



University of
**Southern
Queensland**



1 January 2026

2026 Professional Midwifery Practice Guide

Graduate Certificate of Midwifery

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Introduction to Placement

Professional midwifery practice, hereafter referred to as placement, is a vital component of your degree, delivered through a collaborative partnership between UniSQ and the allocated placement agency. It complements academic coursework by offering opportunities to develop practical skills, apply theoretical knowledge, and demonstrate professional competence.

This guide outlines essential information for undertaking placement, including requirements, expectations, conduct, and responsibilities. Students must read this document thoroughly and contact the Work Integrated Learning (WIL) Team or Placement Coordinator with any questions. UniSQ and placement agencies reserve the right to terminate placements if guidelines are not followed.

Contacts

Whom to Contact for Placement Questions

Your first point of contact for any placement-related queries should be either the **WIL Team** or the **Academic Team**, depending on the nature of your question. Students are expected to demonstrate professional and collegial communication when engaging with university staff and key stakeholders. All interactions should reflect respect, clarity, and accountability, consistent with standards of professional practice.

The Work Integrated Learning (WIL) Team

The WIL Team includes WIL Officers and Support Staff based in Toowoomba, Ipswich, and Springfield. They are responsible for:

- Coordinating with agencies and academics to source and allocate placements
- Reviewing and verifying mandatory placement documents
- Sharing key deadlines and placement updates

They can assist with any questions or issues you have while preparing for or attending placement. You can reach them via iConnect, online chat, phone, or email.

The Academic Team

Your Academic Team contact is the Course or Placement Coordinator for your Professional Placement course. They can help with:

- Performance-related concerns or professional issues during placement
- Discussing non-compliance with mandatory requirements
- Responding to agency concerns about safety, professionalism, or ethics

They are based at the Ipswich Campus and can be contacted by phone or email to arrange an appointment.

Placement Contacts – Whom to Contact and When

Scenario	Whom to Contact	Examples of Questions	Contact Method
General placement queries and support, document submission, allocation updates, make up hours,	WIL Team (Work Integrated Learning)	<ul style="list-style-type: none"> • How do I submit my placement documents? • What are the key deadlines? • Can I change my placement dates? • I haven't received my placement confirmation. • What happens if I don't meet mandatory requirements? 	Email: support@unisq.edu.au Chat: https://usqassist.custhelp.com/app/chat/chat_launch/ Phone: (07) 4631 2285
Academic or professional concerns during placement	Academic Team (Course or Placement Coordinator)	<ul style="list-style-type: none"> • I'm having issues with my placement supervisor. • I need to discuss professionalism or safety concerns. • Why did I get a DA / I grade? 	Name: Danielle Gleeson Email: danielle.gleeson@unisq.edu.au Phone: 07 3812 6299 Campus: Ipswich

Placement Course Specifications

The course specifications provide information about each course approved for the University's teaching program. Download your course specification and become familiar with what you must do to obtain a passing grade in the course. Students should also ensure they have satisfied the pre-requisite, co-requisite and other requisite requirements for each course. If in doubt, contact the Enrolments Team via iConnect. Further information about your placement courses can be found in the [UniSQ Handbook](#) and on the StudyDesk sites.

Program Placement Requirements and Structure

To meet the requirements of the midwifery program, students must complete a year-long integrated placement experience from the beginning of February to the end of November. Full-time students can enrol in MID5199 and MID5299 concurrently, while part-time students will take MID5199 in the first year and MID5299 in the second year.

Students must attend their designated placement site at a full-time equivalent (FTE) sufficient to complete approximately 1,100 placement hours. This ensures that the required Episodes of Care, as mandated by Australian Nursing and Midwifery Accreditation Council (ANMAC), are fully completed. For full-time students, this equates to about 0.7 FTE.

Student Registration Obligations

Registered Midwives are governed by national legislation, the [Health Practitioner Regulation National Law Act 2009](#). The role of the Nursing and Midwifery Board under this national law is to protect the public. The National Law clearly states what is required of the University, and of the student, to ensure compliance for all students attending professional placements. This obligation means students must be fit to practice and must act within the guidelines of the law while on professional placements.

Section 90 of the Health Practitioner Regulation National Law Act 2009 is about the registration of midwifery students. Students are registered with the Australian Health Practitioner Regulation Agency (AHPRA) at the commencement of study. At UniSQ this occurs after the Census Date. Student registration expires at 'the end of the day on which the student completes, or otherwise ceases to be enrolled in, the approved program of study' (Section 90. P126 Health Practitioner Regulation National Law Act, 2009).

An education provider is required under the National Law to notify AHPRA if they reasonably believe:

- A student enrolled in a program of study provided by the education provider has an impairment that, in the course of the student undertaking clinical training as part of the program of study, may place the public at substantial risk of harm; or
- A student for whom an education provider has arranged clinical training, may place the public at substantial risk of harm.

Information provided from Section 143 National Legislation 2009.

Students have an obligation under the National Law to notify AHPRA within seven days if:

- They have been charged with an offence punishable by 12 months imprisonment or more; or
- They have been convicted of, or are the subject of, a finding of guilt for an offence punishable by imprisonment; or
- Their registration under the law of another country that provides for the registration of students has been suspended or cancelled.

Scope of Practice

The scope of practice for midwifery students refers to the activities they are educated, competent, and authorised to perform. This scope evolves throughout the course of the degree and is influenced by:

- Progression in the program
- Clinical environment requirements
- Patient/client acuity
- Availability of supervision and support

The current scope of practice is determined by the student's stage in the program and the specific course in which they are enrolled. The Course Coordinator provides guidance on the applicable scope of practice for each placement.

Students must always work under the supervision of a registered Midwife and follow agency policies, especially regarding drug administration. It is your responsibility to understand and adhere to these guidelines. Practising outside your scope may result in an unsatisfactory grade.

To ensure ethical and professional conduct, students should review the Nursing and Midwifery Board of Australia (NMBA) documents available via the Placement Hub or the links below.

[Midwifery Students Code of Conduct for Midwives \(2018\)](#)

[Midwifery Practice Standards \(2018\)](#)

[International Code of Ethics \(2018\)](#)

Definitions of Key Terms

Placement: Professional Midwifery Practice (PMP) means the placement of a student at an agency for the purposes of gaining practical experience in the profession of their study.

Placement Hub: The Placement Hub refers to the Midwifery Ultra Mega (MUM) site.

Placement Coordinator (Course Coordinator): The suitably qualified employee of UniSQ who is employed to organise, coordinate and/or supervise the professional placement arrangements and/or experience of students enrolled in an approved course.

Work Integrated Learning Officer: The administrative employees of the University who are members of the Work Integrated Learning Team.

Agency: An organisation that provides structured and supervised practical experience for students for the purposes of enhancing their work readiness.

Supervisor: A suitably qualified individual who has been nominated by the agency to supervise the student while undertaking professional placement. May also be referred to as clinical facilitator or preceptor

InPlace: Online platform for placement-related information (mandatory documents, placement allocation details, student logbooks), accessed via inplace.unisq.edu.au

Period of Study: Refers to model of study chosen for the program/course e.g. Year-Long, Trimester etc.

Mandatory Document Requirements and Resources

Placement Calendar

The Placement Calendar, available on your program's Placement Hub, outlines key dates for placement opportunities each study period. It helps you plan around residential schools, exams, and other university commitments, and supports timely submission of important personal information and mandatory documents.

Students must be available for placement at any time during the study period, including breaks and exam weeks. Please consider this when enrolling and making personal arrangements.

Important Dates

It is important that you plan and prepare for your placements. To assist with this, the WIL Team provide you with an 'Important Dates' document which is available on your program Placement Hub. This document provides you with all the keys dates that need to be adhered to, to ensure your placement allocation and commencement goes smoothly.

These include:

- ✦ when mandatory documents must be updated for each period of study
- ✦ when special consideration requests must be provided by for each period of study
- ✦ when placement allocations will be released on [InPlace](#) for you to view

Placement Hub (Midwifery Ultra Megasite)

The [Placement Hub](#) is where you will find all the forms, links and information you require to prepare for your placements. It can be found with your other StudyDesks or under 'My Courses' on UConnect under 'Other'. Students are expected to access this information upon commencement of study in the program and ensure that they plan their enrolment in placement courses and submission of mandatory documents to enable them to be allocated placement in the nominated study period of enrolment. It is important that you use this site to assist with your organisation, preparation and support your success.

Mandatory Document Information

Submitting accurate and complete mandatory documents is essential for your eligibility to attend placement at UniSQ. These documents ensure compliance with university policy, contractual requirements imposed by placement agencies, and help maintain the safety, quality, and integrity of the placement experience.

As a student, you are responsible for uploading and maintaining current documents via [InPlace](#) before each placement. Failure to meet submission deadlines may result in delays, cancellation of your placement, or removal from the placement course. Submitting fraudulent or misleading documents may lead to misconduct investigations or have serious consequences for your progression in the course.

These mandatory documents you provide will contain your personal information, including your name, date of birth, contact information or unique identification numbers as well as sensitive personal information including health, vaccination or financial information. This information is collected to verify your readiness for placement and is accessed by authorised internal staff including the WIL Team and Placement Coordinator and may be disclosed to relevant third parties outside of the University who may also require access to the information such as staff at placement facilities or support providers. If you do not provide this information we may not be able to facilitate your placement. UniSQ will not otherwise use or disclose your mandatory documents, or the personal information contained within them, except where permitted or required by law, or where UniSQ has obtained your consent. UniSQ's Privacy Policy and Procedure contain information about how you may access or correct the personal information we hold about you, and how you can make a privacy complaint, and UniSQ will deal with such complaints in accordance with its applicable policies and procedures. For more information about how we use, disclose and handle your personal information please consult our Privacy Policy and Procedure. For more information about how personal information is managed, or to raise a privacy concern, please contact rti-privacy@unisq.edu.au.

