



MATERNITY IN FOCUS WORKFORCE SCHOLARSHIP SCHEME

APPLICANT GUIDELINES

March 2024

Maternity in Focus Workforce Scholarship Scheme

Maternity in Focus, ACT Health Directorate

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Purpose

In June 2022 the ACT Government released Maternity in Focus: The Public Maternity System Plan 2022-2032.¹ The 10-year system plan is supported by the 4-year Maternity in Focus: First Action Plan 2022-2025² (First Action Plan).

The First Action Plan contains 58 actions to improve services, support the workforce and better meet the needs of people accessing public maternity services in the ACT. Action 21.4 is to explore new scholarship opportunities for midwives and doctors, including training for midwives in perinatal loss, perinatal mental health and to become lactation consultants.

Accordingly, the new Maternity in Focus (MiF) Workforce Scholarship Scheme is funded through the First Action Plan to support growth, positive culture and professional development within the maternity system workforce in priority areas to increase workforce capacity and capability towards the Maternity in Focus reforms.

This scholarship scheme has been established for the ACT public maternity system workforce and key partners including nurses, midwives and doctors to undertake ongoing professional development courses (including postgraduate courses) in perinatal loss, perinatal mental health and to become lactation consultants, as well as priority areas in the First Action Plan or an area of identified workforce need.

The scholarship scheme will be monitored and evaluated as a part of the Maternity in Focus Monitoring and Evaluation Framework to ensure the intended outcomes of the scholarship scheme have been achieved and provide feedback on opportunities for improvement and strengthening the scheme.

NOTE: The scholarship scheme is designed for applicants to receive study reimbursement.

Terminology

General Practitioner (GP) Shared Care is antenatal care shared between the GP, midwives and multidisciplinary team as required within a hospital, with birth occurring at the hospital and postnatal care provided by the GP and midwives.

Manager means a person who has responsibility for planning, organising and leading a work unit or group activity. This may be your line manager, clinical director or equivalent.

Maternity means the care provided during pregnancy and in the postpartum period. This is the current terminology used in clinical practice and literature, and includes care provided to any woman or pregnant/birth person and their newborn baby. This includes any nurse, midwife or doctor working within these services: Outpatient, inpatient maternity services (all models) including Special Care Nursery and Neonatal Intensive Care Unit (NICU) and Maternal, Child and Family Health (MACH) Services, ACT Health Directorate, Winnunga

¹ Available on the [Maternity in Focus](#) website.

² Available on the [Maternity in Focus](#) website.

Nimmityjah Aboriginal Health and Community Services, GPs working in antenatal and postnatal care and Tresillian Queen Elizabeth II Family Centre (early newborn care).

Medical Practitioner or doctor may include Junior Medical Officers (JMOs), registrars, obstetricians, and GPs.

Nurse may include enrolled nurses, registered nurses, and nurse practitioners.

Study reimbursement is payment to the scholarship scheme recipient in one of two ways:

- For completed study and on provision of evidence of attendance/ completion/ pass grade and receipt of payment.
- For course of study undertaken or planning to undertake, on provision of enrolment and invoice.

Scholarship scheme recipients who cannot provide evidence of attendance/ completion/ pass grade will be invoiced to pay back the scholarship scheme funding.

Workforce Scholarship Scheme encompasses study reimbursements for courses or programs that are identified as a current area of need within the ACT health services. Targeted workforce scholarship schemes enhance practice in service areas and professions, particularly those with identified workforce needs.

Section 1: Eligibility criteria

1.1 Applicant eligibility criteria

For the purposes of this scholarship scheme, applicants must:

- Be a currently registered midwife, nurse, or medical practitioner (see Terminology for definitions) with no conditions, undertakings, or reprimands as supported by **evidence of current Australian Health Practitioner Regulation Agency (AHPRA) registration; AND**
- Be an **Australian citizen or permanent resident** of Australia; **AND**
- Be currently employed and working permanently full-time or part-time within the in the ACT Public Maternity Service (including Canberra Health Services, the ACT Health Directorate (ACTHD) or Tresillian Queen Elizabeth II Family Centre (QEII) – see definition under Terminology). You may also be a temporary or casual employee – defined as working or holding a position with these agencies for at least 12 months, working at least at 0.4 Full-Time Equivalent (FTE);
OR be a GP providing shared care to women and pregnant people in the ACT;
OR maternity staff working at Winnunga Nimmityjah Aboriginal Health and Community Services who provide care to women and pregnant people in the ACT; **AND**
- Be supported by the applicant’s manager as evidenced by a signed Manager Recommendation Form; **AND**

