



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA Country Health Service - Midwest		Position No:	605212
Division:	Geraldton Regional Hospital	Title:	Clinical Midwife Specialist - Maternity
Branch:	Inpatient Services	Classification:	RN SRN Level 3
Section:		Award/Agreement	Nurses and Midwives Agreement.

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title: Coordinator of Nursing and Midwifery
	Classification: RN SRN Level 7
	Position No: 613405
	↑
Responsible To	Title: Clinical Nurse Manager – Inpatient Services
	Classification: RN SRN Level 4
	Position No: 604210
	↑
This Position	Title: Clinical Midwife Specialist - Maternity
	Classification: RN SRN Level 3
	Position No: 605212
	↑

OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

<u>Title</u>
Clinical Midwife
Registered Nurse
Enrolled Nurse
Registered Nurse – Midwife Student
Clinical Nurse Specialist - Inpatient
Clinical Nurse
Midwife
Midwife - Graduate

Positions under direct supervision:	← Other positions under control:
Position No. Title	Category Number
	614808 Registered Nurse –Midwife Student
	614809 Graduate Midwife
	614810 Registered Midwife
	604294 Registered Nurse/Midwife Casual
	614795 Clinical Midwife

Section 3 – KEY RESPONSIBILITIES

Provides clinical leadership and support for midwifery, nursing and other health service employees in the specialty of Midwifery and Neonatal Care. Provides advanced clinical patient care, within area of expertise of Midwifery and Neonatal Care. The position holder influences the practice of midwifery and nursing within the Maternity Unit at Geraldton Hospital. Areas of accountability will include the provision of leadership, leading clinical education, clinical standard setting and monitoring, policy development and change management.

WA Country Health Service Midwest
8 October 2021
REGISTERED

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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CLINICAL	D	100
1.1	Provides clinical and assists management leadership and support for midwifery, nursing and other health service employees of the Maternity Unit.		
1.2	Provides advanced, complex clinical patient care, within maternity and other areas of expertise as well as expert consultancy and guidance both within and external to the hospital.		
1.3	Ensures significant, trackable and sentinel events are reported to senior management and participates in investigation where required.		
1.4	Analyse the research to determine clinical and education best practice; initiate, implement and evaluate best practice activities through change management that support the delivery of appropriate clinical care and education in obstetrics and care of the neonate.		
1.5	Promotes positive inter-departmental relationships with the clinical area through promoting and facilitating a multidisciplinary team approach to decision making.		
1.6	Liaises with external service providers.		
2.0	LEADERSHIP & MANAGEMENT	D	
2.1	Provide leadership in the coordination and implementation of quality improvement activities		
2.2	Participates in the selection of Unit staff.		
2.3	Facilitates the resolution of grievances within the Unit and assists with complex conflict resolution according to policy and procedure.		
2.4	Identifies and reports asset maintenance or replacement requirements and assists with the preparation of capital and minor works requests and other funding submissions.		
2.5	Monitors and maintains documentation standards.		
2.6	Promotes a positive customer focus throughout the hospital and in the wider community.		
2.7	Implement and maintain performance management activities.		
2.8	Maintain and assesses equipment required in the unit.		
3.0	SAFETY, QUALITY & PERFORMANCE	R	
3.1	Assists in creating a quality focus in accordance with the Safety and Quality initiatives and the National Safety and Quality health Service Standards.		
3.2	Contributes to the development, publication and implementation of Safety and Quality initiatives.		
3.3	Coordinates the performance management/development of unit midwifery and nursing staff.		
3.4	Reviews unit performance through the collection, assessment and reporting of Performance Indicator data in conjunction with the Clinical Nurse Manager Inpatients.		
4.0	PROFESSIONAL DEVELOPMENT	R	
4.1	Sets goals and accepts responsibility for own professional development through continuing education.		
4.2	Maintains own clinical skill Disseminates clinical and leadership knowledge and skills.		
4.3	Identifies training needs of staff and liaises with Workforce Development accordingly.		
4.5	Attends updates of mandatory skills while also ensuring that unit staff are demonstrating their mandatory competencies and maintenance of skills.		
4.6	Coordinates, facilitates and provides assessment for student nurses, student midwives and graduate midwives.		
5.0	OTHER	O	
5.1	Performs other relevant duties as directed.		

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.



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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for registration in the category of Nursing and Midwifery by the Nursing and Midwifery Board of Australia
2. Demonstrated advanced, broad based, clinical practice skills in both Midwifery and Special Care Nursery at level 2 or above.
3. Demonstrated clinical leadership and clinical education experience in Midwifery and Neonatal care.
4. Demonstrated advanced interpersonal skills and communication (written and verbal) skills and negotiation skills.
5. Demonstrated expert knowledge and application of research and best practice principles
6. Demonstrated ability to manage and operate within a multi-disciplinary team framework and involvement in Clinical Governance.
7. Demonstrated ability in the NMBA, National Competency Standards for the Midwife.
8. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

DESIRABLE

1. Possession of or working toward post-graduate qualification in clinical specialisation or related field of study.
2. Demonstrated knowledge and practical skill in the application of Information Technology in the workplace.
3. Experience in ACHS EQUIP accreditation process

Section 6 – APPOINTMENT FACTORS

Location	Geraldton	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by Nursing and Midwifery Board of Australia must be provided prior to commencement. • Provision of the minimum identity proofing requirements • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check • Successful Working With Children Check Allowances <ul style="list-style-type: none"> • District allowance 		
Specialised equipment operated			

Section 7 – CERTIFICATION

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

Signature and Date:
Manager



Signature and Date:
Regional Director



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

Name	Signature	Date Appointed	Date Signed

