

Position Description

Position Title	Regional Midwifery Consultant
Position Number	30027885
Division	Clinical Operations
Department	Women and Children
Enterprise Agreement	Nurses and Midwives (Victorian Public Sector) Single interest employer agreement 2024-2028
Classification Description	Clinical Midwife Consultant D
Classification Code	RN 53
Reports to	Director Of Nursing and Midwifery Women's and Children's Services
Management Level	Tier 2 - Director Operations Managers
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person-centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1800 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

The Women and Children Department

Bendigo Health's Women's and Children's Services provide inpatient and outpatient care to women and children from across the Loddon Mallee region. This service comprises our Women's Health Clinics, Women's Ward and Birthing Suite, Special Care Nursery, Children's Ward and Early Parenting Centre. We offer a number of antenatal, intrapartum and postpartum care options including midwifery led antenatal care and obstetric care. Our service is supported by Lactation Consultants, Maternity Support Clinicians, Allied Health, Midwifery Home Care, Paediatric Homecare and an active education team. The staff work as a team with midwives, senior VMO's, staff specialists and junior medical staff in Obstetrics/Gynaecology and Paediatrics. Our Maternity Service is a Level 5 and Neonatal Level 4 in the Victorian State-wide Capability Framework, which means we care for women with normal to moderate risk pregnancies and from a neonatal capability care for babies from 32 weeks gestation.

The Position

The Loddon Mallee Region Clinical Midwife Consultant provides midwifery leadership across the region's services. Midwifery leadership is focused on strengthening regional clinical governance and workforce. Improved safety and quality of care through the use of best practice, minimise risk and foster a culture of

continuous improvement. With a commitment to maintaining maternity capability levels in LMR health services.

Responsibilities and Accountabilities

Key Responsibilities

- Provide a regional model of clinical leadership, expertise and advice to all LMR Maternity and Newborn services in a timely manner to support safe clinical care and appropriate escalation of risk.
- Facilitate capacity building and networking within LMR to assist maternity and newborn services to meet governance requirements, education, and maternity and newborn service development needs into the future.
- Develop site-specific solutions to sustain existing birthing sites, Support the needs of small rural health services and their communities.
- Support individual health services with case reviews, perinatal clinical audit and local morbidity and mortality review committee.
- Participation in the regional morbidity and mortality review committee as designated midwifery peer and support LMR maternity and newborn service to implement the recommendations.
- Be the designated external midwifery peer for Hume 2 regional morbidity and mortality review committee.
- Establish and embed perinatal referral and management of care for Aboriginal women, in collaboration with Koori Maternity Services in the LMR.
- Membership and participation in Maternity and Newborn Governance Committees.
- Facilitate change and cultural reform through innovative initiatives to improve perinatal services across the region. For example, telehealth initiatives; regional pathways/mapping; standardisation of tools; adopting shared regional resources; co-development and maintenance of resources at a regional level; shared development and implementation of maternity policies and procedures.
- Promote a culture of learning and support all staff to work confidently and competently across their full scope of practice. Assist maternity and newborn services to co-ordinate an education and training strategy, maximizing efficient learning platforms.
- Promote and encourage ongoing commitment to quality improvement projects at individual, State and National levels.
- Act as a midwifery lead overseeing, monitoring and delivering regional projects and initiatives.
- Work in partnership with the regional obstetrician to achieve a sustainable, safe, family centered regional maternity and newborn service.
- Demonstrate integrity by building trust and mutual respect with key stakeholders to facilitate a partnership approach.
- Actively ensure that the needs of women and their families are central to each of the phases of the quality improvement initiatives.
- Support effective and collaborative communication between key stakeholders in the LMR and with Department of Health, Safer Care Victoria and other agencies to facilitate, advocate and promote regional and rural maternity and newborn care.
- Facilitate the understanding of priorities for Government policy and translating these into practice at a local level.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Tertiary qualification in Midwifery with APHRA registration
2. Extensive experience of more than 5 years in midwifery, including in an acute maternity service setting.
3. Expert knowledge of the broad health care sector, including a strong understanding of clinical governance, quality and safety in maternity care.
4. Demonstrated ability to support effective and collaborative communication between key stakeholders in the LMR, DH, SCV and other agencies.

Desirable

5. Skills in engaging and leading regional clinicians and consumers in quality improvement projects.
6. Experienced in quality improvement project and change management in healthcare setting.
7. Ability to work independently and collaboratively within a complex environment with a range of stakeholders.
8. Well, developed critical thinking and problem-solving skills, ability to think laterally and design solutions.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Drivers Licence a Current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.