



# Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

## Position Title

Position number: Various

## Clinical Midwife

### Regional Profile

The Pilbara is WA's second most northern region, defined by the Indian Ocean to the west and the Northern Territory boarder to the east. The Kimberley Region lies to its north across the Great Sandy Desert and the Pilbara's southern reaches border the Midwest and Goldfields regions. The region covers a total area of 507,896 sq km (including offshore islands). Most of the inhabitants are located in the western third, whereas the eastern third is largely desert with few inhabitants. Today the Pilbara economy is crucial to the State, providing 2 of the State's largest export revenue earners – iron ore and liquefied natural gas.

### About the WA Country Health Service

#### Our Strategic Priorities



#### Our Vision

To be a global leader in rural and remote healthcare.

#### 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.

#### Our Mission

To deliver and advance high quality care for country WA communities.

Position Title: Clinical Midwife	Position Number: Various	Classification: RM Level 2
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## Directorate overview

The Pilbara region includes Hedland Hospital, Karratha Hospital, Newman Hospital, Roebourne, Onslow, Tom Price and Paraburdoo Hospitals, Marble bar and Nullagine Health Centres as well as a range of Aboriginal Community Health Clinics, Community and Public Health Nursing services, Mental Health and Drug Services.

Nursing in rural and remote areas can be rewarding and challenging. The Pilbara Nursing and Midwifery Service is committed to the care of our patients and the improvement of the health of our community despite the many challenges of their remoteness and isolation. Employing a large number of registered nurses/midwives, enrolled nurses, nurse practitioners, clinical nurse specialists, assistants in nursing, Aboriginal Health Workers and Aboriginal Health Practitioners; we value our workforce and are committed to creating opportunities for continuous learning, mentorship, skills specialisation and career progression within staff development, nursing and midwifery research and nursing management and leadership.

Our Directors and Coordinators of Nursing and Nursing/Midwifery service Managers and Regional Nurse Managers are key people who are accountable for overseeing the highest standard of care and professional conduct. These roles are there to support you in your practice and in your professional development and I encourage you all to participate actively in your own development, and that of others. Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at [www.wacountry.health.wa.gov.au](http://www.wacountry.health.wa.gov.au)

## Position Details

Position Number:	Various	Registration Date:	22 September 2023
Classification:	RM Level 2	Location:	Various locations in the Pilbara
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Maternity Services (WA Country Health Service)		

## Position Overview

To manage, coordinate and provide competent, evidence based midwifery care within the scope of practice of a Midwife, using leadership and advanced midwifery skills and knowledge relevant to the practice setting. To provide clinical supervision for midwives, registered nurses, enrolled nurses, unregulated care workers and students.

## Reporting Relationships

### Responsible to:

Clinical Nurse Manager – Maternity SRN Level 4

**OR**

Clinical Midwife Manager, SRN level 3



### This position:

Clinical Midwife

RM Level 2



### Positions under direct supervision:

Nil



### Other positions reporting to this position:

Various



## Key Duties/Responsibilities

### 1. PROFESSIONAL

- 1.1. Practice Standards for the Midwife as described by the Nursing & Midwifery Board of Australia
- 1.2. Provide advanced level evidence based midwifery (and where appropriate nursing) care in accordance with the Nursing & Midwifery Board of Australia Decision-Making Framework.
- 1.3. Be responsible and accountable for the safety and quality of woman centred midwifery care through assessment, planning, implementation, facilitation and evaluation of care across the continuum.
- 1.4. Perform the role of midwifery clinical expert for the unit/hospital providing professional advice and assistance in relation to clinical standards and practice, in conjunction with the manager and/or midwife specialist (where applicable).
- 1.5. Perform a leadership role in coordination of multi-disciplinary services to ensure a high standard of consumer focused, evidence based maternity care delivery.
- 1.6. Perform a leadership role in unit based decision-making and assist the manager to monitor the achievement of unit, hospital, regional and WA Country Health Service objectives.
- 1.7. Facilitate others in their development of competencies and organisational skills, including the performance management of designated personnel.
- 1.8. Be accountable for the safe, efficient and effective use of resources.
- 1.9. Participate in the on-call roster if required

### 2. ADMINISTRATIVE

- 2.1. Coordinate the operational management of the unit, on a shift-by-shift basis as required.
- 2.2. Assist the manager with forward resource planning and implementation of management strategies including monitoring industrial workload indicators.

### 3. EDUCATION AND RESEARCH

- 3.1. Maintain their competence to practice in accordance with the Professional Practice Standards for the Registered Nurse as described by the Nursing & Midwifery Board of Australia.
- 3.2. Uses technology to improve practice and to enhance learning and patient/consumer care, including supporting use of telehealth services.
- 3.3. Identifies patient education and information needs and implements appropriate patient teaching, including using digital health in partnership with patients / carers to aid culturally appropriate, informed decision making and health literacy.
- 3.4. Assume responsibility for unit based education and training in relation to clinical practice and accept responsibility and accountability for designated portfolio/s.
- 3.5. Actively participate in improvement and research programs in conjunction with others to improve the unit or health care service.

### 4. OTHER

- 4.1. Other duties as required.





## Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

### Essential

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 delivery of evidence based midwifery care within the relevant practice setting.
3. Demonstrated ability to function as a team leader and team member within a multidisciplinary environment.
4. Demonstrated well-developed communication (written and verbal) and interpersonal skills; including effective negotiation, problem solving and conflict resolution skills
5. Demonstrated incorporation of quality and risk management principles within practice
6. Demonstrated digital capability to enable access and use of available technology for safe patient care and information availability.
7. Current knowledge of legislative and policy obligations for Nursing practice, Equal Opportunity, Public Sector, Standards, Disability Services, Aboriginal Cultural Respect Framework and Occupational Safety and Health, and how these impact on employment and service delivery.

### Desirable

1. Possession of, or progression towards, an appropriate post-graduate qualification
2. Knowledge of current health issues and the organisational culture of rural health services.

## Appointment Pre-requisites

Appointment is subject to:

- Evidence of current registration by the 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
- Evidence of a current C or C-A Class driver's licence or other specialised licence class
- Ability to travel within the region as required including overnight stays

**WA Country Health Service  
Pilbara**

**22 September 2023**

**REGISTERED**

