - Review outcomes and recommendations

Each step is described in this document to provide you with an understanding of what will be required from you as part of the MPR process. Comprehensive information and templates will be available to you as the 'MPR Pack' once you purchase your MPR.

1- Self-reflection and preparation

Your preparation for MPR includes developing a professional portfolio. Your portfolio is where you will gather evidence to demonstrate your goals, competencies, ongoing professional development, career achievements and accomplishments and experiences. You will be able to find suggestions on what to include in your portfolio in the *MPR Handbook for Midwives*, included in your MPR Pack, which becomes available to you when you sign up for MPR. Portfolios may be developed as hard copy or electronic copy.

As part of the MPR process you will also submit a synopsis of your portfolio (summation of the information – see Attachment 1). The synopsis will be sent to the allocated reviewers 4 weeks before your review.

You are encouraged to bring your completed portfolio to the review discussion, although this is not essential. You may wish to highlight some parts of it to the reviewers, including certificates of completion of CPD activities, feedback from women you have cared for, and articles or research that you have had published.

2- Review Discussion

MPR includes a review discussion with two specially trained reviewers. The review discussion will occur face-to-face for many reviews, however it may also occur with the use of video conferencing facilities. The purpose of the review discussion is to provide an opportunity for you to reflect on your practice, to increase your awareness of your midwifery actions and decisions, and to integrate these into your professional development plan. The discussion is supportive, positive and goal-focussed.

The review discussion includes:

- Review of your synopsis (see Attachment 1);
- Reflection on your practice;
- Professional development plan; and
- Feedback from reviewers.

3- Review Outcomes and recommendations



Completion of the Midwifery Practice Review

At the conclusion of the review discussion the reviewers agree as to whether you have completed all requirements for MPR, and make a recommendation regarding when your next review should occur.

Within four weeks of the review you will be issued with a letter, certificate of completion and MPR badge with the length of validity that the reviewers recommend. The MPR badge is in recognition of your successful completion of MPR and you are encouraged to use the MPR badge on your professional documentation as a way to promote your achievement to the community.

You can read more about the MPR Badge in the ACM Badges Terms & Conditions document available on the MPR page of our website.

There may be instances where the reviewers identify that you have not yet met all the requirements to complete your MPR. You may need to electronically resubmit parts of your synopsis as part of the requirements before the letter, certificate of completion and MPR badge are issued.

See a more detailed description of possible outcomes of your MPR review in the table below.

Recommendation	What does this mean?
Review in 3 Years	You should return for review in 3 years as per the ACM standard recommendation for MPR. You will be issued with a letter, certificate of completion and MPR badge valid for 3 years.
Review in 1 Year	MPR has a strong focus on your ability to reflect on your practice and this is the overarching requirement for all components of the review process. The main reason reviewers will recommend a review in 1 year is that you have not yet demonstrated effective reflection skills both within your synopsis and at the review discussion. You will be issued with a letter, certificate of completion and MPR badge valid for 1 year.
Serious And Significant Concerns Identified	<p>Rarely, there may be instances where serious and significant concerns are identified at a review, such that it is considered that a midwife's practice may be deemed 'unsafe' and may place women and babies at risk. If this occurs during your review, these concerns will be discussed with you in detail during the feedback. You will have the opportunity to address these concerns with the reviewers prior to any further action being taken.</p> <p>Following discussion with you, the reviewers will refer the concerns to the ACM Midwifery Practice Review Working Group (MPRWG). The MPRWG's role is to provide you with further support, guidance and assistance to address these concerns. Where necessary the ACM</p>

Recommendation	What does this mean?
	<p>will refer these concerns to the NMBA for further investigation. If it is thought to be necessary, this will be discussed with you.</p> <p>Reviewers may also recommend that you return for review in 1 year. If this is the case you will be issued with a letter, certificate of completion and MPR badge valid for 1 year.</p>

Attachment 1 – What is a Synopsis?

A synopsis is a summation of the information in your professional portfolio and is submitted as part of the MPR process. Your synopsis is reviewed and discussed with you during your review discussion.

What should be included in my Synopsis?

Mandatory Components	Length
A summary of your current curriculum vitae	1-2 pages
Your personal midwifery philosophy	Half a page
A description of the context in which you practice	Half a page
A written reflection of how you practice according to NMBA Midwife Standards for Practice (1 October 2018)	8 pages maximum
A summary of the continuing professional development activities (CPD) completed in the preceding year if this is your first review, or the preceding 3 years if this is your second or subsequent review	1 page
A personal reflection on your CPD activities	1 page
Your current professional development plan for the next 3 years including a brief description of any professional development goals or learning needs	1-2 pages
A copy of your previous professional development plan if this is your second or subsequent review with a brief reflection on the outcomes from this plan	1-2 pages
Your own practice statistics or midwifery outcomes and a reflection on those statistics (preferred for those midwives working in a continuity of care/midwifery group practice model) OR the available practice data provided by the organisation and/or the state/territory in which you are employed and a reflection on that data (for those midwives not working in a continuity of care/midwifery group practice model)	1-2 pages
Optional Components	
A summary of feedback from women (may include any formal or informal feedback that you have received from women or their families)	
Articles / Research Papers (any articles or research that you have had published that you wish to share with your reviewers)	

Please note: if you submit a synopsis that is much longer than the recommended length you may be asked to resubmit your documentation.

A synopsis template has been created to assist you and is available in the MPR Pack once purchased, within your Member Portal. You will also find further detail on each component of the synopsis in the MPR Midwives Handbook, also available in the MPR Pack.