



Job Description Form

DoH Registered

STAFF DEVELOPMENT MIDWIFE

Nurses and Midwives Agreement: Level 2

Position Number: 00008397

Midwifery Group Practice and the Community Midwifery Program

Obstetrics, Gynaecology and Imaging Directorate

King Edward Memorial Hospital for Women / Women and Newborn Health Service

Reporting Relationships

Coordinator of Midwifery
 Award Level: SRN 7
 Position Number: 00013571



Clinical Midwife Consultant
 Award Level: SRN 4
 Position Number:



This Position



← Also reporting to this supervisor:

- Clinical Midwives
- Registered Midwives

Directly reporting to this position:

Title	Classification	FTE

Other positions under supervision

- Midwifery Students

Prime Function / Key Responsibilities: Responsible for the ongoing support and assessment of the knowledge and skills of midwifery staff in the specified area. The planning and implementation of clinical education and training activities and the provision of support for new staff, including orientation and preceptorship.

Brief Summary of Duties (in order of importance)

1. Demonstrates clinical expertise and provides clinical support within the specified area.
2. Provides leadership and direction to efficiently manage the human and physical resources for area of responsibility in accordance with the policies, philosophies, objectives and goals established through consultation with staff and in accordance with the directions of the Women and Newborn Health Service.
3. Demonstrates leadership behaviours for colleagues: acts as a role model; facilitates debriefing, participates in conflict resolution.
4. Provides clinical orientation for all Midwifery staff.
5. Actively participates in mandatory training and monitoring of compliance.
6. Coordinates and facilitates orientation and in-service education to enable midwives to attain and sustain competency in evidence based clinical practice, within the specified area.
7. Participates in training needs analysis to determine learning needs of staff and plans, prepares, and manages required training and development activities.
8. Conducts professional development plans including own professional development planning, ensuring consistency with Australian Midwifery Practice Standards.
9. Actively initiates and participates in quality improvement activities.
10. Communicates effectively with all staff, patients and other customers for the position.
11. Adheres to Public Sector Code of Conduct.
12. Participates in risk management processes at a local and whole of Health service level as required.
13. Maintains an awareness of and participates actively in relevant clinical and/or corporate governance activities.
14. Participates in the recruitment and selection of staff as required.
15. Promotes and participates in team building and decision making.
- 16. NMHS Governance, Safety and Quality Requirements**
17. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
18. Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
19. Completes mandatory training (including safety and quality training) as relevant to role.
20. Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
21. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.
- 22. Undertakes other duties as directed.**

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Midwife by the Nursing and Midwifery Board of Australia.
2. Demonstrated advanced clinical knowledge and experience in the specified area.
3. Demonstrated ability to facilitate clinical education activities incorporating adult learning principles.
4. Demonstrated effective communication and interpersonal skills and ability to work within a collegiate team environment.
5. Evidence of initiation of, participation in and commitment to quality improvement principles and evidence based practice.
6. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Desirable Selection Criteria

1. Relevant post-graduate qualification in the specified area.
2. Relevant qualification in workplace education and assessment.
3. Demonstrated computer literacy.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name:
Signature/HE:
Date:

Position Occupant

Name:
Signature/HE:
Date: