



HSS Registered

Clinical Midwife

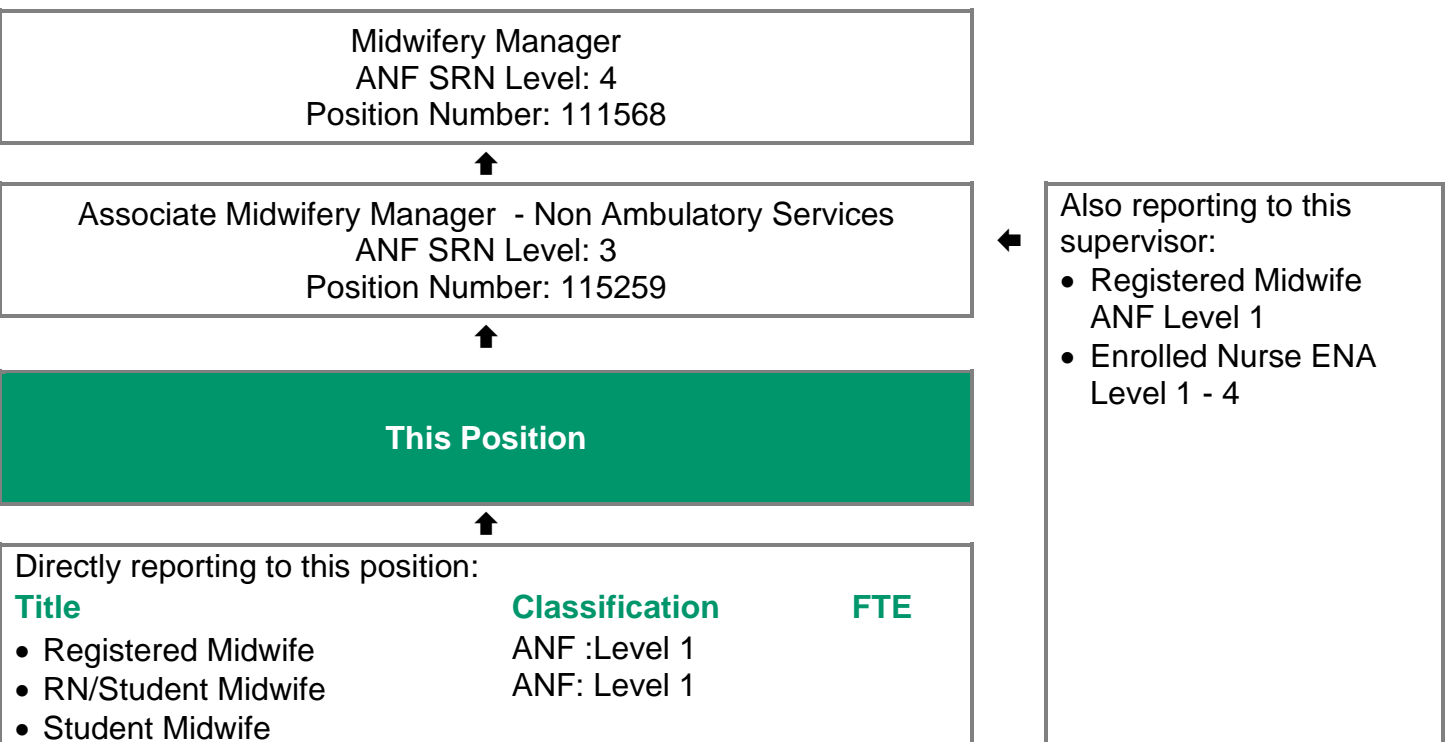
ANF: Level 2

Position Number: 005897

Maternity

Armadale Health Service/East Metropolitan Health Service

Reporting Relationships



Key Responsibilities

As part of a multidisciplinary team provides clinical and professional expertise to ensure comprehensive evidence based midwifery/nursing care is delivered to patients. Facilitates and promotes patient safety and quality of care. The 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

- 1.1. Coordinates and is responsible for all midwifery and nursing care provided to patients with in the designated areas.
- 1.2. Organises the allocation of caseload to midwifery and nursing personnel
- 1.3. Liaises with Midwifery Manager/Associate Midwifery Manager and Hospital Nursing Management to determine staffing requirements, midwifery and nursing standards within the designated unit.
- 1.4. Demonstrates advanced clinical, leadership and mentoring skills.

2. Clinical

- 2.1. Provides direct, comprehensive evidence based midwifery care and individual case management to a specific group of women including assessment, intervention and evaluation.
- 2.2. Monitors, reviews and reports upon the standard of nursing and 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 patient care delivery.
- 2.3. Develops and seeks to implement change utilising expert clinical knowledge through research and evidence based best practice.
- 2.4. Plans, develops and implements education programs for women/colleagues/consumers.
- 2.5. Promotes and participates in evidence based clinical education and research activities in area of responsibility.
- 2.6. Evaluates the effectiveness of midwifery care. Uses a clinical decision making approach to provide holistic midwifery care.
- 2.7. Participates in ongoing quality management activities at practice setting level.
- 2.8. Develops and seeks to implement change utilising expert clinical knowledge through research and evidence based best practice.
- 2.9. Accepts responsibility for development of professional skills in self and others by participation in staff development and other educational and professional programs.
- 2.10. Functions in accordance with legislation affecting midwifery practice.
- 2.11. Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 2.12. Promotes and participates in team building and decision making.
- 2.13. Completes clinical documentation and undertakes other administrative/management tasks as required.
- 2.14. Participates in departmental and other meetings as required to meet organisational and service objectives.
- 2.15. Monitors and maintains availability of consumable stock.
- 2.16. 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.
- 2.17.

3. EMHS Governance, Safety and Quality Requirements

- 3.1. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.2. Participates in an annual performance development review and undertakes performance development review of staff under their supervision.

- 3.3. 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.
 - 3.4. Completes mandatory training (including safety and quality training) as relevant to role.
 - 3.5. Performs duties in accordance with Government, WA Health, East Metropolitan Health Service and Departmental / Program specific policies and procedures.
 - 3.6. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.
4. **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 advanced clinical knowledge, current midwifery practice experience and ability to show initiative and determine priorities.
3. Demonstrated leadership skills with proven ability to work within a multidisciplinary health care team.
4. Demonstrated excellent interpersonal, verbal and written communication skills with strengths in liaising effectively within a multidisciplinary team.
5. Proven commitment to Quality improvement Activities.
6. Willingness to practice in accordance with the Armadale Health Service 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 knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Possession of or progress towards a relevant tertiary post-graduate qualification.
2. Relevant skills in computer literacy.

Appointment Prerequisites

Appointment is subject to:

- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- 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.				
Philippa Reppington			HE35122	28/12/2018
_____ Manager / Supervisor	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	September 2023		