To support your placement readiness:

- From your commencement in the program begin preparing documents, especially those requiring extended timeframes (e.g. Hepatitis B vaccinations). Please refer to the [mandatory document list](#).
- Upload documents as they are completed or updated to [InPlace](#)
- Refer to the Placement Hub for discipline-specific requirements and guidance.
- Be aware of the important timeframes and deadline to submit mandatory documents
- Monitor expiry dates and update documents as needed.
- Contact the WIL Team promptly if you encounter any issues that may affect your ability to meet document deadlines.

Being proactive with your document submissions is critical to ensuring a smooth and successful placement experience. The WIL Team is available to assist you throughout this process.

InPlace – UniSQ Placement Management System

InPlace Overview

InPlace is UniSQ's cloud-based system for managing professional placements. Once you enrol in your first-year courses, your InPlace profile is automatically created overnight automatically. You can log in using your UniSQ credentials. [InPlace](#) can also be accessed via a link on your program's Placement Hub.

What You'll Use InPlace For

- **Upload Mandatory Documents** for verification
- **Submit Personal Information** including placement preferences, special considerations, and facility expressions of interest
- **Access Pre-Placement Information**, such as orientation materials (if applicable)
- **View Placement Allocations** and confirmation status
 - *Your placement status on InPlace is not linked to your academic results or graduation eligibility so please do not be alarmed if the status is not updated as soon as you complete the placement.*

Tips for Using InPlace

- **Document Verification:** Upload documents via the 'My Details' page. The WIL Team will be notified to review them.
- **Follow-Up:** Revisit InPlace after a few days to check the verification status or review comments in your To-Do list if documents have been rejected.
- **Document Expiry:** Regularly check the 'My Details' page of your InPlace profile to find out when your documents will expire. Ensure they are kept current for all your placements. The 'traffic light' system only alerts you when a document is very close to expiring and should not be relied upon as your primary notification to renew a document.
- **Browser Compatibility:** InPlace works best with Google Chrome and Mozilla Firefox.
- **Placement Release:** If your placement is not released or has been hidden, you may need to update one or more mandatory documents. Students should not attend placement until the details are confirmed and released on InPlace.

Placement Eligibility

For students to be eligible to attend placement they must:

- ✦ meet the program's inherent requirements
- ✦ be enrolled in a placement course
- ✦ provide all mandatory documents within the specified timeframes
- ✦ be allocated an approved and confirmed placement via [InPlace](#)
- ✦ prepare for orientation and first day arrangements
- ✦ attend res school and pass the Objective Structured Clinical Examination (OSCE)
- ✦ provide any additional specific requirements requested by the placement agency within the specific timeframes

Pre-requisite Course and Enrolments

Before enrolling in placement courses, students must review the course specifications to understand the placement requirements set by the University and/or accrediting body. Some placement courses must be completed in sequence and cannot be taken concurrently unless explicitly stated in the program progression.

Late enrolment or failure to submit mandatory documents on time may prevent placement from being sourced or allocated within the enrolled study period.

Support and Enquiries

For questions about course progression or pre-requisites, refer to the UniSQ Pre-Requisite procedures or contact iConnect or the UniSQ Enrolments Team.

Recognition of Prior Learning

UniSQ supports students by recognising prior formal and informal learning, as well as relevant work experience. Recognition of prior learning assesses whether an individual has met the required learning outcomes, competencies, or standards to justify exemption from a specific course. Note that some programs may limit the number of exemptions granted for placement experience.

Details about recognition of prior learning and the application process are available [here](#).

Inherent Requirements

Each degree at UniSQ includes inherent requirements—core skills, knowledge, and capabilities essential to achieving the learning outcomes and maintaining academic integrity. It is assumed that when a student enrolls in a placement course that they meet the program's inherent requirements. Should a student's circumstances change, and they no longer meet inherent requirements, they can expect significant impact to their ability to attend clinical placement or advance in their program.

Inherent requirements specific to your program are listed in the [UniSQ Handbook](#). Please review and understand these requirements before enrolling in a placement course. For support or questions, contact the [Accessibility and Disability Support Team](#).

Fitness for Placement

Concerns regarding fitness to practice may arise from, but are not limited to:

- A health condition or disability (chronic or temporary) that affects your ability to undertake placement or professional practice.
- Failure to meet, or disregard for, compliance requirements set by UniSQ, the placement agency, or the profession.
- Incomplete or failed pre-requisite courses for the placement course(s).
- Conduct or performance that does not meet professional standards.

If you have a chronic or acute injury, illness, condition, or any other factor that may affect your ability to engage in placement or practice in your profession, you must notify the WIL Team and Placement Coordinator as early as possible before placement allocation. Depending on your circumstances you may be required to provide a Fitness for Practice certificate signed by a medical practitioner before commencing placement.

Personal circumstances such as changes in health, family, financial, or legal situations may affect your ability to meet program requirements. If your situation changes, contact your Program Director to discuss your fitness for placement. All information will be handled discreetly. You may also seek confidential advice from the Accessibility Advisor and Disability Support team via disabilitysupport@unisq.edu.au.

Impairments and Criminal Charges (Unsuitability to hold general registration)

If you have an impairment, or a criminal charge listed on your National Police Check, you may not be eligible for placement.

Under the [Health Practitioner Regulation National Law Act 2009](#), an *impairment* is defined, as a

- ✦ physical or mental impairment,
- ✦ disability,
- ✦ condition or disorder (including substance abuse or dependence).

that detrimentally affects or is likely to detrimentally affect capacity to safely practice the profession or a student's capacity to undertake clinical training as part of the approved program of study in which the student is enrolled or as arranged by an education provider.

National Boards may impose conditions on your registration to ensure safe practice if you have an impairment or criminal history. If this applies to you, it is your responsibility to confirm with your National Board whether you will be eligible for registration upon completion of your program.

UniSQ is committed to making reasonable adjustments to support students in their studies. However, adjustments must not compromise the inherent requirements of the program or public safety, and placement agencies are not obligated to provide adjustments that conflict with their operational requirements.

If you have a health or disability concern that may affect your ability to undertake placement, contact the [Accessibility and Disability Support](#) office. In some cases, UniSQ may need to share relevant information (e.g. medical related information or the results of any Criminal History Checks) with the placement agency to determine whether a suitable placement can be provided. In these instances, we will only provide this information to the placement agency with your content or alternatively encourage you to share this information with the placement agency as appropriate. Any information you provide or that is released to a placement provider will be treated with discretion and in line with the privacy policy of the University.

Reasonable Placement Adjustments for Academic Progression

UniSQ is dedicated to providing an inclusive learning environment for students with disability, injury, mental health, or medical conditions that may impact their ability to study. This includes making reasonable adjustments to support students in completing their degree. If you have a health condition or disability that may affect your ability to undertake placement, contact the [Equity and Diversity](#) office as early as possible. In some cases, the University may need to share relevant personal information with a placement agency to determine whether a suitable placement can be provided. Any information shared will be handled discreetly and in accordance with UniSQ's privacy policy.

Students with a disability who require alternative academic, or placement arrangements should seek advice from the Placement Coordinator. If you already have a Learning Support Plan, it may need to be reviewed in consultation with the Program Director and/or Academic Team to ensure it aligns with placement requirements. All adjustments are made in accordance with the UniSQ *Students with a Disability Policy and Procedure*, which can be accessed [here](#).

Before Placement Allocations are available

Special Consideration

A special consideration refers to pre-existing circumstances that may affect your ability to attend placement at a specific time or location. To be considered, you must submit a request via [InPlace](#) with supporting documentation in line with the [Assessment of Special Circumstances Procedure](#). Requests must be submitted by the due date listed in the *Important Date* document for the period of study in which placement is being completed.

- ✦ Requests must align with the '[Assessment of Special Circumstances Procedure](#)' and be supported with evidence, such as a letter from an employer or doctor.
- ✦ Special consideration requests can be submitted on InPlace for the duration of your degree if it remains applicable or can be updated if your circumstances change.
- ✦ Requests must be submitted by the due date to be considered. While the WIL Team will try to accommodate these requests, a suitable placement option cannot be guaranteed.
- ✦ If you do not have a Special consideration request, declare this by selecting the appropriate option from the drop down menu on InPlace.

If you do not submit a special consideration request, you must be prepared to attend the placement allocated to you.

Pregnancy

If you become pregnant during your studies, you may need to adjust your enrolment or placement schedule depending upon your circumstances. If you are enrolled in a placement course in the study period when you are due to give birth, you must notify your Placement Coordinator as soon as possible. You are discouraged from commencing or engaging in placement within six (6) weeks before or after their estimated due date.

A special consideration request can be submitted via [InPlace](#) and must include a letter from your doctor confirming your estimated due date and fitness to undertake placement. The WIL Team will review your request and work with you to find a suitable placement option. If you wish to commence placement six weeks post-partum, you must also provide documented clearance from your medical practitioner.

If planning a pregnancy, ensure you have received any required immunisations beforehand. If already pregnant and not immunised, some vaccinations may be delayed or unavailable until after you have given birth. Please contact the WIL Team to discuss your situation and placement readiness.

Conflict of Interest

You must notify the Program Director of any real, perceived, or potential conflict of interest (COI), that may arise in relation to successfully undertaking or completing the academic or practical requirements of the degree program. This may include, but is not limited to, any financial dealings or interests, participation in organisations, political parties and / or ideologies, or religious groups and / or ideologies, which may influence clinical or academic decisions. You can provide COI information via your [InPlace](#) profile.

Working While on Placement

Due to professional and ethical responsibility, you are expected to be well rested and well prepared for placement. Working full or part time hours while on placement may be placing yourself at risk under work health and safety legislation and you may need to consider taking leave from other paid work to achieve placement requirements.

