

## Position Description

Position Title	Regional Midwifery Consultant
Position Number	30027885
Division	Clinical Operations
Department	Women and Children
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Midwife Consultant D
Classification Code	RN53
Reports to	Director Of Nursing and Midwifery Women’s and Children’s Services
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul>

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

## Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

## Our Values

**PASSIONATE** – We are passionate about doing our best – for our patients, our colleagues and our community.

**ACCOUNTABLE** – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

## 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.

## 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.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.

- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*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.*