



# Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

## Position Title

Position number: 400022

**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 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 | Position Number: 400022 | Classification: RN Level 2 |
|----------------------------------|-------------------------|----------------------------|

## Directorate overview

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.

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.

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 WACHS 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)

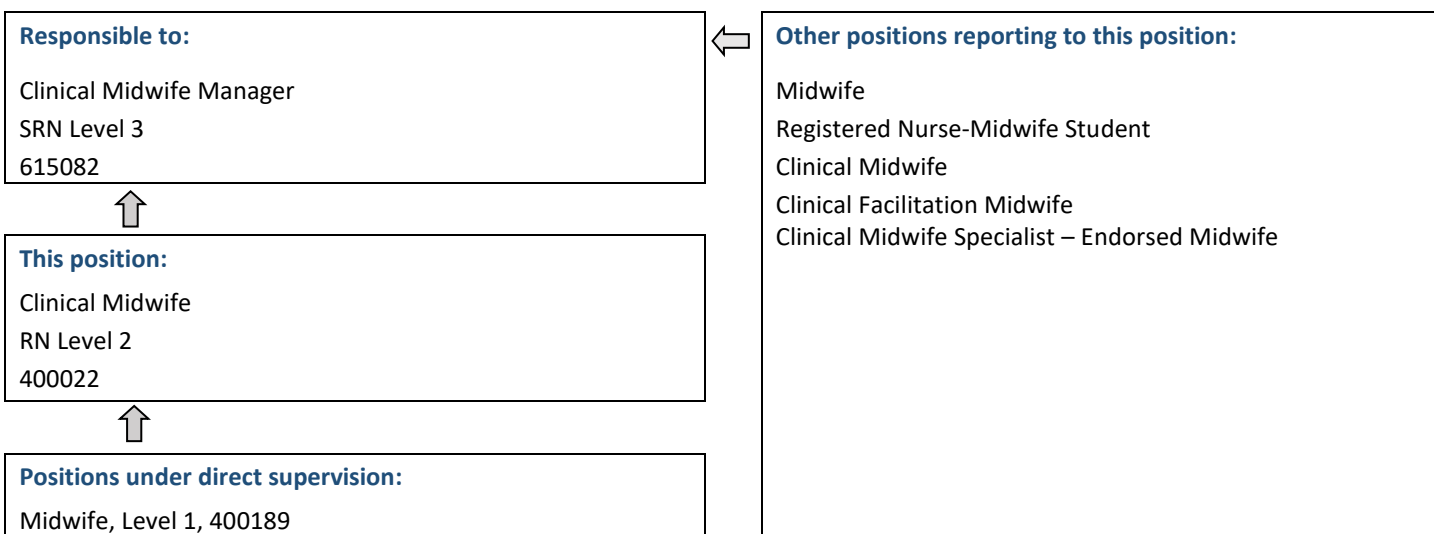
## Position Details

|                         |                                |                    |                                 |
|-------------------------|--------------------------------|--------------------|---------------------------------|
| Position Number:        | 400022                         | Registration Date: | 07 June 2024                    |
| Classification:         | RN Level 2                     | Location:          | Karratha Health Campus, Pilbara |
| Award / Agreement:      | Nurse and Midwives Agreement   |                    |                                 |
| Organisational Context: | Nursing and Midwifery Services |                    |                                 |

## 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 and student midwives.

## Reporting Relationships



## Key Duties/Responsibilities

### 1. Clinical

- 1.1. Complies with registration requirements of the Nursing and Midwifery Board of Australia (NMBA) and practices in accordance with the NMBA standards for practice for Midwives.
- 1.2. Provide evidence-based midwifery care and be accountable for the delegation of 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 midwifery care through assessment, planning, implementation, facilitation and evaluation of care across the continuum.
- 1.4. Coordinate multidisciplinary services to ensure high standard of consumer focused, evidence-based care delivery.
- 1.5. Identify patient education needs and implement appropriate teaching, including coordination of patient education programs.
- 1.6. Plan and facilitate clinical activities and perform role of the shift coordinator (commensurate with experience) as required, including undertaking appropriate escalation of care or concern for support.
- 1.7. Uses technology to improve practice and enhance learning and patient care, including supporting use of telehealth services.

### 2. Governance, Safety and Quality

- 2.1. Actively participates in improvement and research programs in conjunction with others to improve the unit or hospital healthcare service.
- 2.2. Participates in unit based decision-making and supports the achievement of unit, hospital, regional and WA Country Health Service (WACHS) Objectives.
- 2.3. Provides leadership and role modelling that facilitates others in their professional development to support the delivery of appropriate clinical care.
- 2.4. Be accountable for the safe, efficient and effective use of resources, including assisting with forward planning of the unit.
- 2.5. Performs duties in accordance within the relevant legislative frameworks, WACHS policies and procedures and site-specific policies, procedures and guidelines.

### 3. Education and Training

- 3.1. Promotes education activities including but not limited to orientation, preceptorship, supervision and validation.
- 3.2. Identifies and implements patient education needs that are culturally appropriate to support informed decision-making utilising a range of digital health platforms.

### 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 delivery of evidence-based midwifery care within the relevant practice setting.
3. Demonstrated ability to function as a team leader and/or team member within a multidisciplinary environment.
4. Demonstrated effective communication (written and verbal) and interpersonal skills; including negotiation, problem solving and conflict resolution skills.
5. Demonstrated incorporation of quality and risk management within practice.
6. Demonstrated digital capability across clinical systems which contribute to the provision of quality care.
7. Demonstrated understanding and knowledge of the Aboriginal cultural respect framework.
8. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management 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/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.