- Not be subject to any disciplinary processes or undergoing performance management; **AND**
- **Have completed all mandatory fields of the Application Form, including the selection criteria questions (see [4.1 Assessment process](#) for further details) and provision of formal evidence of enrolment or completion from the course provider.**

NOTE: Eligibility criteria are strictly adhered to. It is the applicant's responsibility to ensure they meet eligibility criteria and submit an eligible application. Applicants who are ineligible will not be considered.

1.2 Staff not in scope

- Allied health professionals are not eligible to apply. Please see link to [Allied Health Postgraduate scholarship scheme](#) for more information.
- Health professionals not working within the ACT Public Maternity Service, excluding GPs providing shared care and maternity staff working at Winnunga Nimmityjah Aboriginal Health and Community Services, are not eligible to apply.

1.3 Course eligibility criteria

Eligible courses are:

- In one of the four priority areas (see [Section 2](#) for more details); **AND**
- Offered by an Australian onshore university OR an educational body with an Australian Business Number; **AND**
- Supported by the applicant's manager as evidenced by a signed Manager Recommendation Form; **AND**
- No more than 12 months in duration full-time. Applicants can apply to study part-time; **AND**
- Where the course or part thereof has been completed in the current financial year (1st July 2023-30th June 2024);

OR for which proof of enrolment is available and submitted by the closing date for applications in [Section 3.1 Opening and closing dates](#); **AND**

- Where a copy of invoice or receipt of payment is available and submitted by the closing date for applications in [Section 3.1 Opening and closing dates](#); **AND**
- (if applicable) Accredited by your professions accrediting body (i.e. listed on [Australian Health Practitioner Regulation Agency - Approved Programs of Study](#)) – *this point only applies for Midwifery endorsement courses.*

A sample list of courses that meet priority areas is provided at [Appendix 1](#).

Ineligible courses are:

- Courses offered by overseas universities, whether through online study, on-campus study, or partnerships with Australian universities.

1.4 Exclusion criteria

Maternity in Focus may exclude applications at any time during the application process, including under the following circumstances:

- The application is not submitted through email to maternityinfocusscholarships@act.gov.au;
- The application is incomplete or missing documents;
- The application does not meet the eligibility criteria;
- The application is submitted after the closing date;
- The application is not supported by the applicant's manager;
- The applicant has received, or intends to receive, funding from another source for the same unit or course of study – applicants who have received partial funding for the same course should obtain advice from the Scholarship Scheme Administrator for eligibility; or
- The application includes false or misleading information.

NOTE: Applicants may only submit ONE (1) application and each application must be for ONE (1) course in the MiF Workforce Scholarship Scheme.

1.5 Alternative study support schemes

- Any applicant who seeks or gains support from other schemes must note this on their Application Form.

NOTE: Approved Scholarship Scheme recipients who apply to another funding source for the same course of study may be required to choose which funding source they accept. Further advice can be obtained from the Scholarship Scheme Administrator.

- Alternative study support schemes for ACT Government employees may include:
 - **Study Assistance:** This is an ACT Government scheme to support staff to acquire skills and knowledge through recognised external qualifications that will benefit the organisation and the individual. Provision of study leave and/or financial assistance is at the discretion of your approving delegate after consideration of equity and fairness in allocation of assistance, your performance plan and development needs, and work area requirements. Financial support is refunded after successful completion of unit(s). MiF Workforce Scholarship Scheme recipients are not eligible to apply for financial assistance through this scheme but may apply for study leave.

- **Professional Development Funding:** Financial support for further education and training may be available to staff under the terms and conditions of employment or in the relevant enterprise agreement where staff meet identified eligibility criteria to undertake professional development, training, and educational activities. Applicants must access their relevant organisational procedures for information regarding eligibility criteria, eligible expenditure, administrative and financial processes involved.

