



HSS Registered

Clinical Midwife (Endorsed)

Nurses and Midwives Agreement; Level 2

Position Number: 603825

Midwifery Birth Centre / Surgical Division

Royal Perth Bentley Group (RPG) / East Metropolitan Health Service (EMHS)

Reporting Relationships

Co-ordinator of Nursing and Midwifery
Surgical Division
WA Health ANF. SRN Level 7
Position Number: 603703



Midwife Manager
WA Health ANF, SRM Level 4
Position Number: 112355



This Position



Directly reporting to this position:

Title	Classification	FTE
Midwife (Endorsed)	WA Health ANF, RM Level 1	

Also reporting to this supervisor:

- Registered Midwife, WA Health ANF Agreement Levels 1 & 2

Key Responsibilities

As part of a multidisciplinary team the Endorsed Clinical Midwife, provides clinical and professional expertise to ensure comprehensive evidence based midwifery care is delivered to women and their babies. Facilitates and promotes safety and quality of care for women and their babies. The Endorsed Clinical Midwife practices within their scope of practice considerate of the Nursing and Midwifery Board's Midwifery Practice Decision Flowchart

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 Specialty

- 1.1 Provides continuity of midwifery care within a case load model throughout the continuum of pregnancy, labour, birth and the postpartum period.
- 1.2 Provides safe, effective care in collaboration with the multidisciplinary team, the client and her family which is culturally sensitive.
- 1.3 Applies knowledge, skills and attitudes to provide comprehensive evidence-based continuity of midwifery care that respects and supports women to be self-determining in promoting their own health and wellbeing.

2. Clinical

- 2.1. Role models and champions a positive organisational culture in line with EMHS vision and values.
- 2.2. Credentialed (or eligible for credentialing) to work to the scope of practice of a Midwife with endorsement in accordance with the Nursing and Midwifery Board of Australia standard
- 2.3. Provides comprehensive evidence-based midwifery care and individual case management to women and their babies including assessment, intervention and evaluation.
- 2.4. Undertakes caseload at the direction of senior staff and Midwife Manager.
- 2.5. Responsible and accountable for the safety and quality of care delivered through planning, coordinating, performing, facilitating, and evaluating the delivery of care relating to women and their babies in the practice setting.
- 2.6. Monitors, reviews and reports upon the standard of midwifery practice to ensure that colleagues are working within the scope of midwifery practice, following appropriate clinical pathways, policies, procedures and adopting a risk management approach in care delivery to the woman and her baby.
- 2.7. Participates in case conferences as appropriate.
- 2.8. Educates the woman in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
- 2.9. Supports and liaises with the woman, carers, colleagues, medical, other midwives, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care to the woman and her baby.
- 2.10. Completes clinical documentation and undertakes other administrative/management tasks as required.
- 2.11. Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.12. Develops and seeks to implement change utilising expert clinical knowledge through research and evidence based best practice.
- 2.13. Monitors and maintains availability of consumable stock.
- 2.14. Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to midwifery including the International Council Code of Conduct for Midwives in Australia, the Midwife Standards for Practice, the Medicines and Poisons Act 2014, and the Medicines and Poisons Regulations 2016.
- 2.15. Promotes and participates in team building and decision making.
- 2.16. Responsible for the clinical supervision of midwives at Level 1 under their supervision.

3. Education/Training/Research

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

4. EMHS Governance, Safety and Quality Requirements

- 4.1. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 4.2. Actively participates in the Peak Performance program.
- 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. Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
- 4.5. Completes mandatory training (including safety and quality training) as relevant to role.
- 4.6. Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Work Health and Safety legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

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 with endorsement for scheduled medicines for midwives.
2. Demonstrated advanced clinical knowledge and experience in the delivery of evidence based midwifery care within the practice setting.
3. Demonstrated high level of interpersonal, negotiation and conflict resolution skills.
4. Ability to plan and conduct patient/staff education.
5. Demonstrated ability in the development, implementation and evaluation of new and existing policies/procedures/programs/services.
6. Current knowledge of legislative obligations for equal opportunity, disability services and Work Health and Safety, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Post registration qualification in the area of specialty or evidence of significant progression towards one.
2. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia and endorsement for scheduled medicines for midwives 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.

_____ Manager / Supervisor	_____ Signature or	_____ HE Number	_____ Date
_____ Donn John ND Workforce		HE10574	01/06/2023
_____ 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
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