

Midwifery Care of Peel and Halton Hills, for a period of one year beginning on October 1st of 2010 and ending no later than September 30th of 2011 is looking for a general registrant midwife to engage in a contract for a pilot 1/2 time job share in our Georgetown satellite office. The expectation will be that this midwife will relocate within our catchment area for the duration of her contract with the practice group and will work primarily serving clients who live in Brampton and Halton Hills. Preference will be given to midwives who have experience providing full scope of midwifery practice including management of epidural analgesia and oxytocin augmentation and induction, as well as comfort with promoting and supporting women regarding home birth.

The aim is to support the model for a year and to review the model no later than March of 2011 in order to determine if the job share can be supported to continue on an ongoing basis.

- we are committed to supporting each other as professionals, colleagues and friends
- we recognize that people's lives will change over time and that their priorities, needs and abilities will change too
- we are committed to attempting to support midwives to work within our practice in ways that reflect those changing priorities, needs and abilities

As such we feel it is important to commit to supporting this job share but in the interest of also being responsible partners in the business of the practice we have decided to implement this new approach as a pilot project for our practice group and to evaluate how it works for the clients, community and practice prior to committing to continuing with, or amending the model as needed.

The pilot 1/2 time job share that the partnership is looking to assess will include the following elements;

- the 1/2 time job share team will comprise half of a regular existing team of midwives (meaning that as two 1/2 time midwives they will be expected to do the work of one full time midwife in our current team based model of one week of clinic and one week of on call)
- each member of the 1/2 time job share team will provide one full regular week of clinic - 2 full days of clinic (without being on call), one full week of being on call and two weeks completely off during which their 1/2 time partner will provide one week of clinic and one week of on call; their full time partner will do one week of clinic and one week of call for the entire 4 weeks of the rota in the opposing rotation
- the 1/2 time job share team will maintain privileges at Trillium Health Centre, Georgetown District Hospital and William Osler Health Centre - Brampton Civic site while partnered with the full time midwife
- clients will be afforded consistent clinical care from midwives regardless of who their assigned team is or what model they work within (this means that all clients will be afforded the same access to their midwives with respect to clinic appointments, home visits, postpartum home visits and attendance at births)
- privileges at the hospital will be managed globally and individual midwives may be asked to apply for or give up privileges dependent on what works for the group as a whole
- clinical expectations will be consistent regardless of who the midwives are and what model they work in (this means that on call versus clinic week expectations will be the same for all midwives with respect to attendance at births for primaries and back-ups, prenatal and postpartum visits, follow up on lab work, student supervision, NR mentorship)
- an evaluation tool will be developed to assess on a weekly/monthly basis if workload is being equitably shared between the two half time team members and their full time partner and how the pilot is progressing in order to offset any potential challenges that arise
- a check in will happen each week during the practice meeting to identify any challenges that arise and try to brainstorm solutions
- a designated point person will be identified that midwives can go to for any concerns they have with regards to how the pilot is proceeding

- part time practice will only be supported as part of a job sharing model and the two half time partners will be considered a "package deal", if one of them ceases to be able to participate in the team there will be no obligation to continue to support a part time model for a single midwife
- the part time team of midwives will be entitled to 4 weeks off per holiday year with no more than 2 consecutive weeks being taken off (which can be paired with their existing two weeks off per month)

CVs can be submitted by mail, fax or email to:

Eleanor Broadley, Midwifery Care of Peel & Halton Hills, Georgetown Office  
1A Princess Anne Drive, Unit 105, Georgetown ON L7G 4W4  
Fax 905-702-0544 email: [midwiferycarenorth@mcphh.ca](mailto:midwiferycarenorth@mcphh.ca)

Interviews to take place the after JUNE 14th Only those invited for interviews will be contacted.