



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 617831

Clinical Midwife Specialist – Endorsed Midwife

Regional Profile

The Pilbara is WA's second most northern region, defined by the Indian Ocean to the west and the Northern Territory border 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 507,896sq km (including off shore 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 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 Vision

To be a global leader in rural and remote healthcare.

Our Mission

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

Position Title: Clinical Midwife Specialist – Endorsed Midwife	Position Number: 617831	Classification: SRN Level 3
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Directorate overview

The Pilbara Nursing and Midwifery Directorate delivers care that is extraordinary in every way; ensures access for all; develops and retains nurses and midwives as competent stewards of health's precious resources; engages in partnerships that sustain the health of our communities; seizes opportunities to innovate and utilise technology for the benefit of those in our care; and of utmost importance, fosters workplaces that enable nurses and midwives to achieve their fullest potential. Pilbara Regional Nursing and Midwifery teams are committed to the care of our patients and the improvement of the health of our community, acknowledging the challenges that remoteness and isolation bring. The Pilbara region includes Hedland Health Campus, Karratha Health Campus, Newman Health Service, 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. The nurses and midwives across our regions are focused on the provision of excellence in person and family centred care and are proud of the contribution they make every day to patient experiences, collaborative partnerships with the multi-disciplinary teams and the functioning of our hospitals and services. As practitioners, we value our workforce and are committed to creating opportunities for continuous learning, mentorship, skills specialisation and career progression. 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

Position Details

Position Number:	617831	Registration Date:	30 October 2023
Classification:	SRN Level 3	Location:	Hedland Health Campus, Pilbara
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing and Midwifery		

Position Overview

This role provides advanced midwifery assessment, diagnosis, care and intervention to pregnant people and families within the scope of practice of an Endorsed Midwife. The occupant of this position is required to demonstrate a positive commitment to modelling our organisational values, safety and quality improvement and the Code of Conduct in all aspects of their employment. Compliance with all relevant policies, procedures, standards and legislation including Confidentiality and Work Health and Safety policies is mandatory.

Reporting Relationships

Responsible to:

Clinical Nurse Manager – Maternity Paed
SRN Level 4
300202



This position:

Clinical Midwife Specialist – Endorsed Midwife
SRN Level 3
617831



Positions under direct supervision:

Nil



Other positions reporting to this position:

Clinical Midwife
Midwife
Clinical Nurse
Registered Nurse
Enrolled Nurse
Registered Nurse - Graduate
Registered Nurse – Midwife Student
Nursing Support Officer



Key Duties/Responsibilities

1. Clinical

- 1.1. Provides advanced and autonomous expert midwifery care to women, babies and families in accordance with the scope of practice of the Endorsed Midwife by:
 - Assessment and diagnosis
 - Prescribing medications
 - Ordering and analysing pathology and imaging tests
 - Referring women and babies to other Health Professionals as per the Australian College of Midwives National Guidelines for Midwifery Consultation and Referral within own scope of practice.
- 1.2. Ensures compliance with relevant Federal/State legislation, DoH and WACHS policies, and local procedures as they pertain to the delivery of health services.
- 1.3. Analyses the research to determine clinical and management trends, initiates and implements best practice that supports the delivery of appropriate midwifery care and management.
- 1.4. Maintains excellence in interpersonal skills and leadership to guide appropriate midwifery care.
- 1.5. Promotes and guides a multi-disciplinary team approach to decision making.
- 1.6. Provides midwifery care and documents with regard to risk management principles.

2. Governance, Safety and Quality

- 2.1. Promote effective clinical leadership.
- 2.2. Supports a working environment conducive to open communication and constructive problem solving.
- 2.3. Develop and promote positive relations with clients, peers, medical staff, allied health colleagues and members of the general public.
- 2.4. Participate in peer review and case review procedures as determined by their line manager.
- 2.5. Participates in relevant committees and special projects.
- 2.6. Contribute to staff and patient safety systems that meet contemporary clinical standards and OS&H requirements.
- 2.7. Liaise with other agencies and organisations as required.
- 2.8. Promote cost-effective use of materials.
- 2.9. Provide leadership in coordinating and implementing quality improvement activities specific to the Endorsed Midwife role.
- 2.10. Participate in Clinical Practice Improvement Programs and Clinical Governance Initiatives as relevant to practice.
- 2.11. Identify opportunities to improve and promote evidence based clinical practice.
- 2.12. Ensure maternity services are provided in a manner sensitive to, and appropriate for, people of Indigenous and other cultural backgrounds.

3. Education and Training

- 3.1. Contribute to Health Service workforce development programs and seek opportunities for ongoing professional education of self and colleagues.
- 3.2. Maintains own clinical skills and disseminates clinical and leadership knowledge and skills.
- 3.3. Acts as one of the unit's clinical leads, providing support and education to team members, mentors and oversees novice team members, and assists in driving the culture of professional development for all midwifery staff.
- 3.4. Participates in clinical research activities where applicable.

4. Other

- 4.1. Other duties as required.



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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. Holds an endorsement for scheduled medicines for midwives with the Nursing and Midwifery Board of Australia.
3. Demonstrated advanced clinical experience, knowledge and leadership in midwifery care across the continuum.
4. Well-developed clinical problem-solving skills including conceptual and analytical ability.
5. Sound knowledge of relevant legislative and health regulating Acts including legislative obligations relating to midwifery practice.
6. Experience in quality improvement, its practical application in family centered care and its relationship to strategic development.
7. Demonstrated computer literacy and ability to use information systems.

Desirable

1. Knowledge of current health issues and the organisational culture of rural health services.
2. Current knowledge and commitment to Equal Opportunity, Disability Services and Occupational Safety and Health in all aspects of employment and service delivery.

Appointment Pre-requisites/Allowances

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

Allowances where applicable: District Allowance, Annual Leave Travel Concession, One-week additional annual leave for above the 26th parallel, Air-conditioning subsidy, Subsidised accommodation.

**WA Country Health Service
Pilbara**

30 October 2023

REGISTERED

