

Melton City Council

Enhanced Maternal and Child Health Nurse – Aboriginal and Torres Strait Islander Outreach

Position Description

PD: 00417

A vibrant, safe and liveable
City accessible to all

1. Position details

Position Title	Enhanced Maternal and Child Health Nurse - Aboriginal and Torres Strait Islander Outreach
Directorate	City Life
Service Unit/ Department	Maternal and Child Health
Position Classification	MCH Year 4 Enhanced (+2.5%)
Enterprise Agreement	Melton City Council Enterprise Agreement No 10 2022 or any successor enterprise agreement.

2. Organisational relationships

Reports to	Enhanced Maternal and Child Health Team Leader
Supervises	Nil
Internal liaisons	<ul style="list-style-type: none">• All Councils departments• Universal Maternal and Child Health• Children Services• Family Services• Housing Services
External liaisons	<ul style="list-style-type: none">• State and local Aboriginal and Torres Strait Islander organisations• Lookout Early Learning Adviser and Department of Education• Relevant Medical and Community Agencies• Child Protection and The Orange Door• Hospitals• Other council maternal and child health services• Community health and community services organisations

3. Our Organisation

1. Council Values

Our Values; Vibrant Melton or **M**otivate, **E**mpower, **L**ead, **T**rust **O**pen and **N**urture represent how we behave and operate in all our interactions with community and each other. At Melton City Council our diversity is our strength. We foster an inclusive workplace where everyone, regardless of who they are or what they do for our organisation, is equally involved and supported in all areas of Council.

2. Occupational Health and Safety

Each employee has the right to a safe working environment and should advise their Manager/ Supervisor of any risk or condition which could result in accident or injury. Each employee is responsible for their own health and safety; to adhere to Melton City Council procedures, participate in appropriate safety education and evaluation activities.

3. Melton City Council Policies and Procedures

Our policies and procedures are set out in various documents located throughout the organisation and electronically on the intranet. It is the responsibility of each employee to

familiarise themselves with these policies, procedures, including our Employee Code of Conduct.

4. Child Safe Environment

Melton City Council is committed to being a child safe organisation and has Zero tolerance for child abuse. Melton City Council is committed to creating and maintaining a child safe organisation where protecting children and preventing and responding to child abuse is at the centre of our everyday thinking and service delivery. It is the responsibility of each employee to familiarise themselves with the Child Safe policy and procedure, including the Child Safe Code of Conduct.

5. General Information

The incumbent can expect to be allocated duties, not specifically mentioned in this document, but within the capacity, qualifications and experience normally expected from persons occupying positions at this classification.

4. Position objectives

- Provide an outreach Maternal and Child Health service that promotes health and wellbeing, development and safety of children 0-3 years who identify as Aboriginal and Torres Strait Islander.
- Capacity building for families experiencing vulnerability to engage in universal and community-based services.

5. Key responsibility areas

- Deliver the Enhanced Maternal and Child Health program within the guidelines and standards set by the Victorian Department of Health (Enhanced Maternal and Child Health Program Guidelines, revised edition 2019).
- Provide a focused and intensive level of support for Aboriginal and Torres Strait Islander families experiencing vulnerability, early parenting difficulties and children identified as being at risk of harm.
- Assess the physical, emotional, intellectual, social and environmental health and wellbeing of individual children 0-3 years and their families.
- In conjunction with families, develop a plan identifying their goals, actions and outcomes.
- Work collaboratively with families to increase participation in universal and community-based services.
- Liaise with other internal and external service providers to optimise client outcomes.
- Provide opportunistic immunisation where appropriate.

6. Accountability and extent of authority

- Deliver a high-quality family centred service to families.
- Operate within individual scope of practice as a Maternal and Child Health Nurse.
- Identify and report in consultation with the team leader, suspected child abuse in accordance with the legislative requirements.
- Ensure the Team Leader is aware of any potential risks within the Maternal and Child Health Service.
- Participate in the planning and delivery of the Enhanced Maternal and Child Health service.

