



## HSS Registered

# Midwife

## Nurses and Midwives Agreement; Level 1

Position Number: 115105

Midwifery Group Practice

Armadale Kalamunda Hospital Group / East Metropolitan health Service

### Reporting Relationships

Associate Midwifery Manager  
RM SRN Level 3  
Position Number: 005881



Clinical Midwife  
RM Level 2  
Position Number: 115106



**This Position**



Directly reporting to this position:

| Title                 | Classification | FTE |
|-----------------------|----------------|-----|
| • RN/Student Midwives | RM Level 1     |     |
| • Student Midwives    | RM Level 1     |     |



Also reporting to this supervisor:  
Clinical Development  
Midwife RM Level 2

### Key Responsibilities

As part of a multidisciplinary team, provides comprehensive evidence based midwifery care to women and their families. Facilitates and promotes patient safety and quality of care. The Midwife practices within their scope of practice considerate of the Nursing and Midwifery Board's Midwifery Practice Decision Flowchart. Provides direct caseload midwifery care in liaison with Clinical Midwives.



## EMHS Vision and Values

### Our Vision

***Healthy people, amazing care.  
Koorda moort, moorditj kwabadak.***

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

### Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

- **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
- **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.

**Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

## Brief Summary of Duties (in order of importance)

### 1. Specific Duties/Scope of Practice Relevant to Speciality

- 1.1 Provides quality Midwifery care, in conjunction with the Clinical Midwives to allocated woman within the Midwifery group.
- 1.2 Identifies, plans, implements and evaluates, in conjunction with other members of the health team, appropriate woman centred midwifery care.
- 1.3 Provides a clinical decision making approach, providing holistic Midwifery care within the group.

### 2. Clinical

- 2.1 Provides comprehensive evidence based midwifery/nursing care to patients including assessment, intervention and evaluation.
- 2.2 Undertakes clinical shifts at the direction of senior staff and the Nursing Director including participation on the on-call/afterhours/weekend roster if required.
- 2.3 Participates in ward rounds/case conferences as appropriate.
- 2.4 Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
- 2.5 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 2.6 Completes clinical documentation and undertakes other administrative tasks as required.
- 2.7 Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.8 Participates in quality improvement and policy review/development within the practice setting.
- 2.9 Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to nursing including the Code of Ethics for Midwives in Australia, the Code of Conduct for Midwives in Australia, the National Competency Standards for the Midwife and the Poisons Act 1964.
- 2.10 Promotes and participates in team building and decision making

### 3. Education/Training/Research

- 3.1 Engages in continuing professional development/education and ensures continuous registration in the category of Midwife with the Nursing and Midwifery Board of Australia per essential criterion 1.
- 3.2 Participates in supervision, professional development and clinical consultation activities with the supervising senior midwife.
- 3.3 Assists with supervision and development of undergraduate nursing students as directed by senior staff.
- 3.4 Plans, develops and implements education programs for patients/colleagues/consumers.
- 3.5 Participates in evidence based clinical research activities where applicable.

**4. EMHS Governance, Safety and Quality Requirements**

- 4.1 Participates in the maintenance of a safe work environment.
- 4.2 Participates in an annual performance development review.
- 4.3 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.
- 4.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 4.5 Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 4.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

**5. Undertakes other duties as directed.**

## Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

### Essential Selection Criteria

1. Eligible for registration in the category of Midwife by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and experience in the delivery of evidence based midwifery care within the practice setting.
3. Demonstrated effective interpersonal, negotiation and conflict resolution skills.
4. Demonstrated effective written and verbal communication skills.
5. Knowledge and experience in the Quality Improvement Cycle and Patient safety initiatives.
6. Willingness to practice in accordance with the Midwifery team preferred view i.e. that of being Professional, Empowering Women, Caring and Friendly, Collaborative, Positive Team Role Modelling and Holistic Midwifery.
7. Current "C" or "C.A." class drivers licence.

### Desirable Selection Criteria

1. Relevant skills in computer literacy.
2. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

### 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.
- Evidence of current "C" or "C.A." class drivers licence.
- 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.

**Karen Swallow**

\_\_\_\_\_  
**Manager / Supervisor Name**

\_\_\_\_\_  
**Signature or**

\_\_\_\_\_  
**HE Number**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Dept. / Division Head Name**

\_\_\_\_\_  
**Signature or**

\_\_\_\_\_  
**HE Number**

\_\_\_\_\_  
**Date**

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

\_\_\_\_\_  
**Occupant Name**

\_\_\_\_\_  
**Signature or**

\_\_\_\_\_  
**HE Number**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Effective Date**

**HSS Registration Details** (to be completed by HSS)

**Created on** \_\_\_\_\_

**Last Updated on** \_\_\_\_\_

February 2021