Rural and Remote Placements

Rural and remote placements are exciting and valuable opportunities for students as they provide a chance to work with and understand different cultural groups, and expand knowledge, skills and capabilities resulting in increased confidence. They also provide an opportunity to be involved in the community, and experience tourism opportunities in places students otherwise might not visit.

Many Queensland Health rural and remote sites offer accommodation either onsite or nearby, often supported by Southern Queensland Rural Health (SQRH). Accommodation may incur a cost but can reduce financial pressure and improve access to placement.

Interstate Placements

Students residing outside Queensland who wish to complete placement locally must submit a special consideration request to the WIL Team via WIL@unisq.edu.au at least one study period before enrolling in a placement course. This should allow sufficient time to source a suitable local placement.

Please note that placements in other states may be limited or difficult to obtain. You may be required to travel within your home state or to Queensland if a local placement cannot be secured.

Placement Allocation Process

To maximise the benefits of professional experience, UniSQ has established processes that ensure consistent governance of professional activities and quality learning outcomes applicable to professionals. Pre-placement planning involves multiple stages of communication with students and placement agencies, starting well before the study period begins.

Placement allocation depends on several of the below factors:

- ✦ Mandatory document submission status
- ✦ The number of students who preference the same location
- ✦ The number of placement offers that are received by UniSQ from an agency
- ✦ The availability of placements in a set timeframe
- ✦ Student enrolments

Details of the placement once confirmed are released to students via [InPlace](#).

Local placements are defined as within a one-hour drive of your address provided on InPlace (as per Google maps) or your preferred region. This does not guarantee placement within this radius as some facilities have limited capacity. Pending availability you may need to travel longer distances or be allocated to a rural or remote placement. If you do not meet the [Special Circumstances Procedure](#) criteria, then you are expected to attend the allocated placement, regardless of location.

Placement opportunities are sourced by the WIL Team and/or Course Coordinator. You must not source your own placements unless advised in the course specifications or a previous discussion has occurred with your Course Coordinator or WIL Officer. If you know of a placement opportunity or have a site suggestion, inform the WIL Team via email, and appropriate procedures will be followed. You are not permitted to contact an agency without written approval from the Course Coordinator or WIL Officer to do so.

Placements are released to students on [InPlace](#) once all mandatory documents have been verified and in accordance with the Important Dates document on the Placement Hub. Once your placement has been confirmed, you will be able to see the details of the placement allocation.

Placement Allocation Communication

All communication between UniSQ students and agency staff must be conducted via your UniSQ email account. It is your responsibility to regularly check your UniSQ email, StudyDesk, and [InPlace](#) to stay informed about your placement allocation and to meet all related responsibilities promptly. For placement-related queries, contact the Placement Coordinator or email WIL@unisq.edu.au.

Placement Negotiation

Where individual placement sourcing is required, the WIL Officer or Placement Coordinator will negotiate a suitable placement on your behalf. This process may take up to a month or longer, which could delay your placement start date beyond the originally stated timeframe. Once a placement is confirmed, you will be notified of the details and next steps via your UniSQ email account.

Placement Agreement

UniSQ requires a formal agreement with any facility hosting student placements, and the WIL Team is responsible for finalising this agreement before the placement begins. If an agency has not hosted a student within the past five years, a new Student Placement Agreement must be established. This process typically takes 3–4 weeks and must be completed in full before a placement start date can be confirmed. Students will be notified via their UniSQ email once the agreement is complete and the commencement date is set.

In addition, each placement site is assessed using UniSQ's Risk Assessment Tool to ensure it meets program accreditation standards and provides a safe and suitable learning environment.

Placement at Current Place of Employment

You may be permitted to complete your placement at your current workplace, provided it offers learning opportunities different from your regular duties. Supporting documentation may be required to support your request to undertake placement within your workplace.

The Placement Coordinator or WIL Team will assess the suitability of your workplace to host your placement and confirm the following with the agency:

- Recognition of your student role
- Ability to meet educational and professional standards
- Willingness to sign the Student Placement Contract
- Provision of learning experiences separate from routine work
- Protected time for placement activities, including integration seminars
- Assignment of a supervisor who is not your direct manager
- Regular supervision and support to complete your Learning Plan and assessments

After Placement Allocations are Available

Placement Acceptance

Students are expected to attend any reasonable placement allocated by the WIL Team or Placement Coordinator. A student's failure to attend, withdraw, or cancel a placement without sufficient notice may result in administrative withdrawal from the placement course. You will then need to re-enrol in the next available offering. Late withdrawals or cancellations may incur academic or financial penalties. Refer to the UniSQ Academic Calendar for key dates, including Census Date.

Student Responsibilities

Students are responsible for all aspects of attending their placement. This includes:

- Requesting a placement swap or submitting a placement appeal if necessary
- Making arrangements to attend the allocated placement, if changes cannot be made
- Organising childcare
- Covering costs for travel, parking, and accommodation
- Adjusting personal work commitments to prioritise placement
- Submitting bursary or funding applications if applicable
- Contacting the International Office to confirm visa conditions (for international students)

Accommodation and Travel Expectations

Accommodation during placement is limited and varies by location. Most facilities do not provide accommodation, so students must arrange and fund their own. If your placement requires travel or accommodation, funding support may be available (see below).

Students are responsible for all travel costs associated with placement. Public transport options should be reviewed before submitting placement preferences and considered after placement allocation. Consider your vehicle's reliability and your comfort with long-distance or remote travel.

Scholarships and Bursaries

UniSQ offers a wide range of scholarships to assist with textbook, practical experience, accommodation, or living expenses. Some scholarships will be one-off payments, while others will continue for the length of your degree. Placement bursaries are also available to assist students who are undertaking their placement in rural or remote areas or away from where they usually reside and the associated costs.

Please refer to the [UniSQ Scholarships website](#) for more information about available scholarships, bursaries and the eligibility criteria.

In addition, the Commonwealth Prac Payment (CPP) is a new Australian Government initiative that provides financial support to eligible nursing, midwifery, teaching, and social work students during mandatory placements. Starting July 2025, eligible students may receive \$331.65 per week to help offset placement-related expenses. For more information on the initiative or eligibility criteria, please refer to UniSQ [Commonwealth Prac Payment](#) website

Southern Queensland Rural Health

UniSQ partners with **Southern Queensland Rural Health (SQRH)** to support students on rural placements. SQRH provides free accommodation for Commonwealth supported students placed in South West Hospital and Health Service or Darling Downs Health facilities..

Accommodation is available in locations such as Toowoomba, Kingaroy, Chinchilla, Roma, Goondiwindi, St George, and Charleville. It is fully furnished and designed to offer a comfortable living environment. Non-Commonwealth supported students may apply for accommodation at a cost.

Students can register and apply for accommodation via <https://www.sqrh.com.au/accommodation> by clicking on the 'Apply Now' button.

SQRH can provide subsidy for students to travel to and from their placement. Applications are considered on a case by case basis. They also provide additional interprofessional learning opportunities, networking and activities to maximise your rural and remote placement. Please check the [SQRH website](#) for more information and to see what other support opportunities are available.

Other support available from SQRH includes the opportunity to apply for funding via a bursary to help with costs for students on an extended placement (of 8 consecutive weeks or more). These bursaries are only available to Commonwealth supported students. SQRH also provide additional interprofessional learning opportunities, networking and activities to maximise your rural and remote placement.

Further information can be found through their [website](#)

Clinical Equipment and Uniform

Uniforms and equipment **must** be purchased prior to undertaking a placement course.

Placement Equipment - These are available online through [School Locker](#) and any medical equipment supplier.

The full clinical uniform that complies with current Workplace Health and Safety regulations is as follows:

- ✦ Pants: Comfortable fitting dark navy blue or black slacks, cargo pants or culottes (No hipster, leggings, or jeans)
- ✦ Shirt: UniSQ clinical shirts for midwifery are purple. Clinical shirts are available from the UniSQ Bookshops.
- ✦ Shoes: Black or navy-blue lace up, strap or slip-on fully enclosed supportive shoes with a non-slip sole for both genders (NO joggers or sandals)
- ✦ Hijabs or headscarves must be Navy Blue or Black in colour
- ✦ Black or white sport socks or walk socks
- ✦ Optional – UniSQ jacket for winter

The UniSQ shirt and optional jacket, and belt bag are available to be ordered online through [School Locker](#). You can check sizing and purchase some through these outlets, but we recommend sourcing the remainder through School Locker. Remaining items can be purchased from any retail store.

Student ID – You have the option to obtain a student identification card suitable to wear while on placements. This is an ID that has less personal information visible and replaces using your normal university identification. Please contact [iConnect](#) to obtain one.

Orientation Information

Students must review all placement information well in advance, as many agencies have additional requirements that may take time to complete—such as First Aid certification, vaccinations, serology reports, or completion of iLearn modules. These requirements are specific to each facility and must be met within the stated timeframes. Please note that clinical placements occur in professional workplaces with their own policies and procedures, which may differ from UniSQ's. UniSQ's role is to communicate these requirements to students and is done so via InPlace.

Any additional documents required by the facility must be uploaded to InPlace under the 'Facility Specific Requirements' section. If this applies to your placement, a new heading within the Detail tab on your InPlace will be generated with the relevant additional documents you are required to provide. Please ask questions if you are unsure.

The WIL Team or Placement Coordinator will provide contact details for your Placement Supervisor. You must contact them before your placement begins to confirm key details, including:

- Placement start and end dates
- Physical address, supervisor name, and contact information
- Time and location of your first meeting
- Any pre-placement paperwork or reading requirements
- Daily schedule, including start/end times and break periods (may be confirmed on your first day)
- Expected duties, responsibilities, and learning opportunities (may also be discussed on your first day)
- Dress code requirements specific to the site
- Confirmation that the supervisor will complete an evaluation form to be shared with you and the Placement Coordinator
- Please notify the WIL team if you do not receive an induction or orientation on your first day of placement

Attending Placement

Clinical Supervision

UniSQ Midwifery students will be supervised during all placement by an experienced Registered Midwife. This allocation may change with each shift. UniSQ may provide a Clinical Facilitator to the placement site, or the site may have a dedicated student educator. Facilitators and educators are all aware of the documentation and assessments that are required to be completed as part of placement.

The Course Coordinator will maintain regular contact with the clinical agency during your placement. These contacts enable discussion and feedback, ensure that questions and concerns can be addressed, and assist with the linking of theory to clinical practice.

Attendance Expectations

Students must attend 100% of their scheduled placement hours, as determined by the placement provider, in accordance with their operating hours. Failure to comply may result in removal from the placement. Shifts may include mornings, afternoons, nights, weekends, and public holidays.

Placement takes priority over other work commitments. Please notify your employer well in advance to ensure your employment does not interfere with your placement. Should you need to work for financial reasons while on placement it is your responsibility to manage the assigned placement roster and any associated fatigue issues so that you do not put yourself (and/or women's) health at risk.

Students must bring all required clinical guides/workbooks to each shift.

If learning objectives are not met or Episodes of Care have not been completed, students must notify the Placement Coordinator immediately to arrange additional work or placement time.

Requesting a Rostered Shift Change

Students with extenuating circumstances may request a shift change by speaking with their supervisor, facilitator, preceptor, or educator.

If a shift change extends the placement beyond the original end date on [InPlace](#), students must notify the WIL Team at WIL@unisq.edu.au.

Agency Requests that you Change a Shift

In some instances, agencies may request shift changes due to workplace health and safety or staffing levels and requirements. Students must comply with these requests and display professionalism in adjusting their scheduled as needed.

Reasonable Work Hours

A roster will be created for you to complete on your clinical placement. Rosters may include **shifts that are up to 12 hours**. Students must not work more than 12 hours per shift and are advised not to work more than five consecutive shifts of 8–12 hours.

You are required to work the shift hours allocated by the agency in accordance with the policy and employment practice of the agency. For example, a student cannot choose to work a 9-hour shift when the agency requirements are an 8-hour shift. Students can work all shifts across a 24-hour period. This includes working night shift as long as the student is supervised and working with their allocated preceptor or an equally experienced registered midwife.

Meal Break Entitlements Table

Breaks may vary slightly depending on the agency, but the general guidelines are:

Shift Length	Paid Breaks	Unpaid Breaks	Total Rostered Hours (including unpaid breaks)
8 hours	2 x 10-minute breaks (can combine to 1 x 20-minute break)	1 x 30-minute unpaid break	8.5 hours
12 hours	3 x 10-minute breaks (can combine to 1 x 30-minute break)	2 x 30-minute breaks (1 unpaid)	12.5 hours

Time Sheet Guidelines

- Record hours **accurately and honestly**
- Ensure **daily supervisor sign-off**
- **Scan and save** your time sheets for future reference

Continuity of Care Experiences (COCEs)

Students undertake COCE within their allocated clinical hours for a given course. COCE should aim to occur during the student's allocated placement times to avoid fatigue. COCE is not a substitute for hospital care experiences; thus, students cannot replace large volumes of hours (e.g., 100, 200) solely with COCE. Balanced exposure to maternity care services is essential.

Attending Clinical Placement Outside of Rostered Shifts

For workplace health and safety and insurance liability, students must not attend unbooked clinical placement hours outside of booked dates. If necessary, students must inform their Course Coordinator and WIL Team to ensure insurance coverage. Due to the nature of COCE and the professional relationship midwives form with women, students may sometimes attend appointments during their "off duty" time. Acceptable scenarios include:

- The woman attends the hospital for an unscheduled assessment and calls the student.
- Scheduled antenatal appointments.
- Childbirth classes.
- The woman goes into labor.

Students must not pressure women to schedule care around their needs. Meetings should occur during scheduled care experiences, and students should not see women for social catchups. If attending an appointment outside of booked shifts, the time spent providing direct care can be counted towards clinical placement hours.

Examples of Countable COCE Hours Outside Booked Shifts

- **Paid Shift in Another Area:** If called to provide care for a COCE woman, students must negotiate with their manager to be released. Only direct care time under supervision counts towards clinical placement hours.
- **Clinical Placement Shift on Post-Natal Floor:** If a COCE woman comes in for care, students should negotiate with their preceptor to be excused from the allocated area. Direct care time counts as part of the normal shift.
- **Full Shift with Imminent Birth:** Students wishing to stay with a COCE woman for birth must adhere to Workplace Health and Safety regulations and take recommended breaks.

Extension of Time to Complete COCEs

If a student anticipates that they will not complete COCE requirements by the end of the year, they should communicate with their Course Coordinator as early as possible. Contact the Placements Office at WIL@usq.edu.au to request an extension of clinical placement dates. Students must not attend COCEs outside of booked dates unless an extension is approved. Enrolment in a clinical course is required to commence clinical placement and attend COCE women. Time spent with a COCE woman must involve direct clinical care under supervision to be counted.

Non-Countable Clinical Placement Hours

- Travel time to and from the hospital.
- Waiting for appointments.
- Phone calls, texting, or emailing COCE women.
- Social encounters.

All time spent with a COCE woman must be documented and signed by the supervising midwife or registered health professional on the 'Verification of Visits' form. Unsigned visits will not be counted.

Public Holidays

If you have a rostered shift on a public/show holiday, you are obligated to attend that shift.

Absence While on Placement

Student health and wellbeing are a priority. If you are unwell or not fit to practice, you must stay home and follow the agency's absence procedures, including notifying your supervisor via email, phone, or text.

Absences are only accepted for illness or extenuating personal circumstances. If you are absent during placement, you must immediately notify:

- The placement agency via their preferred communication channel
- Your Placement Coordinator
- The UniSQ WIL Team (WIL@unisq.edu.au)

Absence Requirements:

- Absences of three days or more require a medical certificate or statutory declaration (whichever is appropriate) be submitted to the WIL Team within 10 working days of the absence via email (WIL@unisq.edu.au).
- Failure to meet these requirements may result in a **Fail – Not Participate** grade, unless approved by the Placement Course Coordinator under extenuating circumstances.

Students are strongly encouraged to make up any absences within the original placement date range to ensure all Episodes of Care (EoC) requirements can be completed. In extenuating circumstances, students may request an extension to their placement dates; however, it is important to note that the placement facility may not be able to accommodate an extension beyond the originally scheduled end date.

To ensure makeup hours are properly recorded, please notify the WIL Team at WIL@unisq.edu.au. Hours not entered on InPlace may not be counted toward your placement requirements.

Prolonged Absence

If you experience a prolonged absence due to illness, injury, or surgery, you must provide a medical certificate confirming you are fit to return before resuming placement. You will receive an IDM (Incomplete) grade until the placement is completed, which may affect your progression and graduation timeline.

Residential School During Placement

Please ensure you are aware of the scheduled Residential School dates throughout the year. While UniSQ will communicate these dates to placement sites, it remains your responsibility to avoid being rostered for placement shifts during these periods. Residential Schools require 100% attendance and are compulsory. They cannot be missed or substituted with placement or COCE hours.

Make Up Hours

Where you have not completed the required number of placement hours to complete the course or EoC's, an extension may be necessary. Students are expected to make every effort to attend their placement in the timeframe offered. Please note that extensions may be difficult to secure, as placement sites facilitate many students from multiple universities.

Students must keep a timesheet and record clinical hours completed for every placement. You will be asked to upload these to InPlace as part of your Placement documentation.

Reasonable Adjustments to Allocated Placements

Requests for placement extensions or flexible arrangements must be discussed with and approved by your Placement Coordinator. If your circumstances change during placement, notify the Placement Coordinator immediately to develop an appropriate action plan.

Placement reallocation will only be considered if deemed necessary by the Placement Coordinator for valid reasons.

Student Initiated Placement Withdrawal

If you need to withdraw from a placement due to exceptional circumstances, you must first consult with your Course Coordinator. You will then be required to inform the WIL Team of your decision. Formal confirmation is required before withdrawing, as consultation with the agency and UniSQ staff may be necessary to determine appropriate academic or placement adjustments. Withdrawing without prior approval may result in a **Fail** grade for the course.

Please note that academic or financial penalties may apply depending on the timing of your withdrawal within the study period. Students should refer to the university calendar showing important dates such as Census Date before withdrawing from a course.

Agency or Supervisor Initiated Placement Withdrawal

Agencies may request termination of a placement due to operational changes, such as staffing issues, supervisor illness, or lack of appropriate learning opportunities to offer.

A placement may also be terminated by an agency or supervisor if a student:

- Consistently performs unsatisfactorily despite supervision
- Negatively impacts the learning experience of others, or the safe workplace culture of the agency
- Breaches legal, ethical, or professional standards
- Demonstrates gross negligence in assigned duties
- Engages in misconduct or gross misconduct
- Fails to disclose relevant information that affects their ability to meet duty of care requirements to themselves and agency clients or staff.

Placement Termination and Failing Placement

A placement may be terminated if the agency is no longer able to support the placement agreement due to operational constraints. If this occurs before the required hours are completed and is unrelated to student performance, UniSQ will make every reasonable effort to reallocate the student in a timely manner. However, this may result in delays to course or program completion.

Students are expected to maintain a professional demeanour throughout their placement. In cases where a student fails to meet expected performance standards or engages in unprofessional conduct, the placement may be suspended or permanently terminated. Reasons include but are not limited to:

- Breach of relevant Codes of Conduct or workplace procedures
- Acting outside the scope of practice
- Behaviour that may cause harm or is considered discriminatory, offensive, or inappropriate
- Withdrawal from placement without valid documentation or explanation

Decisions regarding suspension or termination may be made by the placement site or appointed UniSQ staff members in consultation with relevant academic leaders. The rationale for termination will be communicated to the student, and a follow-up meeting will be held to discuss the incident and develop a plan or behavioural contract for future placements.

