

Position number:

Position: *Registered Midwife*

Visa sponsorship is available for this role.

EBA: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024

Classification: Grade 2, Year 2-8

Salary range: \$71,334 - \$99,252 (pro-rata basis for part time) + Caseload Loading + Salary Packaging + Super + 5 weeks Annual Leave

Superannuation: 11% of your ordinary time earnings

Working hours: Part-time and Full-time positions

Basis of employment: Continuing

Location: WDHS Maternity - Hamilton

Team: Maternity

Line manager: Maternity Coordinators - Emily Kelson & Sonia Shaw

Contact for enquiries: emily.kelson@wdhs.net & sonia.shaw@wdhs.net Ph 0355518595

Please do not send your application to this contact

How to apply: Online applications. Go to <https://wdhs.net/v2/home/careers/> then find the position by title or number and apply

ABOUT US

At Western District Health Service (WDHS) we pride ourselves on our strong teamwork and our shared commitment to providing person-centred high-quality healthcare to the Southern Grampians community. We encourage and celebrate diversity, inclusion and accessibility for our staff and visitors to our services and we are dedicated to living our values of: Integrity, Innovation, Collaboration, Accountability, Respect and Empathy.

With a population of approximately 10,000 and a catchment of 16,500, Hamilton is the regional centre of Victoria's Southern Grampians region and WDHS is the largest employer in the region. WDHS provides a comprehensive range of acute inpatient services, maternity care, residential aged care and primary and community health services. To find our more information about WDHS you can visit <https://wdhs.net/v2/about-us/>.

Our Maternity Service supports around 200 women to give birth per year. Our service is Level 3 in Maternity and Level 2 Nursery, as per the Maternity DHHS Capability Framework and provides care for women of low-risk pregnancies. We currently have a Modified caseload Midwifery Model of Care and provide shared care for our women in collaboration with our GP Obstetricians.

The Greater Hamilton region is rich with lifestyle opportunities and facilities. Working for WDHS will enable you to pursue your profession, build your career and enjoy a great work/life balance. With the Grampians National Park and stunning beaches on your doorstep in Warrnambool, Port Fairy and Portland and wineries dotted in-between, a better lifestyle is waiting for you! To find our more information about the Greater Hamilton region you can visit <https://wdhs.net/v2/home/careers/community-information/>

Be Yourself - We value the unique backgrounds, experiences and contributions that our staff and visitors bring to our service. First Nations people, those identifying as LGBTQIA+, people of all ages, with disabilities and culturally and linguistically diverse people are encouraged to apply.

About the Role:

Responsibilities and Duties

The role of the midwife at WDHS is to work within the multidisciplinary team providing individualised woman centred midwifery care. The midwife will work as part of a dynamic midwifery team providing holistic “woman centred” maternity care to women and their families across the birthing continuum.

1. Management of Client Care

- Demonstrate commitment to person-centred care, and evidence-based best practice standards within scope of practice.
- Involve the client and their relatives in decision making relevant to their needs and preferences.
- Practice in accordance with the Australian Nursing and Midwifery Accreditation Council (ANMAC) National Competency Standards for the Registered Midwife.
- Provide evidence-based midwifery practice by participating in the development and implementation of a planned midwifery care approach and standards that are outcome based.

2. Communication / Teamwork

- Promote a collaborative team approach to client care through effective communication, consultation, and cooperation with all members of the health care team.
- Communicate accurately and promptly all relevant information to and from clients, relatives, and colleagues.
- Participate in Midwifery weekly meetings to exchange ideas and information.
- Demonstrate effective communication and conflict resolution skills show ability to offer and value constructive feedback, willing to share and assist others.

3. Professional development and practice

- All Registered Midwives have a responsibility for ongoing self-development to maintain their knowledge base to carry out their role.
- Learn from experience through an integrative process, which includes gathering objective data from experience, reflecting, identifying relevant theory and knowledge, developing a plan and practicing independently.
 - Functions in accordance with legislation, policies and procedures affecting midwifery practice.
 - It is the Registered Midwives responsibility to keep accurate records and evidence of education undertaken.
- Contribute to the professional development of other members of the health care team.

4. Quality Improvement & Risk Management

- Participate in relevant department/unit activities and work proactively with the client and health care team to achieve desired outcome goals.
- Participate in quality improvement activities and ensures outcomes from quality improvement processes are incorporated into practice.
- Participate in change to policies, procedures and protocols based on relevant research.
- Participate in accreditation processes.

5. Leadership & Innovation

- Embraces and contributes to new approaches dealing with work problems or opportunities.
- To act as resource and role model for clinical excellence in the delivery of client care.
- Participate in the supervision / preceptorship of other members of the midwifery team and assist with the orientation of new staff.
- Participate in teaching others including students of midwifery / nursing and other health professionals and inexperienced nurses.

About You:

Selection Criteria

- Commitment to the WDHS Values of Integrity, Innovation, Collaboration, Accountability, Respect and Empathy and ability to exhibit behaviour which reflects our values.
- Ability to work collaboratively and cohesively with colleagues, supervisors, and other stakeholders.
- The midwife will provide quality antenatal, intrapartum and post-natal care to specified individual women and their families.
- The midwife assumes accountability and responsibility for their own professional practice based on their level of competence and knowledge.