Section 2: Prioritisation criteria

- Applicants will be scored and ranked according to [4.1 Assessment process](#).
- As part of the application, courses of study will be required to be linked to at least one of the following identified priority areas below, in order of highest to lowest priority these are:
 - **Priority 1** – perinatal loss, perinatal mental health, bereavement care and lactation specific education, including sitting the International Board-Certified Lactation Consultant certification examination.
 - **Priority 2** – providing culturally appropriate care, trauma informed care or postgraduate courses for endorsement (prescribing rights) for midwives.
 - **Priority 3** – any area that aligns with a goal and associated action in the Maternity in Focus: First Action Plan 2022-2025.³
 - **Priority 4** – an area identified as a workforce shortage and approved by your manager (Registered Nurse/Registered Midwife 3.2 or equivalent or higher). These include but are not limited to laparoscopy, vacuum-assisted delivery, maternity safety, obstetric multi-professional training, breech deliveries, and bedside sonography.
- If the number of fundable applications exceeds the available funds, applicants will be prioritised as per stage 3 of [4.1 Assessment process](#).

Section 3: Submitting an application

3.1 Opening and closing dates

- Applications will only be accepted during the defined application period.
- Applications open Wednesday 3rd April 2024 and close at 5:00pm ACT local time on Wednesday 15th May 2024. Late applications will not be accepted.

³ Available on the [Maternity in Focus](#) website.

3.2 Application package

- The following documents are available from the ACT Health Directorate [Maternity in Focus](#) website:
 - Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines
 - Maternity in Focus Workforce Scholarship Scheme Application Form
 - Maternity in Focus Workforce Scholarship Scheme Manager Recommendation Form
- Applicants should familiarise themselves with the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines, requisite documents, and Maternity in Focus Workforce Scholarship Scheme Application Form to ensure they understand the requirements of the Scheme and can submit a complete application by the closing date.
- The Maternity in Focus Workforce Scholarship Scheme Manager Recommendation Form will require Managers to confirm the applicant’s employment status.

3.3 Selection criteria

- As part of the Maternity in Focus Workforce Scholarship Scheme Application Form, applicant’s will be required to submit three (3) written responses to the following selection criteria questions:
 - (a) Describe how the course of study is relevant to one (1) identified priority area outlined in [Section 2](#) of the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines (max 200 words);
 - (b) Describe how the course of study has impacted your practice. For courses not commenced, describe the anticipated impact (max 200 words);
 - (c) Describe how the course has impacted the women and pregnant people you work with, including numbers, strength of impact, and/or made an impact for priority groups and those experiencing vulnerability as described on pages 17-18 of the Maternity in Focus: The Public Maternity System Plan 2022-2032.⁴ For courses not commenced, describe the anticipated impact (max 200 words).
- The selection criteria questions will be assessed as detailed in [4.1 Assessment Process](#) and the assessment criteria scoring matrix at [Appendix 2](#).
- Any words written beyond the stipulated word limit will not be read by the assessment panel.
- It is important that the applicant discusses their responses to the selection criteria with their manager prior to submission of application to ensure their manager supports the applicant’s claims.

⁴ Available on the [Maternity in Focus](#) website.

3.4 Managers

- Applicants must include the name and email address of their current manager for their position within the ACT Public Maternity System in their Manager Recommendation Form.
- Managers must be their current line manager or clinical director or equivalent. Applicants are expected to discuss their application with and gain support from their manager. This manager does not have to be a health professional.
- Managers must be at Registered Nurse/Registered Midwife 3.2 classification (or equivalent) or above that level.

3.5 Submitting a complete application package

- Applicants must submit a **complete** application, which includes the following:
 - Maternity in Focus Workforce Scholarship Scheme Application Form;
 - Maternity in Focus Workforce Scholarship Scheme Manager Recommendation Form completed and signed by manager who meets criteria outlined in [Section 3.4](#);
 - Copy of AHPRA registration details (practitioner name under which you are registered, registration expiry date and registration number) from the AHPRA website or card;
 - Copy of documentation from course provider acknowledging your course completion or enrolment;
 - Copy of course outline or equivalent signed by the manager who has completed the Manager Recommendation Form; and
 - Copy of invoice or receipt of payment for each unit/course.