If a student cancels or fails to attend a placement without valid explanation or supporting evidence, they will receive a Fail – Not Participate (FNP) grade or be withdrawn from the course. Reallocation within the same semester will not occur without appropriate documentation.

Students have the right to appeal any placement withdrawal decisions through standard university procedures.

Other Reasons for Failing a Placement Course

Reasons for failing a placement include, but are not limited to:

- Failure to upload mandatory documents to [InPlace](#) by the deadline, resulting in ineligibility for placement
- Withdrawal from placement without valid documentation or explanation
- Non-attendance due to illness or injury without notifying the Placement Coordinator and WIL Team, and without providing a medical certificate or requesting an extension. Failure to complete the prescribed placement hours constitutes non-fulfilment of course requirements.
- Lack of progress or unsatisfactory performance despite feedback
- Breach of UniSQ or professional codes of conduct, laws, or workplace procedures
- Unprofessional behaviour, acting outside scope of practice, or engaging in conduct that may cause harm or be considered discriminatory, offensive, or inappropriate
- Failure to complete placement assessments and Episodes of Care within the required timeframe

Feedback, Complaints and Advocacy

UniSQ provides a fair and transparent process for resolving concerns, complaints, and appeals. Students can submit feedback, lodge a formal grievance, request a review of a decision, or appeal an outcome through the procedures outlined on the [Feedback, Complaints and Advocacy](#) page. The site also explains informal resolution options, timelines, and available support services, including advocacy and student wellbeing resources.

Professional Support

Your health and wellbeing are important to us at UniSQ. If you require personal support, you can engage in UniSQ's free, confidential and professional counselling and wellbeing services. An appointment can be made by phoning +61 7 4631 2372, or booked [online](#), or by sending an email to supportforlearning@unisq.edu.au

UniSQ is committed to supporting the wellbeing and academic success of all students, with tailored services available for both International and First Nations students:

- **International students** can access dedicated wellbeing resources, counselling, and academic support to help navigate life and study in Australia.
- **First Nations students** are supported through the College for First Nations, which offers personalised assistance via First Nations Student Success Officers, the 'Ask Aunty' support hub, and culturally informed academic guidance through First Nations Learning Advisors. These services foster a culturally safe and inclusive environment, empowering students to thrive throughout their educational journey.

Support Contacts:

- Support for International Students – [UniSQ International](#)
- Support for First Nations Students – [College for First Nations](#)
- 1300YARN – A First Nations Lifeline support service providing 24/7 confidential assistance.

Please note, this is not a crisis service and is only open from 8:00 am- 4:00 pm AEST Monday to Friday. If you require more urgent or immediate support, the free services listed below can provide support 24 hours a day, 7 days a week:

- [Lifeline](#) - 13 11 34
- [Suicide Call Back Service](#) - 1300 659 467
- [Mental Health Access Line](#)- 1300 642 255
- [Nurse & Midwife Support](#) – 1800 677 887
- [Critical incident on UniSQ placement](#) - 1300 998 236
- **[Emergency medical treatment](#) – 000**

If you require support at any stage of your study, you can access [Student support](#) services for counselling and wellbeing via UConnect for *confidential* support including emergency contact details.

There are several policies to ensure that students get proper support and perform their placements upholding university's reputation. These are as follows:

[Support for Students Policy](#)
[Student Discrimination, Bullying, Harassment and Sexual Misconduct Response Procedure](#)
[Student General Misconduct Policy](#)
[Student General Misconduct Procedure](#)
[Assessment of Special Circumstances Procedure](#)
[Students with a Disability Policy and Procedure](#)
[Privacy Policy](#)
[Privacy Procedure](#)

Insurance, Health, Safety and Emergencies Management

If an injury or adverse incident occurs during placement, you must follow the agency's Work Health & Safety (WH&S) procedures in the first instance. Any incidents are then to be communicated to UniSQ and reported in SafeTrak. Refer to the 'Reporting an Incident' section for guidance.

For after-hours emergencies or critical incidents, contact UniSQ's emergency support line on 1300 998 236.

Risk Management

Students are responsible for identifying and managing risks during placement. If you feel unsafe or encounter a hazard, notify the Placement Supervisor immediately and Placement Coordinator as soon as possible thereafter. Stay informed by reviewing safety communications and procedures.

Student Travel

Travel Arrangements and Insurance: Students are responsible for arranging their own travel to and from placements, including any necessary insurance for private motor vehicles. If using a private vehicle, students do so at their own risk and expense. Please ensure your vehicle is comprehensively insured, as Compulsory Third Party (CTP) insurance does not cover third-party property damage. Student must also adhere to university procedures, including the [Travel Procedure](#), the [Motor Vehicles and Travel Fatigue Procedure](#) and the [Incident and Hazard Reporting and Investigation Procedure](#).

Safety During Late or Night Shifts: For late or night shifts, familiarise yourself with the security officers and relevant contact numbers for the agency. Park in well-lit areas and stay vigilant in your surroundings when working to and from your transport. Security officers may be available to escort you to your car or public transport.

Travel to Rural or Remote Placements: Traveling to rural or remote placements can be tiring. The [Queensland Government](#) recommends taking breaks every two hours and limiting driving to 8-10 hours per day. Plan your rest stops and check StudyDesk or forums for potential travel companions. Ensure your vehicle is safe for long distances, keep the fuel tank filled, or ensure your EV is charged and you have researched charging locations. Have a roadside assistance policy and keep your mobile phone charged. Ensure you have planned your route in advance and are aware of the distances between towns. Inform someone of your whereabouts when traveling to remote locations.

Safe Driving Practices: It is important that you [practice safe driving](#). Consult your General Practitioner if you are on prescribed medications to ensure it is safe to drive. Park in designated areas and follow the agency's security conditions when leaving after hours.

Paid Employment and Fatigue Management during Placement

While UniSQ recognises that students may need to undertake paid employment, it is essential that work commitments do not compromise placement responsibilities or breach fatigue management policies. Students must not work full-time while attending placement, as this contravenes health facility safety standards and poses risks to patient care.

You must not complete a paid shift immediately before or after a placement shift. For example, finishing a night shift as a Registered Nurse and then attending a morning placement shift is strictly prohibited. This practice violates Queensland Health and private facility WH&S policies. If you are unsure about these requirements, contact the WIL Team for clarification.

Placement obligations take precedence over paid employment. Please notify your employer in advance to ensure work does not interfere with your placement schedule.

Disaster Management

In the event of a disaster or emergency at your placement site (e.g. flood, fire, utility failure, ward closure, or violent incident), follow the instructions of the supervisor or agency contact and adhere to the agency's disaster management protocols.

If you feel unsafe or encounter a risk during placement, immediately notify the Placement Coordinator using the contact details provided in the *Placement Contacts – Whom to Contact and When* section. For after-hours concerns, use the designated emergency contact number provided by UniSQ.

Infectious Disease Risk

Working in a health care setting carries a risk of exposure to infectious diseases through exposure to airborne pathogens, bodily fluids, contaminated equipment, or infected surfaces. Minimise this risk by maintaining personal hygiene, staying up to date with immunisations, using PPE appropriately, and following infection control procedures. Compliance with mandatory health requirements and Queensland Health directives is essential.

Needle Stick Injury

If you experience a needle stick injury or exposure to bodily fluids:

1. Immediately inform the agency contact and your Placement Coordinator.
2. Follow all Workplace Health and Safety protocols and seek medical attention as required.
3. Complete the agency's incident report.
4. Submit a [SafeTrak](#) incident report via UniSQ Safety Central (see next page for more detailed information).

Manual Handling

Safe manual handling practices are essential to prevent injury. If you have a pre-existing condition, injury, or are pregnant, you may be at increased risk. Most facilities enforce a No Lift Policy.

If you sustain an injury before or during placement:

- Notify the WIL Team immediately.
- Provide supporting documentation (e.g. medical certificate or Fitness for Placement certificate) if requested.

Bullying, Discrimination, Harassment and Sexual Misconduct Concerns

Most students have a positive experience on placement, though occasionally situations arise that can cause concern. If you believe you are experiencing bullying, discrimination, harassment or are a victim of sexual misconduct while on placement, refer to [Student Discrimination, Bullying, Harassment and Sexual Misconduct Response Procedure - University of Southern Queensland \(usq.edu.au\)](#) to explore how you might handle the situation. Depending on the nature of the circumstances, you might feel comfortable to raise your concern directly with the person involved or speak to your Placement Supervisor. If you feel unsafe or are not comfortable addressing the situation yourself, please contact your Placement Coordinator and/or UniSQ Safer Communities to discuss the matter further and seek appropriate support. Safer Communities and the Wellbeing Team can provide you with free support and guidance while a risk management plan is developed. All students can use the [Share a Concern | UniSQ Share a Concern \(symplicity.com\)](#) online form to seek confidential support from Safer Communities at any stage of their studies, including during placement.

Psychological Risk

Psychological risks, also known as psychosocial hazards, are recognised workplace and placement-related concerns that organisations actively seek to mitigate through established strategies. When a student on placement encounters such risks, they should have access to appropriate support services—either through the placement provider or UniSQ Safer Communities via your Placement Coordinator. For example, a midwifery student may be exposed to a traumatic event such as a serious injury or the death of a woman or baby. While such experiences can be psychologically impactful, they are inherent to the nature of the role and do not necessarily indicate wrongdoing by any party.

UniSQ Safer Communities is available 8.00am – 4.00pm, Monday – Friday:

- 07 4631 2372
- safercommunities@unisq.edu.au

For after-hours support related to gender-based violence, including sexual assault:

- National domestic family and sexual violence counselling service – 1800RESPECT (1800 737 732)

If you are in immediate danger or need urgent medical attention, call police/ambulance – 000.

