

Position Description

Position Title	Registered Midwife – Dhelkuk Dungatuk Baring Midwifery Group Practice
Division	Clinical Operations
Department	Birthing Suite
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Midwife G2 Y2 – Y8
Classification Code	YS2 – YS8
Reports to	Midwife Unit Manager - Birthing Suite
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

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

Dhelkuk Dangatuk Baring is Bendigo Health’s first Midwifery Group Practice team to provide continuity of care for our first nations women and families.

As a Midwife working in this model, you will deliver comprehensive women -centred across the continuum of Pregnancy, including Antenatal, Intrapartum and Postpartum periods. You will work collaboratively with colleagues to provide holistic psychosocial support with all care grounded in a trauma- informed approach.

Midwives working in this MGP team practise to their full scope, delivering a high standard of clinical care, as independent practitioners while also contributing to a highly functioning, collaborative multidisciplinary team.

Guiding Philosophy

Dhelkuk Dangatuk Baring is grounded in a commitment that depicts pregnancy, birth and parenting as a sacred, cultural and person-centered journey. The foundations are based on continuity, fostering care based on trust, safety, respect, and empowerment. Self-determination places all women and families at the center of decision-making as we walk side by side during their journey through such a transformative time.

Purpose:

- Improve clinical and cultural outcomes.
- Strengthen trust between families and the maternity system.
- Support healthy pregnancies and births.
- Honour cultural authority, traditions and community leadership.
- Lessen fragmented care.
- Strengthen midwifery recruitment and retention.
- Build and support the First Nations midwifery workforce.

Guiding Principles

- **Cultural Safety & Humility:** Staff commit to culturally safe practice that recognises history, trauma and ongoing inequities.
- **Holistic Centred Care:** The woman and family have a voice and right to choose in their care, culture and choices.
- **Continuity of Carer:** Consistent relationships are formed to improve trust and outcomes.
- **Community Partnership:** Allowing for strengthened partnerships to form between Bendigo Health and Aboriginal Community Controlled Health Organisations.
- **Trauma-Informed Practice:** Staff be aware and informed around trauma informed practice, minimising the exposure of trauma and prioritises emotional and cultural safety.
- **Equity & Self Determination:** Support woman and families to take active involvement in care and choice.

Responsibilities and Accountabilities

Key Responsibilities

Clinical practice

- Appropriately assess, plan, implement, evaluate and contemporaneously document midwifery and neonatal care, in partnership with the woman and other health professionals.
- Provide evidence -based care that respects family dignity, culture, values and beliefs of the woman and supports their health and wellbeing.
- Create discharge plans and facilitate referrals to Maternal and Child Health services, VAHS and other community supports.
- Maintain an awareness of team clinical outcomes and provide feedback/information to the team/ MUM and broader Maternity team on a regular basis.
- Organize hours of work to suit the women in your caseload and yourself, and provide backup care for the women allocated to your team.
- Ensure documentation meets professional standards and is visible to the broader Maternity team as required.
- Any other duties as required that meet relevant standards and recognized practice.

Communication and teamwork

- Attend and participate in team meetings and other service meeting as required to assist in maintaining clear lines of communication and information exchange within the team.
- Actively participate in multidisciplinary handovers.
- Provide professional and clinical support to colleagues.
- Provide orientation/ preceptoring /mentoring to staff as delegated.
- Contribute to a positive and supportive learning culture and environment for health professional students and learners at all levels.

Quality, safety and improvement

- Provide appropriate responses to all relevant emergency situation and take responsibility for ensuring that all mandatory training competency have been completed.
- Ensure all incidents and/ or near misses are identified and reported, promoting reflection and learning within a supportive environment.
- Participate in the development of quality improvement activities as requested.

Learning and development

- Remain consistently committed to own ongoing professional development and ensure all mandatory training and competency requirements are met.
- Support the training/education needs of team members by facilitating opportunities for learning.

Key Selection Criteria

1. A demonstrated understanding of cultural safety and the issues affecting the health outcomes of Aboriginal and Torres Strait Islander women and newborns. And an understanding of the impact of social determinant on health and wellbeing and a commitment to advocacy for women and families.

2. The ability to provide midwifery care across the continuum of antenatal, labor, birth and postpartum, with demonstrated sound clinical competence in all areas of midwifery practice (as per the scope of practice for Midwives, Victoria; ACMI competency standards for Midwives).
3. Excellent communication and interpersonal skills and the ability to respond to the needs of colleagues and the women in your care in a timely, accessible and professional manner.
4. A commitment to reflective practice/ clinical supervision and accessing support, assistance, advice and debriefing as required.
5. Knowledge of the acute health environment and the community setting to enable referral to appropriate services. Experience in providing care to women with high dependency needs.
6. Commitment to providing care from a caseload and team care philosophy.
7. An understanding and acceptance of the rostering and on-call arrangements related to the caseload model.
8. Demonstrated willingness to work toward continually developing skills and pursuing opportunities for learning, to enable the provision of care across the continuum.

Desirable

9. Level 3 FSEP practitioner, experience in IV cannulation, speculum examinations and waterbirth (or willingness to develop these skills within the first 6 months).
10. Experience in perineal suturing (or willingness to develop this skill within the first 6-12 months).

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.