

Position Description

Position Title	Clinical Midwifery Specialist
Division	Clinical Operations
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Midwife Specialist
Classification Code	JC5
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • 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

Maternity Services at Bendigo Health is a busy and proactive regional facility which provides care to women and their families from an extensive rural and regional catchment area. We have approximately 1200 births per annum in a unit which offers a Women's Health Clinic, Antenatal/Postnatal area, High and low risk Birth Suites and an 8 bed, Level 2 Special Care Baby Unit.

Midwives Clinics and MAMTA (caseload model) are offered as an option of care to women who book-in to this facility. Gynaecology services, both inpatient and outpatient, are also provided in Maternity and the Women's Health Clinic.

The Clinical Midwifery Specialist role is a senior role within the service that supports the delivery of high quality, safe maternity care. This role contributes to the professional culture and development of the unit supporting midwifery staff in reaching their full potential as clinicians.

Responsibilities and Accountabilities

Key Responsibilities

- Actively contributes to the development of clinical practice in the Bendigo Health maternity service.
- Acts as a resource and mentor to others in relation to clinical practice.
- Actively contributes to their own professional development.
- Exercises professional judgement in providing complex care requiring advanced skills.
- Leadership in the development of midwifery specialty clinical practice and service delivery in the maternity service.
- Identifies and responds to unsafe care practices; plans and implements corrective action and monitors change.
- Report any risk identified (eg: OHS, Clinical, Financial, Technology, Public Image) to the manager.
- Participate in risk management activities.
- Implement the principles of Multiculturalism in their work by ensuring services within their area of responsibility are accessible and culturally appropriate to consumers.
- Co-operate with other staff members to ensure that duty requirements and standards are being met and maintained.
- Acts to rectify inappropriate professional behaviour.
- Demonstrates sound conflict resolution skills.
- Demonstrates a high level of interpersonal skills through effective leadership.
- Motivates staff to maintain own personal and professional development.
- Ensures staff awareness of current professional issues.
- Facilitates research into practice.
- Analyses and evaluates research findings for incorporation into practice where appropriate.
- Demonstrate ability to work well within a multidisciplinary team, with an emphasis on service delivery, quality of care and team cohesion.
- Demonstrate excellence in written and verbal communication skills and computer literacy in Microsoft Applications.
- Demonstrate abilities in successfully initiating and implementing change to improve clinical service delivery and outcomes, models of care, evidence-based practice and practice development.
- Able to demonstrate advanced clinical competency and proficiency as a midwife in antenatal, labour, birth and postnatal care, lactation and infant feeding consistent with the ANMC Competency.
- Standards for Midwives (2006) and the Code of Professional Conduct for Midwives (2008).

- Provide leadership in the development of midwifery specialty practice and service delivery and evidence of and commitment to patient/customer focused care with understanding of the principles of Towards Normal Birth.

As the substantive position of a Clinical Midwifery Specialist is a Registered Midwife, once appointed a CMS will still be required to adhere to their Registered Midwife position description specific to their current work unit.

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

Applicants must meet one of the below requirements and be employed either full time or part time.

- Relevant post midwifery registration qualification and appointment to the grade of a midwife with either specific post basic qualifications and 12 month's experiences working in the clinical area of her/his specified post basic qualification.
- OR
- Minimum of four years post registration experience, including three years' experience in the relevant specialist field

Specialist Expertise

Registered to practice as a Midwife with AHPRA

Personal Qualities, Knowledge and Skills

Applicants must be able to demonstrate a minimum of one criterion in each of the following three sections.

Clinical skill

- Higher level of skill demonstrated in clinical decision making – in particular in problem identification and solution, analysis and interpretation of clinical data
- Maintenance and improvement of clinical standards

Professional Behaviour

- Positive role model; Act as a mentor or preceptor to less experienced nurses, including graduate nurses;
- Support of and contribution to, quality improvement and research projects with the area of practice and ward/unit/department;
- Acting as a resource person to others in relation to clinical practice

Professional Development

- Membership of a relevant professional body, and ability to demonstrate and document:
 - I. Learning from a journal article, or attendance at a conference or seminar, or reflection on seminar or conference papers; or

- II. Participation in effective learning activities relevant to their learning needs; or membership of a sub-grouping of the professional association relevant to their area of practice
- Contribution to the education of other professionals, for example, being willing to provide at least one in-service education program each year
- Undertaking own planned professional development and competence through various forms of continuing education.

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.