7. Judgement and decision making

- Operate within the Council and professional guidelines and protocols and implement change when necessary.
- Contribute and adhere to team decision making.
- Be flexible in all aspects of the Maternal and Child Health Program.
- Make decisions independently in all aspects of clinical practice using a problem-solving approach to assess, plan, implement and evaluate each individual case for best outcomes for the child.
- Participate within a process of continuous improvement.

8. Specialist skills and knowledge

- Highly developed clinical skills and ability to identify any deviations from normal health, development or family functioning and facilitate appropriate early intervention.
- Demonstrated skills in accurate, objective, timely and concise documentation.
- Experience working in partnership with families to systematically plan, set priorities and implement service provision to achieve maximum health outcomes for children.
- Ability to maintain a healthy and safe environment for clients.
- Strong understanding of family dynamics and family specific issues such as family violence, mental illness, trauma and drug and alcohol issues.
- Strong understanding cultural and linguistic diversity.
- Skills in case management with the knowledge and ability to seek out information and make referrals to other support agencies.
- Understanding of relevant legislation.
- Understanding of vulnerability and the impacts on young children and families.

9. Management skills

- Be able to implement decisions and changes in a timely way.
- Ability to manage time, set priorities, plan and organise own client case loads.
- Demonstrated commitment to developing, implementing, leading and evaluating shared goals to meet family needs and service delivery within a team environment.
- Practice in a professional, confident manner within clearly defined boundaries.
- Assist in the development, implementation and evaluation of the Enhanced Maternal and Child Health service program.
- Ensure all the records and reports required by council and the funding body are completed within the given timeframe.
- In conjunction with Maternal and Child Health management implement policies and procedures for the Enhanced Maternal and Child Health service.

10. Interpersonal skills

- Well-developed interpersonal and communication skills with the capacity to interact effectively with a diverse range of families, communities, professionals and colleagues.

- Work positively and actively as a team member and contribute to planning and development of the service.
- Develop professional networks across a wide range of family and health service agencies throughout the community.
- Build rapport and empower clients, working from a strengths-based approach.
- Be motivated and flexible in a changing environment.
- Be assertive and utilise sound negotiating skills in advocating for the needs of clients.
- Ability to work with a complex and highly vulnerable client group in a non-judgemental way.
- Work collaboratively with other service providers such as Aboriginal controlled organisations, Child Protection, The Orange Door and family/community service organisations.

11. Qualifications and experience

- Current registration with AHPRA as a Registered Nurse (Division 1) and Midwife and able to satisfy the requirements to work as a Maternal and Child Health Nurse in Victoria.
- Experience in working in Maternal and Child Health and/or Enhanced Maternal and Child Health.
- Experience working with families from culturally and linguistically diverse backgrounds.
- Experience working with families from Aboriginal and Torres Strait Islander backgrounds.
- Current Valid Victorian Drivers Licence. Nurses are required to have a current Victorian Drivers Licence and their own fully insured private motor vehicle to conduct their role as a Maternal and Child Health Nurse. A travel allowance will be applied in accordance with the Melton City Council Enterprise Agreement No 10 2022.

12. Key Selection Criteria

1. Deliver a high quality Enhanced Maternal and Child Health Program to families that is consistent with the guidelines and standards set out by the Department of Health and the Municipal Association of Victoria (MAV).
2. Demonstrated knowledge and experience of working with a diverse range of children and families experiencing vulnerability.
3. Identify, report, in consultation with the supervisor, children at risk of harm in accordance with legislative requirements.
4. Operate within Council, EMCH Program and professional practise boundaries.
5. Well-developed interpersonal and communication skills with the capacity to interact effectively with a diverse range of families, communities, professionals and colleagues.
6. Demonstrated skills in accurate, objective and concise documentation, including experience with CDIS EMCH Integrated Program.
7. Demonstrated commitment to developing, implementing, leading and evaluating shared goals to meet family needs and service delivery within a team environment.

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Director City Life	25/07/23	
Approved by Position Title	Date Approved	
Incumbent's name	Signature	Date