Minimum Qualifications:

- Bachelor of Nursing/Grad Diploma in Midwifery or Direct Entry Bachelor of Midwifery
- Ability to Obtain Registration as a midwife with the Australian Health Practitioner Regulation Agency
- Current Australian Drivers Licence

Advantageous skills:

- CTG RANZCOP FSEP Level 3 Practitioner
- Experience in (or willingness to learn) IV cannulation, speculum examinations, and providing care to women with high dependency needs.
- Advanced Neonatal Resuscitation
- Basic Life Support

Benefits of Working with Us

Staff benefits

- Flexible working arrangements (full & part-time, contract) and option to purchase additional leave to support work/life balance.
- If needing to relocate:
 - Relocation consultant support (housing, partner employment, childcare/education, social groups etc)
 - Cash payment for relocation costs (up to \$2,000) and other financial support for covering relocation costs through salary packaging if living out of region).
 - Accommodation and housing support (up to 6 months if living out of region).
- External professional development funding support in the first 12 months (up to \$2,000).
- Internal training and development opportunities to support professional and personal growth.
- Enterprise Bargaining Agreement based remuneration.
- Salary packaging including capped expenses (\$9,010), meals (\$2,600), novated vehicle leasing.
- Free on-site car parking
- Social club membership offering a range of events, functions and local community discounts.
- A culture which supports staff health and wellbeing including:
 - Green Bean Café on site at the Hamilton hospital
 - Discounted leisure memberships
 - Gym membership at corporate rates
- Access to Employee Assistance Program (EAP)

Other Requirements

- Current police check is required for this role
- Current working with children check is required for this role & must demonstrate an understanding of appropriate behaviours when engaging with children
- Current Australian driver's licence
- Afterhours work will be required in this position
- This position will require some on call work

Occupational Health and Safety Responsibilities

All Western District Health Service employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure. Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.

Employees have a responsibility to comply with all relevant WDHS OH&S management system Policies, Procedures and programs. This includes the WDHS Injury Management Program.

Employees have a responsibility to take all reasonable care to prevent incident or injury to themselves or to others in the workplace. Employees are expected to learn and follow approved standards and Procedures that apply to their activities and check with their Manager when they have any doubts concerning potential hazards.

Employees have a responsibility for:

- Looking after their own health and safety and those of others in the workplace;
- Follow safe work practices and use personal protective equipment as required;
- Participate in OH&S consultation and OH&S training initiatives;
- Report any accidents, incidents, injuries "near misses", safety hazards and dangerous occurrences, assist with any investigations and the identification of corrective actions;
- Cooperate with managers and supervisors so that they can meet their OH&S responsibilities;
- Don't wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk;
- Performing only those tasks for which they have received appropriate training and instruction;
- Ensuring that they understand and comply with those responsibilities which apply to them while performing their duties at the workplace;
- Participate in emergency evacuation exercises.

INHERENT PHYSICAL REQUIREMENTS:

Western District Health Service has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others. The role may require the following tasks among other things:

<u>1 Nursing / Patient Care Role</u>	<u>2. Maintenance / Hotel Services Staff Role</u>	<u>3 Clerical / Administration Role</u>
<ul style="list-style-type: none">▪ manual handling (pushing, pulling equipment)▪ general patient handling and clinical nursing duties▪ sitting, standing, bending, reaching, holding▪ pushing pulling trolleys and equipment▪ general clerical, administration work, computer work▪ use of personal protective equipment and handling▪ handling general and infectious waste,▪ shift work in most roles	<ul style="list-style-type: none">▪ generic maintenance work, working at heights▪ generic out door work / pushing, pulling trolleys▪ sitting, standing, bending, reaching, holding▪ computer work▪ general clerical, computer and some admin work▪ use of personal protective equipment and handling▪ handling general and or infectious waste,▪ shift work in some roles	<ul style="list-style-type: none">▪ sitting, standing, bending, reaching, holding▪ computer work, data entry▪ general clerical at varying levels ,▪ use of personal protective equipment▪ handling general waste▪ pushing and pulling trolleys / filing,▪ shift work in some roles

Note to all employees

- You must work within the policies, procedures and guidelines of WDHS
- You must participate in the WDHS integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of WDHS, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of WDHS.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- A Performance Review will occur within three (3) months of commencement, then annually taking account of the key roles and responsibilities outlined in this Position Description. In addition to reviewing performance (individual and work team), the annual meeting provides an opportunity to ensure role clarity, revise key performance activities/measure and set development objectives and goals for the year ahead.

APPROVALS	Name	Signature	Date
Divisional Head:			
Department Head:			
Employee:			

Position code: <i>People, Culture & Development use only</i>	
Date revised: <i>People, Culture & Development use only</i>	

When revised please forward electronic copy to:
People, Culture & Development Department [email: people.culture@wdhs.net](mailto:people.culture@wdhs.net)