NOTE: All applications, including **Manager Recommendation Form**, must be submitted via email to maternityinfocusscholarships@act.gov.au on or before 5:00pm ACT local time on the advertised closing date.

PDF format is preferred for all documents above.

- Receipt of applications will be acknowledged by the Scholarship Scheme Administrator via email.

Section 4: Assessment and funding of applications

4.1 Assessment process

- The scholarship scheme is eligibility-based and are from limited funds, they are not entitlement based. Applicants: please note that not all eligible applications may be successful or fully funded and any out-of-pocket expenses incurred is the responsibility of the applicant.
- The assessment panel is chaired by the MiF Workforce Scholarship Scheme Administrator (Senior Director of Maternity in Focus) and will include additional representatives to be confirmed. The assessment panel will be multidisciplinary.
- The assessment panel will review applications through a staged process:
 - **Stage 1:** Applications will first be reviewed against the eligibility criteria in [Section 1](#) of the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines. Applications identified as meeting the eligibility criteria are referred to the MiF Workforce Scholarship Scheme assessment panel. Only eligible applications will move to the next stage.
 - **Stage 2:** Eligible applications will be assessed by the assessment panel through a competitive merit process.

The panel considers each application on its merit against the assessment criterion, and against other applications, based on:

2(a) How relevant the course of study is to one (1) identified priority area outlined in Section 2 of the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines;

2(b) The relationship between the course of study and how it has impacted practice. For courses not commenced, this is the anticipated impact for practice; and

2(c) The relationship between the course of study and its impact for:

- women and pregnant people, including numbers and strength of impact.
- priority groups and those experiencing vulnerability as defined in pages 17-18 of the Maternity in Focus: The Public Maternity System Plan 2022-2032.⁵ For courses not commenced, this is the anticipated impact.

The course outline may be used to verify applicants claims and the manager's support will be viewed favourably for each criterion above.

Applications will be rated using the Assessment Scoring Matrix at Appendix 2 of the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines. With

⁵ Available on the [Maternity in Focus](#) website.

reference to the Assessment Scoring Matrix at [Appendix 2](#), **only applicants that score 2 or above on criterion 2(a) AND 3 and above on each criterion 2(b) and 2(c) will be considered for funding, in the first instance.**

- **Stage 3:** If after stage 2, the number of fundable applications exceeds the available funds, applicants will be prioritised in order of:
 - Aboriginal and / or Torres Strait Islander peoples;
 - Applicants who have partially or fully completed the course of study;
 - Applicants who have no previous scholarship or study reimbursement funding, excluding previous funding for lactation consultant certification;
 - Applicants who have received ACT Health Directorate scholarship or study reimbursement funding more than 2 years ago.
- Noting that as this is the first time that the MiF Workforce Scholarship Scheme will be offered, if the assessment panel finds the criteria [Appendix 2](#) to be inadequate and requires another criteria to be able to allocate the funds then that new criteria will be applied to all applications.

4.2 Scholarship scheme funding

- Scholarship scheme funding is a study reimbursement as defined in the [Terminology](#).
- Payment will occur on receipt of an invoice or receipt of payment. The recipient must also provide the evidence of attendance/completion/pass grade after unit/course completion.

NOTE: If the participant is not able to provide evidence of attendance/completion /pass grade, they will be invoiced to pay back the scholarship scheme funds.

- Payments are provided through electronic funds transfer directly into the scholarship scheme recipient's nominated bank account.
- Successful scholarship scheme recipients will receive a Deed of Agreement. Recipients are required to sign the Deed of Agreement, have their signature witnessed, and return it to Maternity in Focus, ACT Health Directorate via email to maternityinfocusscholarships@act.gov.au by the due date specified in the Deed of Agreement. Scholarship scheme recipients who fail to return a signed Deed of Agreement will not be paid scholarship scheme funds.

4.3 Scholarship scheme tax implications

- Applicants granted a study reimbursement are responsible for any associated personal taxation and financial implications that may result.

NOTE: It is recommended all recipients seek independent tax advice regarding the scholarship impact on their personal income tax.