Insurance Coverage during Placement

For insurance purposes, placement activities refer to the compulsory aspect of your course/ program where a practical experience provider provides you the facilities or opportunities to engage in practical work experience, research or training. If you are undertaking a placement through UniSQ, you will be covered by the following types of insurance (as applicable, subject to terms and conditions):

- ✦ Public Liability
- ✦ Professional Indemnity
- ✦ Medical Malpractice
- ✦ Student Personal Accident

To qualify for UniSQ's insurance coverage you must:

1. Be an enrolled student while on placement; and
2. Comply with the Professional Experience Guidelines (as applicable to the School of Nursing and Midwifery) including having submitted all mandatory documentation, which is verified by the University; and
3. Be attending a placement activity that has been approved by the School of Nursing and Midwifery. You can find out more about whether your placement is approved by checking [InPlace](#); and
4. Not be receiving any payment or other form of remuneration in relation to the placement activity (other than expense reimbursement or expense allowance e.g. bursaries, allowances or grants). If you are going to be remunerated for your placement, please contact the University for insurance options.

Note: Personal belongings and private vehicles are not covered by the University's insurance policies. Students should ensure their vehicles are registered and comprehensively insured to cover damages to their own vehicle or personal injury or property damage to a third party in the event of an accident.

Injury during Placement

If injured or unwell during placement and Emergency Department consultation is required, follow the below steps:

1. Notify the Agency Supervisor immediately as they will have internal protocols that need to be followed.
2. Contact the Placement Coordinator immediately via the on-call number or on 1300 99 82 36.
3. You may be transferred to a public or private Emergency Department (ED). UniSQ recommends attending a public ED to avoid personal costs.
4. If you choose a private hospital ED, the University will **not** be responsible for any costs incurred for consults and treatment.
5. In this instance of leaving the hospital, the University will **not** be responsible for any costs incurred for consults and treatment.
6. Follow all treatment recommendations and consult your GP as needed.

Reporting an Incident

If you experience an injury or an incident while you are on placement, **you must report it to your Placement Supervisor and the health care agency contact immediately. You must also notify the placement coordinator of the incident via email or phone directly.**

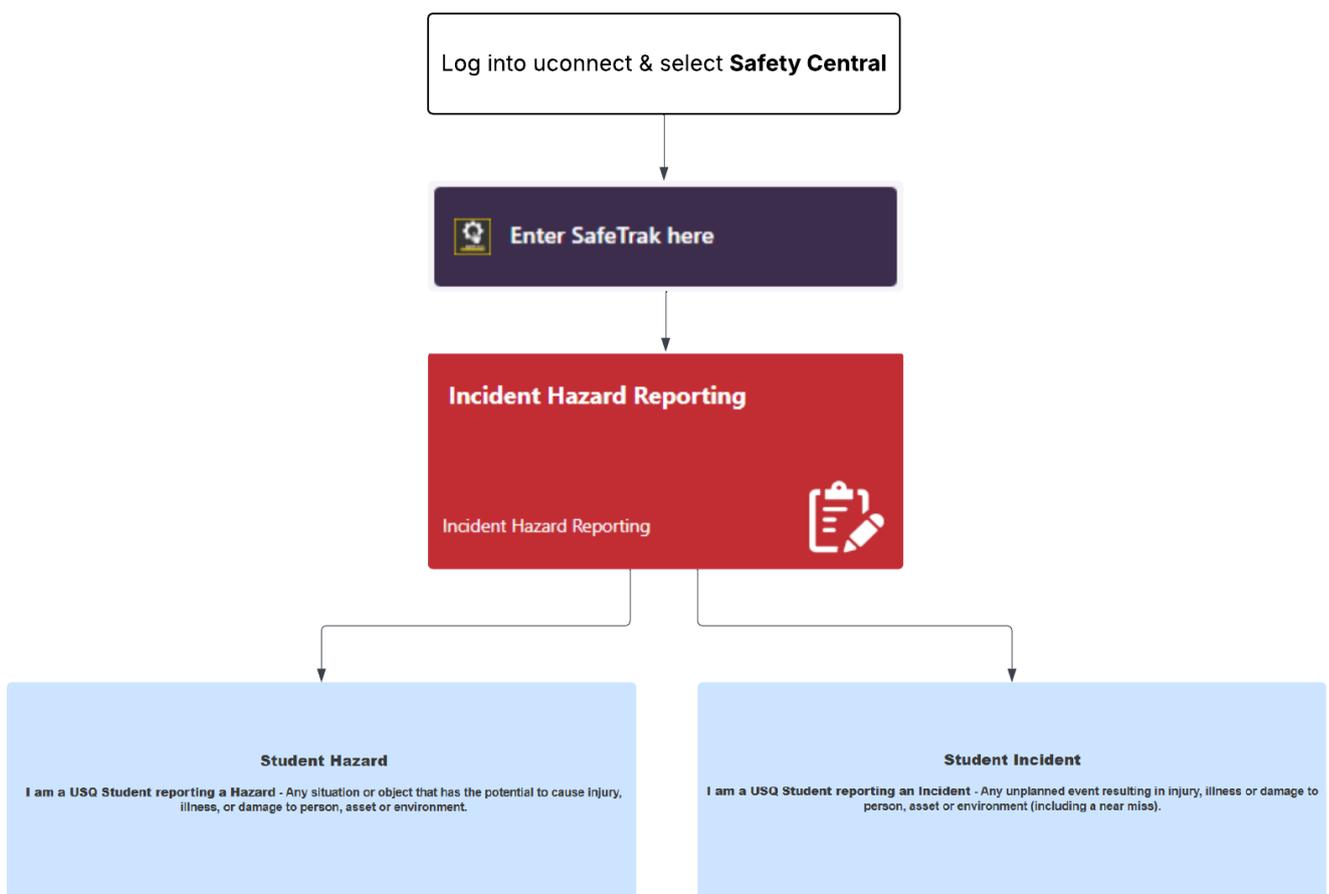
You will be required to complete an incident report for the agency. This must be done as soon as possible after the incident. Once this is completed, please make sure you keep a copy of this report.

You will then need to notify the University by logging onto [SafeTrak](#) on UniSQ Safety Central and completing a UniSQ Incident Form.

When submitting a SafeTrak incident please ensure that the below information is included in the “Assign to” section as part of the application:

- Assign incident to Manager/Supervisor – Danielle Gleeson
- Business Unit/Faculty – School of Nursing and Midwifery

How To Access SafeTrak to report an incident or hazard



Vehicle Use during Placement

Students should not drive vehicles belonging to the placement organisation; students are only permitted to travel in vehicles belonging to the organisation as passengers and must be accompanied by an agency employee/supervisor during any trips made in motor vehicles. The University's motor vehicle policy only covers university vehicles e.g. pool and salary packaged vehicles. It does not extend to third-party vehicles or personal vehicles, even if used in the course of a university approved activity.

Support Contacts

Contact Name/Service	Role	Contact Method	Availability
Placement Coordinator	Course Contact for Placement	Email/Phone via StudyDesk	Business Hours
UniSQ Safer Communities	Confidential Support for Safety Concerns	safercommunities@unisq.edu.au / 07 4631 2372	Mon–Fri, 8:00am–4:00pm
UniSQ Wellbeing Team	Counselling and Wellbeing Services	supportforlearning@unisq.edu.au / Book via UConnect	Business Hours
1800RESPECT	National domestic family and sexual violence counselling service	1800 737 732	24/7
Emergency Services	Police/Ambulance	000	24/7
After hours Critical Incident Number	UniSQ academic support service	1300 99 82 36	24/7

Student Professional Expectations

These guidelines outline your responsibilities and expected conduct during placements. As a student, you are entrusted to learn in professional environments where patient safety and dignity are paramount. You must uphold the highest standards of professionalism at all times.

Getting the Most out of Your Placement

You are responsible for making the most out of the learning opportunities while undertaking your placement. You should:

- Introduce yourself to staff in your assigned area or agency.
- Arrive prepared with learning objectives.
- Engage actively in all assigned tasks.
- Be punctual and dress professionally.
- Communicate regularly with your supervisor to align expectations, placements goals and personal strengths.
- Seek feedback after each shift.
- Complete all assessment tasks satisfactorily.
- Attend all scheduled placement hours.
- Bring required documentation (e.g., placement guide, workbook) daily.
- Submit assessments via StudyDesk by the due date.
- Maintain a professional attitude and be open to feedback.

Student Presentation

It is expected that you will present yourself in a professional manner (this is measured on the AMSAT tools for each course). The only jewellery permitted is a wedding band. A fob watch pinned to your uniform is preferred and, in some agencies, required, due to possible injury to women and families from wrist watches. You must wear your student identification so that it is visible on your uniform. You must ensure that your name and photo are clearly visible and that there is nothing else on the card.

You are not permitted to wear clothing, including underclothing, past your elbows while working directly with women and families. You are not permitted to wear jumpers or cardigans while working directly with women and families. In cooler months, please ensure you wear a black or navy jumper or jacket to and from the agency.

The rules of basic hygiene should be maintained at all times. Long and/or painted fingernails or acrylic nails are not permitted and may cause women and families injury. It is essential that you maintain a high standard of personal grooming to demonstrate to women, families and other health professionals that you take personal pride in your appearance.

Professional Interactions

Women, families and staff should be treated with the highest level of professionalism and respect. Ensure you use appropriate titles and salutations when addressing staff at the organisation where you are completing practice education (i.e., use 'Dr' for medical staff).

