

Job Specification: Clinical Midwife Specialist



LOCATION: HYDE PARK

WHO IS PPO SERVE

Who we are	What we do	Why are we doing it
<p>PPO Serve (Professional Provider Organisation Services) is a healthcare management company that helps clinicians organize themselves into integrated teams, called Integrated Clinical Consortia® (ICC®). PPO Serve provides business management and quality improvement support to each ICC™ required meet the health needs and expectations of the population it serves. Such teams will eventually be all over South Africa, delivering affordable services.</p> <p>We are supported by the Foundation of Professional Development (FPD) and Stone3 Venture Technologies.</p>	<p>PPO Serve facilitates the establishment of the clinician-owned Integrated Clinical Consortia™ and manages the contractual relationships required to deliver healthcare of high value to patients on a sustainable basis. It offers quality improvement and clinical competencies development support to the multidisciplinary teams.</p> <p>PPO Serve provides a complete support infrastructure including a tailor-made toolkit, support services and our web-based workflow IT system, the Intelligent Care System (ICS) and analytics to optimise patient management.</p>	<p>Our healthcare system is in a crisis; people can no longer afford ever increasing Medical Scheme premiums, which are the result of fragmented care that causes gaps that drive up overall costs.</p> <p>Integrated Clinical Consortia™ provide high value patient centered care to defined populations, thus reducing overall healthcare costs.</p>

WHAT WE NEED

We are looking for a Clinical Midwife Specialist to design and oversee the implementation of Clinical Supportive Supervision programme for all nursing and midwifery staff caring for The Birthing Team (TBT) patients. The incumbent will also be accountable and responsible for the TBT Quality Improvement Programme.

The Birthing Team is a maternity healthcare company that aims to make healthcare affordable to all South Africans. The Birthing Team offers an end-to-end maternity care programme from pregnancy up to 6 weeks post-delivery, for an all-inclusive price. To date we have branches in Johannesburg, Durban, Pretoria and Polokwane, with others soon to follow.

YOU MUST BE:

Up-to-date with best-practice professional and skills development methodologies for midwives and nurses; have recent or current clinical experience, and computer literate. Able to combine your experience and management expertise to provide coaching and clinical mentorship in a supportive supervision programme. Confident and an advocate for making midwives the maternity primary care givers working to their full scope of practice.

YOU MUST WANT TO:

Work within a team environment. Share our passion for delivering exceptional work in pursuit of team-based maternity services that are affordable to a larger number of South Africans. You should relish the challenges and opportunities presented by being at the cutting edge of supply-side change management.

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YOU MUST BE ABLE TO: Lead. Learn quickly. Think broadly. Use your sharp clinical insights to deliver on complex situations - analyse, design, iterate and deliver on time. You should have worked in middle to senior management and managed/coordinated the efforts of multi-disciplinary teams in the delivery of all aspect of maternal and neonatal care. You must have working knowledge of the relevant regulatory, ethical and risk management guiding the practice of midwifery in South Africa and be able to apply that knowledge on the ground.

WHAT WE NEED YOU TO DO:

Implement a Clinical Supportive Programme for midwives in TBT partner hospitals

1. To partner with the hospital group to design and implement a Supportive Supervision programme to ensure all midwives and nurses at each site possess the requisite knowledge, skills and attitudes to work independently, as part of a team, to deliver integrated maternity care effectively
2. Coordinate educational activities, communicate protocol and guidelines updates; in order to maintain professional standards required to provide maternity care with high reliability
3. Promote professional accountability and support frontline utilization of team processes, tools and clinical guidelines in the delivery of care to the mother and her neonate
4. Be a role model for all midwives with ability to demonstrate critical technical and non-technical skills by getting involved in direct patient care; providing supportive supervision.
5. Be the bridge between PPO Serve and the maternity teams on the ground, ensuring and facilitating bidirectional flow of information. You will use your professional experience and systematic monitoring, in the iterative improvement of team structure and processes in pursuit of superior performance.

Quality improvement

6. Interpret health related data and apply your professional knowledge identifying and escalating quality and patient safety concerns, protecting TBT reputation and brand
7. Provide leadership and support for quality improvement by frontline staff
8. Contribute to the development and implementation of the clinical guidelines, and operating procedures making sure these are current and updated as required to keep pace with changing evidence and regulations
9. Participate in teaming activities in transforming providers to a high-performing multi-disciplinary maternity team
10. Conduct Quality Assurance and Clinical audits to ensure compliance with policies and procedures and that each team's operations are consistent with The Birthing Team's licensing agreement
11. Convene and oversee The Birthing Team Collaboratives

Qualifications and experience required

1. Degree in Nursing including midwifery
 - a. Certification as an Advanced Midwife highly recommended
 - b. Certification in Health Education desirable
2. Unit/ multi-disciplinary team management experience
3. A minimum of 10-years' experience practicing midwifery (antenatal, labour and delivery & postnatal).

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WHAT TO DO NOW

Should you be interested in applying or know someone who meet these minimum requirements, don't just send us your CV. Be sure that you interested in our passion and then help us understand why we need you to be part of our team.

- . Investigate Integrated Clinical Consortia (ICC™) on www.pposerve.co.za Read about Accountable Care Organisations (ACO's), PCMH, multidisciplinary teams and care coordination in Google. Do you want to help us change healthcare?
- . Write us a paragraph about what you think about the South African private healthcare system. What is good, what should be changed?
- . Write us a paragraph telling us why you would be a good Clinical Midwife Specialist.
- . Submit your latest detailed CV and the answers to the questions above to info@pposerve.co.za

<p>CONTACT US</p> <p>Info@pposerve.co.za</p>	<p>START DATE</p> <p>As Soon As Possible</p>	<p>SALARY</p> <p>Market related</p>
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