

Position Description

Position Title	Clinical Midwifery Specialist
Enterprise Agreement	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Classification Description	Clinical 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

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 Position

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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.

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.

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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 experience 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.

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.

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.