- Study reimbursements may have Fringe Benefit Tax (FBT) liability.
- As applicant's employers may incur liability for FBT, successful scholarship scheme applicants should notify their employer at the time of receiving a proposed scholarship scheme offer.
- Scholarship scheme recipients receiving study reimbursement and who are employed by the ACT Health Directorate will be sent a Fringe Benefit Tax Declaration form to complete and return to Maternity in Focus, ACT Health Directorate via email to maternityinfocusscholarships@act.gov.au. Completion of the Fringe Benefit Tax Declaration form will not result in personal financial liability.

Section 5: Scholarship scheme offer

5.1 Receiving an offer

- All successful and unsuccessful applicants will be advised of the outcome of their application by email.
- Applicants who receive an offer will be advised via email of the proposed scholarship scheme offer, the semester/s for which the funding is offered and the amount of funding being offered.
- Applicants who receive an offer will be sent a formal Deed of Agreement.
- When the Deed of Agreement is signed and returned, the applicant's status changes to that of scholarship scheme recipient.
- Scholarship scheme recipients will be provided with detailed information on how to make a scholarship scheme claim.

5.2 Scope of scholarship scheme offer

- Study reimbursements are awarded upon proof of invoice or receipt of payment.
- Course fees will be paid in accordance with the following fee scale, if funds allow:
 - Courses that have been assessed as **Priority 1** will receive up to a maximum of \$4,500.
 - Courses that have been assessed as **Priority 2** will receive up to a maximum of \$3000.
 - Courses that have been assessed as **Priority 3** will receive up to a maximum of \$2,500.
 - Courses that have been assessed as **Priority 4** will receive up to a maximum of \$1,000.

- Specifically, the scope of the funding offer is limited to full or partial cost of course tuition fees only, as identified by the university/education provider on the applicant’s tax invoice or Commonwealth Assistance Notice relevant to a period of study.
- ACT Health Directorate has complete discretion to determine distribution of funds awarded to successful applicants. The availability of funding is dependent upon the funding allocation.

5.3 Items not in scope as part of scholarship scheme offer

- The scholarship scheme offer does not include any of the following study related items:
 - Student Services and Amenities Fees (SSAF);
 - Late fees;
 - Course books;
 - Training materials;
 - Costs associated with face-to-face on-campus attendance;
 - Fees to re-sit a course or unit they have failed – refer to [Section 7.1](#);
 - Any other study related costs or arrangements including Study Leave, accommodation, salary and wages, travel, etc.

5.4 Clinical placement implications

- Clinical Placements are not the responsibility of the Maternity in Focus Workforce Scholarship Scheme.
- Placements are available within several ACT Government public health facilities and are run in accordance with the Deeds and Schedules of education providers.
- If your course of study has a requirement for practicum or placement hours, your education provider must contact the ACT Health Directorate Clinical Placement Office (CPO) to discuss or arrange the required clinical placement.
- Students are not to approach ACT public health services initially to organise their own placements.
- **Questions regarding placements should be directed to your education provider, or the Clinical Placement Office at CPO@act.gov.au.**

Section 6: Appeals

- Should an applicant be dissatisfied with the MiF Workforce Scholarship Scheme assessment panel decision, an appeal may be made for review.
- The appeal must:
 - be made in writing;
 - be submitted within 8 weeks of the applicant receiving notification of the panel's decision;
 - identify the basis of the appeal; and
 - be addressed to the Deputy Director General of ACT Health Directorate and emailed to maternityinfocusscholarships@act.gov.au.
- The decision of the Deputy Director General is final.
- Applicants may also provide feedback relating to the process at any time. Feedback should be constructive and appropriate in tone.