Code of Conduct

While on placement, you represent the University of Southern Queensland (UniSQ) and must comply with the UniSQ Student Code of Conduct Policy. You are expected to:

- Follow all workplace procedures and reasonable directions from placement supervisors.
- Demonstrate respect, professionalism, and courtesy toward clients, staff, and peers.
- Maintain appropriate behaviour at all times.

All placement sites are encouraged to report both exemplary and concerning student behaviour. Breaches of conduct may result in removal from placement and disciplinary action under UniSQ's [Student Code of Conduct Policy](#), [Student General Misconduct Procedure](#), or [Academic Misconduct Policy](#).

Policies and Ethical Standards

When you are enrolled in a placement course or enrolled in a program that has a placement component, you must observe the following: UniSQ's [Student Code of Conduct Policy](#), UniSQ's [Graduate Attribute Policy](#), industry expectations of professionals and accreditation body guidelines. These standards are taken very seriously, and the university has a responsibility to balance student learning support with harm prevention. If concerns are raised about your fitness to practice, UniSQ responses may include: extra learning support, formal interventions, creation of alternative academic arrangements (if possible) within the program or placement termination.

The rights of women and families to feel they are in a secure professional environment are paramount.

Prohibited Use of Substances

Consumption of alcohol, recreational drugs, or any illicit substances before or during placement is strictly prohibited. Students must ensure a zero-blood alcohol level and avoid any substances that may impair performance. Smoking and vaping are only permitted in designated areas.

Confidentiality

Students are entrusted with sensitive information and must uphold strict confidentiality standards equivalent to those expected of healthcare professionals. Any information obtained directly or indirectly during placement—whether related to clients, agency operations, or clinical cases—must be treated as confidential unless explicitly stated otherwise.

Confidential information must not be discussed in any setting outside the placement, including at home, in class, or online (e.g., social media, messaging apps). This includes client identities, agency details, and intellectual property. Breaches may result in removal from placement and potential legal consequences.

All students must comply with the **Information Privacy Act 2009 (Qld) (IP Act)**. Please ensure you are aware of your responsibilities and obligations under this Act.

Mobile Phones and Electronic Devices (Photographs or Recordings)

Use of mobile phones or electronic devices during placement is not permitted unless explicitly approved by the supervisor for placement-related tasks. If the student must be contactable by mobile phone (emergency only) permission must be gained from the supervisor. Devices must not be used to capture images, video, or audio under any circumstances.

Social Media

Social media refers to any online or mobile tool where you share information of any kind and in any format. As a student you are not to post any information about your placement, clients, the agency or your fellow students or anything else related on any social media forum including private group pages. You may be dismissed from placement and possibly excluded from returning to the agency if anything posted contravenes any of the laws or codes that apply.

Students are strongly advised to exercise judgement and caution in the use of social media about their placement, as well as whilst on placement. This includes but is not limited to using mobile phones for personal calls whilst on placement, ensuring the privacy and confidentiality of the agency in the use of social media sites such as Facebook and TikTok, not taking photographs for personal use during placement and ensure professional use of the internet during placement.

You are advised to read the AHPRA [Social Media: How to meet your obligations under the National Law guide](#) (November 2019).

Media Requests

All media inquiries must be directed to the Placement Coordinator. Students must not comment publicly on any aspect of their placement, including agency operations, clinical cases, or patient information.

Legal Documentation Requests

Police Requests

From time to time students will be requested or required by a police officer or the courts to perform a task or provide a statement for an incident. Whilst you are required to follow all legal requirements, it is requested that you contact your Placement Coordinator in the first instance to seek advice and/or assistance when possible.

Subpoenas

If served with a subpoena, notify your Placement Coordinator immediately.

Placement Agency Requests

All students are required to contact their Placement Coordinator in the first instance before providing a verbal/written statement to the clinical placement agency in response to an incident.

Managing Student Performance and Behaviour During Placement

While most placements proceed without incident, it is essential that any concerns regarding student performance or behaviour are addressed promptly and fairly. UniSQ follows principles of natural justice and procedural fairness in managing placement-related issues.

General Considerations:

- Some matters may be addressed under the host organisation's own policies (e.g. harassment, discrimination, privacy breaches).
- Students undertake placements at the invitation of the host organisation. The organisation may choose to terminate a placement without following UniSQ's procedures.
- UniSQ may decline to investigate a concern if there is insufficient information or if the matter falls outside the scope of the University's responsibilities.

In accordance with Section 4.2 of the *Work Integrated Learning Activities Procedure*, the following steps outline the process for managing concerns during placement:

Step 1: Early Identification and Support

If a student is experiencing performance issues or learning difficulties, the agency supervisor should discuss these with the student as early as possible. Together, they should develop and document strategies to support improvement. These strategies should be reviewed regularly during supervision sessions. The Placement Coordinator must be informed promptly to ensure appropriate support is provided and to help facilitate a positive outcome.

Step 2: Escalation and Formal Meeting

If the issue persists or is more serious (e.g. breach of professional conduct, failure to meet practice standards, or risk of placement termination), a formal meeting should be arranged. This meeting may be initiated by the student, agency supervisor, or Placement Coordinator. The Placement Coordinator should be provided with written details of the concern, including relevant dates, individuals involved, and a description of the issue. Meeting outcomes and agreed strategies should be documented, including review timelines.

Step 3: Monitoring and Further Action

A follow-up meeting should be held with the student, Placement Coordinator, and Course Coordinator. The Program Coordinator may also be involved if appropriate. Outcomes should be documented, and further strategies implemented as needed. If additional concerns arise before the scheduled review, an earlier meeting should be convened. In some cases, the placement may be cancelled.

Where student behaviour or conduct is deemed inappropriate or in breach of professional or ethical standards, the following outcomes may apply:

- The placement may be cancelled, and the student may receive a fail grade for the course.
- The student may be awarded an incomplete grade, with the opportunity to undertake a future placement under revised conditions.
- If the behaviour constitutes a breach of UniSQ's Student Code of Conduct or professional standards, the matter may be referred for further review under the University's misconduct procedures.

All decisions must be documented and communicated clearly to the student, including any implications for progression and available review or grievance options.

Advice for Students

If the placement is cancelled due to student misbehaviour or misconduct, outcomes may include a fail grade or an incomplete grade with future reallocation. Students dissatisfied with the decision may seek a Stage 2 Review of Decision or lodge a Formal Grievance, depending on the outcome. Further information is available via UniSQ's [Feedback, Complaints and Advocacy](#) page.

If a student experiences an issue with their Supervisor, Placement Coordinator, or Agency Supervisor, they are encouraged to raise the concern directly with the individual involved where appropriate. If the issue cannot be resolved informally, students should contact their Placement Coordinator for further support and guidance. UniSQ is committed to ensuring students feel safe and supported throughout their placement experience.

Related University Policies

[Student General Conduct Policy](#)
[Student Academic Integrity Policy](#)
[Student Grievance Resolution Policy](#)
[Student Grievance Resolution Procedure](#)
[Work Health and Safety Policy](#)
[Assessment of Special Circumstances Procedure](#)
[Student General Conduct Policy](#)

Roles and Responsibilities for Placement

When a student undertakes a professional placement, responsibilities are shared between the **Student**, the **Placement Agency**, and the **University**. While placement outcomes reflect this collaborative arrangement, the University retains responsibility for determining the final grade or outcome for the placement.

Student Responsibilities

Students are expected to:

Engage in Placement

- Attend and actively participate in placements arranged by the University.
- Complete all placement-related activities efficiently and to the best of their ability.
- Take responsibility for their learning, including seeking timely feedback from their Placement Supervisor.
- Maintain current contact details with UniSQ and be reachable during the study period.
- Inform the WIL Team or Placement Coordinator of any pre-existing medical conditions, including pregnancy that may affect safety or participation whilst on placement.
- Seek assistance when unsure about procedures or treatments.
- Provide woman/family-centred care only under approved professional supervision.
- Practice safely, respectfully, consistent with level of competency and within their scope of practice.
- Take responsibility for personal belongings.

Maintain Professionalism

- Uphold standards of professional practice and behaviour.
- Comply with relevant Codes of Conduct (UniSQ and Agency), including dress code and workplace policies.
- Be punctual and represent UniSQ positively and professionally.
- Follow reasonable and lawful directions from the Placement Supervisor.
- Act ethically and respectfully toward staff, students, and clients.
- Address issues promptly and cooperatively with the Supervisor, MUM, or Course Coordinator.
- Contribute to a placement environment free from discrimination, bullying, and harassment.

Complete Assessments

- Discuss learning objectives and expected outcomes with the Placement Supervisor.
- Plan early for signing off placement assessment documentation.
- Contact the Supervisor or Course Coordinator if there are any difficulties with meeting the course objectives or assessment requirements.
- Ensure all assessment paperwork is completed and submitted on time.

Students must not:

Act Outside UniSQ Guidelines

- Attend a cancelled placement.
- Make public comments on behalf of the Agency or UniSQ (except when required to provide evidence in a court of law or is otherwise legally obliged or authorised by law).
- Remove or misuse resources from the University or Agency, including taking photos without consent.

Engage in Unprofessional Conduct

- Act outside professional codes of conduct or scope of practice.
- Provide woman/family care without supervision from a registered health professional.
- Misrepresent their skills, knowledge, or status.
- Engage in behaviour that may cause harm or be interpreted as harassment, discrimination, or offensive.
- Enter into relationships that exploit the trust inherent in professional roles—consent or initiation by the client is not a defence.
- Accept gifts or benefits that could influence care decisions or impartiality.
- Breach the Nursing and Midwifery Board of Australia's Social Media Policy.

Supervisor / Agency Responsibilities

The Facilitator, Preceptor, Registered Nurse (RN), or Midwifery Unit Manager (MUM)—collectively referred to as the Placement Supervisor—plays a vital role in supporting student learning and ensuring safe, professional practice during placement.

Demonstrate Professional Behaviour

- Act as a role model and introduce students to appropriate professional conduct.
- Maintain high standards of professional practice.
- Adhere to relevant Codes of Professional Conduct.
- Provide an orientation session covering agency policies on confidentiality, privacy, and Workplace, Health and Safety.
- Ensure students are informed of all legislative, health and safety, security, confidentiality, privacy, and workplace policies and procedures relevant to the placement.

Provide Learning Support

- Understand the University's placement requirements as outlined in provided documentation.
- Actively engage in the student's learning and support their development.
- Discuss clinical objectives and expected learning outcomes early in the placement.
- Establish a plan with the student for signing clinical assessment documents.
- Schedule regular meetings to review goals, progress, and any challenges.
- Clarify expectations and observe student performance regularly.
- Provide ongoing verbal and written feedback to support continuous improvement.
- Complete assessment documentation and notify the NUM and Course Coordinator promptly if the student is not meeting objectives.
- Offer feedback to the university to support ongoing improvement of the placement program.

Provide Clinical Support

- Obtain informed consent from patients/clients for student involvement in care and access to records.
- Ensure students are competent for assigned tasks and conduct themselves safely and professionally.
- Contact the NUM or Course Coordinator regarding any clinical or professional concerns.
- Notify the university if a student is unwilling or unable to meet placement expectations.
- Ensure all assessment documentation is completed and signed on time.
- Facilitate a positive learning environment, including orientation, briefing, and debriefing sessions.
- Provide a range of learning experiences aligned with placement goals.

University Responsibilities

The Course Coordinator, and/or Work Integrated Learning (WIL) Team are responsible for overseeing the academic and administrative aspects of placement.

Organise and Plan Placements

- Maintain regular contact with placement facilities and conduct site visits as needed.
- Be accessible via phone and email for placement-related communication and respond promptly.
- Coordinate pre-placement requirements, including orientation checklists, criminal history checks, immunisations, and CPR certification.
- Make reasonable efforts to secure placements for students with blood-borne viruses. If a suitable placement cannot be found, the university will provide guidance and support.
- Evaluate the safety and suitability of placement sites to ensure a positive learning environment.

Manage Academic Requirements

- Retain final responsibility for academic decisions, including whether a student passes the placement.

Communicate and Support

- Provide students and supervisors with clear information about placement expectations, assessment criteria, policies, and obligations (e.g. confidentiality).
- Manage all disciplinary matters and mediate any issues between students and supervisors.
- Advise students to disclose any medical or health conditions that may impact their placement experience.
- Coordinate reasonable adjustments for students with special needs, in line with AHPRA registration guidelines and UniSQ policy.

Placement Assessment Requirements

Clinical Course Evaluation and Assessment Tools

All of your placement assessment documents and assessment requirements are located in your placement course workbooks/guide and on your course StudyDesk sites. Your AMSAT is completed via [InPlace](#). Your workbooks must be downloaded and printed to take with you on your placements. You must ensure the timesheet is signed by your supervisor, facilitator or preceptor at the end of EVERY shift, and not in advance. Each assessment item completed by your facilitator or preceptor is with an initial and signature in the required areas for competency assessment/achievement (ticks are not permitted).

The placement course evaluation and assessment tool incorporates the [Australian Midwifery Standards Assessment Tool \(AMSAT\)](#) elements and competencies. This tool has been developed based on 2018 Nursing and Midwifery Board of Australia (NMBA) standards. AMSAT has been developed to assess competency of registered midwife practice. It is a user-friendly tool that can be used to assess the performance of midwifery students or graduates in practice settings. The tool is based on the standards defined by the Nursing and Midwifery Board of Australia (NMBA). The scores for the items in the tool are determined by observed behaviours. It has been developed to assist consistency for nurses who are required to assess student and/or graduate performance in the practice setting.

Clinical Facilitators and Preceptors will complete the AMSAT assessment tools online via InPlace. Students will also be required to complete their comments via InPlace. Please review the 'InPlace Guide for Students Completing Online AMSAT Tool' available on the [Midwifery Ultra Megasite](#). Please also see your StudyDesk and PMP Portfolio for more information.

Acknowledgement: Support for the original work was provided by the Australian Learning and Teaching Council Ltd, as an initiative of the Australian Government Department of Education, Employment and Workplace Relations.

Placement Timesheets

It is your responsibility to keep a copy of all of your placement assessments and timesheets throughout your course. If a problem arises, you may need this information to prove you have completed a placement. You may also need them when applying for a graduate position once you complete your Graduate Diploma.

The WIL Team do not have copies of these documents should you lose your copy so it is highly recommended that you saved physical and digital versions of your time sheets in an organised manner for future reference.

Student Evaluation of Placement

You have the opportunity to evaluate your placement and supervisor at the end of your clinical placement. The evaluation form is located within the course AMSAT on [InPlace](#). If you have any concerns about the ability of the staff at an agency to provide an effective and supportive experience, please follow up with your Course Coordinator.

Please ensure that at all times the comments that you make are constructive as the outcome of this exercise is to promote the effectiveness of clinical teaching.

2026 Student Placement Declaration

This document is a mandatory pre-placement requirement for all students enrolled in a placement course at the University of Southern Queensland. It outlines key responsibilities to UniSQ and its partner agencies before, during, and after placement. By signing this declaration, you are acknowledging your understanding and commitment to meeting these obligations.

This signed declaration must be submitted via [InPlace](#).

Overarching requirements are:

- meeting the academic pre-requisites for the placement course
- ensuring you are enrolled in any placement courses for the relevant period of study
- checking student emails and other communication channels (Placement Hub) regularly

To prepare for my placement prior to its release, I will:

- Submit all required mandatory documents by the listed deadlines, ensuring their accuracy and currency for the entire placement period.
- Declare any extenuating circumstances, pre-existing medical conditions including pregnancy that could impact my safety, or perceived, potential or actual conflicts of interest through InPlace by the specified deadlines.
- Ensure I am available to attend placement at any time during my enrolled study period, including breaks and exam periods.
- Prepare to travel over an hour to my placement and acknowledge that preferred locations are not guaranteed.

To prepare after my placement is released, I will:

- Organise personal commitments, leave, uniform, and ID card.
- Review insurance and emergency contact information.
- Provide any additional requirements requested by my Placement Agency promptly.
- Apply for accommodation and financial bursaries if eligible.

During and after my placement, I will:

- Present professionally in my uniform with my student ID card.
- Adhere to professional expectations, codes, standards and practices for my discipline.
- Promptly inform my Placement Coordinator and the UniSQ WIL Team if I do not receive an induction or orientation.
- Promptly notify the UniSQ WIL Team of any absence from placement and provide details of any arranged make-up time.
- Manage my workload to comply with fatigue management policies and ensure personal wellbeing during placement.
- Report any incidents while on placement as per the UniSQ guidelines.
- Retain copies of all placement assessments and timesheets.
- Discuss any additional work that may be required with the Academic Clinical Coordinators.
- Follow the guidelines of the placement agency with respect to Workplace Health and Safety, Infection Control, and disease outbreaks.

General

- I confirm that I have read and understand the Placement Guide, Placement Hub, and UniSQ Student Code of Conduct Policy, and agree to uphold all stated expectations.
- I will promptly notify the WIL Office and Placement Coordinators of any issues or inability to meet placement obligations at any stage of my program and understand that not meeting mandatory requirements may result in unenrolment or a fail grade for the course.
- I have read and understood the information provided to me in this document, including in particular how the personal information in my mandatory documents is collected, used and disclosed by the University (including disclosing relevant personal or health information to placement facilities or support providers) and I consent to the University handling my personal information in this way.
- I will inform the Placement Coordinator immediately of any written notices from accrediting bodies or associated bodies of my program of study.
- I understand and accept my responsibilities as outlined in the Placement Guide.
- I acknowledge that not meeting Inherent Requirements (with reasonable adjustments) may prevent my acceptance for placement and prevent program progression.

Student Name: _____

Student Signature: _____

Date: _____

Placement Preparation Checklist

Item	Requirement	Yes
1.	Visit the Midwifery Ultra Megasite: Familiarise yourself with all available resources to support your placement journey	<input type="checkbox"/>
2.	Read the Placement Guide: Understand what to expect and how to succeed during your placement	<input type="checkbox"/>
3.	Check Your Student Email Regularly: Important placement updates and notifications will be sent here.	<input type="checkbox"/>
4.	Know Who to Contact: Save the contact details for your Course Coordinator, and the WIL team.	<input type="checkbox"/>
5.	View the Mandatory Documents List: Start gathering the required documentation early.	<input type="checkbox"/>
6.	Log into InPlace: Begin uploading and updating mandatory documentation	<input type="checkbox"/>
7.	Check the Important Dates Document: Find the document deadline for your trimester and mark it in your calendar.	<input type="checkbox"/>
8.	View the Placement Calendar: Take note of the block dates for your placement course to avoid scheduling conflicts.	<input type="checkbox"/>
9.	Update Preferences/Site Suggestions in InPlace: Add or update your region preferences, facility expressions of interest (EOIs), and any special considerations.	<input type="checkbox"/>
10.	Plan Travel & Accommodation (if applicable): Start looking into transport and accommodation early, especially for rural or away placements.	<input type="checkbox"/>
11.	Check Bursary Opportunities: Review the Placement Hub or Contact the Scholarships Team to see if you're eligible for financial support.	<input type="checkbox"/>
12.	Set Personal Goals: Think about what you want to learn or improve during your placement.	<input type="checkbox"/>
13.	Maintain Professional Behaviour: Always demonstrate respectful, ethical, and professional behaviour in all interactions.	<input type="checkbox"/>
14.	Safety on Placement: If any issues, concerns, or incidents arise, promptly inform your Placement Supervisor, Course Coordinator, and the WIL Team. For urgent matters, refer to the emergency contact details provided in your placement guide.	<input type="checkbox"/>



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