Section 7: Changes to study program post scholarship scheme acceptance

7.1 Extension and suspension

- Scholarship scheme recipients are required to advise Maternity in Focus, ACT Health Directorate in writing via email to maternityinfocusscholarships@act.gov.au of any changes to their program of study, including but not limited to:
 - the number of study units undertaken;
 - the course of study undertaken;
 - withdrawal from a unit or course of study;
 - failure to satisfy minimum course requirements or qualify for a pass grade (fail); or
 - any change of employment circumstances such as temporary or permanent cessation of employment with an eligible organisation, temporary or permanent movement between eligible organisations, leave-without-pay or extended personal leave.
- For exceptional circumstances, an extension may be granted up to 12 months (or part-time equivalent) from the start date as per the Deed of Agreement. The approval of extension will be at the discretion of the Deputy Director General. The decision of the Deputy Director General is final.
- Extension requests must:
 - be made in writing;
 - be submitted as soon as is reasonably practicable;

- provide a reason for request for extension; and
- be addressed to the Deputy Director General of ACT Health Directorate and emailed to maternityinfocusscholarships@act.gov.au.

NOTE: Scholarship scheme recipients who fail a course/unit are ineligible to receive payment/reimbursement for that course/unit of study and are responsible for paying course fees to re-sit that unit or if the participant is not able to provide evidence of attendance/completion/pass grade they will be invoiced to pay back the scholarship scheme funding.

- If a scholarship scheme recipient undertakes fewer units than outlined in their application, they will only receive reimbursement for units undertaken or, for paid upfront study reimbursement, recipient will be invoiced to pay back the scholarship.
- If the cost of the approved units/course decreases after their application is submitted, the scholarship scheme recipient will only receive reimbursement for the actual course/unit cost, or paid upfront study reimbursement, recipient will be invoiced to pay back the difference.
- If a scholarship scheme recipient undertakes more units/courses than outlined in their application, or the cost of the approved units/course increases after their application is submitted, the approved amount is the maximum amount reimbursed or paid upfront. There is no capacity to increase the offer made.

7.2 Termination

- All requests for variation to the Deed of Agreement must be notified in writing to Maternity in Focus, ACT Health Directorate via email to maternityinfocusscholarships@act.gov.au.
- The MiF Workforce Scholarship Scheme may be terminated at any time:
 - at the recipient’s request;
 - if in the opinion of the ACT Health Directorate, the recipient’s performance is unsatisfactory;
 - if the recipient fails to observe the conditions of the Deed of Agreement; or
 - if there is any change of employment circumstances where the scholarship scheme recipient would not be eligible to continue to receive the scholarship scheme funds, such as temporary or permanent cessation of employment with an eligible organisation.
- If termination is to occur, recipients may be invoiced to pay back the scholarship scheme funds as per the Deed of Agreement.

7.3 Lapse of study reimbursement

- A study reimbursement will be deemed to have lapsed:
 - upon completion of the program;
 - when all money has been paid according to the agreed amount as stated on the Deed of Agreement;
 - if request for payment/reimbursement and the supporting required documentation has not been received by Maternity in Focus, ACT Health Directorate after 8 weeks of completion of the course;
OR by the date that has been agreed upon with the Scholarship Scheme Administrator; or
 - the course is not completed within 12 months (or part-time equivalent) from the course start date which is in the Deed of Agreement, with exception to scholarship scheme recipients who have been approved for extension. Recipients may be invoiced to pay back the scholarship funds as per the Deed of Agreement.

Section 8: Knowledge sharing and evaluation

- Maternity in Focus, ACT Health Directorate will conduct ongoing evaluation of the Scheme to continually improve and ensure opportunities meet the identified objectives. At the end of each academic year the administrative process of the scholarship scheme program are evaluated.
- Data collected from the application form may be used for evaluation to guide improvements for the scholarship scheme.
- Scholarship scheme recipients may be invited and are expected to provide feedback on the learning gained and benefits of the scholarship scheme and the program of study to themselves, their workplace / service / team, and their organisation across a variety of forums.
- To inform this evaluation, the scholarship scheme recipient must submit a reflection (max 300 words) describing how the relationship between the completed course of study has impacted their practice. This will be requested to be submitted within 8 weeks of course completion.
- Maternity in Focus, ACT Health Directorate may contact the scholarship scheme recipient up to two years after course completion to assist with this evaluation.
- Data collected will be de-identified and analysed and may be used to guide improvements for the scholarship scheme, or referenced in future reports, presentations, or publications.

Section 9: Copyright and publication implications

- Funding support from the ACT Health Directorate MiF Workforce Scholarship Scheme must be acknowledged in all reports, publications, conference papers and posters that have direct correlation with the recipient's course of study. The MiF Workforce Scholarship Scheme Administrator must be advised in advance of the intention to disseminate a report, publication, conference paper or poster in which funding support from the ACT Health Directorate MiF Workforce Scholarship Scheme is acknowledged.

Appendix 1

Sample of courses that meet priority areas

Multidisciplinary

Course	Provider
<u>Perinatal Loss in Practice: What Hospital Staff Need to Know</u>	COPE Training Hub
<u>Applied Skills in Perinatal Mental Health Assessment and Care</u>	COPE Training Hub
<u>Perinatal and Infant Mental Health Intensive Training Package</u>	Perinatal Training Centre
<u>Foundations of Reflective Supervision and Leadership</u>	Perinatal Training Centre
<u>International Board-Certified Lactation Consultant</u>	International Board of Lactation Consultant Examiners
<u>10960NAT Diploma of Breastfeeding Management</u>	Australian Breastfeeding Association
The <u>Australian Breastfeeding Association Workshops for Health Professionals</u> covering a range of topics related to breastfeeding management and promotion	Australian Breastfeeding Association
The Australian Breastfeeding Association offers <u>online learning modules</u> to help you engage in best-practice breastfeeding support for mothers and their support networks	Australian Breastfeeding Association
Relevant <u>University of Canberra Faculty of Health</u> short courses	University of Canberra

Midwifery specific

Course	Provider
<u>Healing Birth Trauma Sydney 2024 Workshop</u>	Birth International
<u>Graduate Certificate in Midwifery Screening Diagnostics and Prescribing</u>	Curtin University
<u>Graduate Certificate in Midwifery Diagnostics and Prescribing</u>	Edith Cowan University
<u>Prescribing for Midwives</u>	Griffith University
<u>Perinatal Mental Health</u>	Griffith University
Relevant <u>short courses</u> provided by the Australian College of Midwives	Australian College of Midwives (ACM)

Midwifery and nursing specific

Course	Provider
<u>Murra Mullangari: An introduction to Cultural Safety and Cultural Humility</u>	CATSINaM Ltd (Congress of Aboriginal and Torres Strait Islander Nurses and Midwives)
<u>Advanced Breastfeeding and Lactation</u>	Griffith University

Medical practitioner specific

Course	Provider
<u>Cultural Awareness – An Introduction to Cultural Safety</u>	Australian Indigenous Doctors' Association (AIDA)
Relevant <u>courses</u> provided by RANZCOG	The Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG)
Relevant <u>NDC Courses</u> for GPs	The NDC Institute

Appendix 2

Assessment Scoring Matrix

Criterion	Rating	Score
2(a) Relevance of the course of study to one (1) identified priority area outlined in <u>Section 2</u> of the Maternity in Focus Workforce Scholarship Scheme Applicant Guidelines.	Alignment with Priority 1 is good to excellent	5
	Alignment with Priority 2 is good to excellent	4
	Alignment with Priority 3 is good to excellent	3
	Alignment with Priority 4 is good to excellent	2
	Alignment with any priority is poor	1
2(b) Relationship between the course of study and how it has impacted practice.	Excellent	5
	Good	4
	Average	3
	Poor	2
	Does not meet criteria	1
2(c) Relationship between course of study and its impact for women and pregnant persons, and/or impact for priority groups and those experiencing vulnerability as defined in pages 17-18 of the Maternity in Focus: The Public Maternity System Plan 2022-2032. ⁶	Excellent	5
	Good	4
	Average	3
	Poor	2
	Does not meet criteria	1
<i>The course outline may be used to verify applicants claims and the managers support will be viewed favourably for each criterion above.</i>		

A score out of 15 will be applied to each of the three (3) assessment criterion. A total of 15 is the highest score any application can receive. **Only applicants that score 2 or above on criterion 2(a) AND 3 and above on each criterion 2(b) and 2(c) will be considered for funding, in the first instance.**

⁶ Available on the [Maternity in Focus](#) website.

Acknowledgment of Country

We acknowledge the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. We acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region.

Accessibility

If you have difficulty reading a standard printed document and would like an alternative format, please phone 13 22 81.



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