

Clinical Midwife

Our Destination 2030: Great Care for Central Queenslanders strategy will shape the future of healthcare across our region, and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online

www.health.qld.gov.au/cq/destination-2030

Great People, Great Place to Work



Role details

Role title	Clinical Midwife	Classification	Midwife Grade 6 (1)
Status	Permanent Full Time or Permanent Part Time (hours may be negotiated)	Salary	\$89,990 - \$96,361 p.a. (f/t) or \$45.38 - \$48.59 p.h. (p/t)**
Unit/Facility	Various.	Total package	Up to \$109,944 p.a.
Location	Various.	Contact	Nurse Manager Nursing and Midwifery Workforce (07) 4932 5327 or (07) 4920 7076
Job ad reference	CQ8L298031	Closing date	Ongoing

*Please note: there may be a requirement to work at other facilities located across Central Queensland Hospital and Health Service.

** Midwives working in a caseload midwifery model are to be paid an annualised salary in recognition of flexible patterns of work to provide continuity of care.

Central Queensland Hospital and Health Service

CQ Health provides public health services across Central Queensland, in hospitals and in the community. CQ Health is a statutory body governed by our Board. We serve a growing population of approximately 250,000 people and employ more than 3,700 staff, treating more than 700,000 patients each year. The health service has a diverse geographic footprint, ranging from regional cities to remote townships in the west and beachside communities along the coast.

In CQ Health, we are committed to delivering person-centred care, which is about being respectful of, and responsive to, the preferences, needs and values of consumers. A person's care experience is influenced by the way that they are treated as a person, and by the way they are treated for their condition. The goal for CQ Health is to deliver high-quality care that is safe and of value. Person-centred care is the foundation for achieving high quality care. Focusing on delivering person-centred care, and on doing it well, will enable the CQ Health to be successful in achieving better outcomes for consumers, better experience for consumers and staff; and better value care.

CQ Health
Living our values

Care

We are attentive to individual needs and circumstance

Integrity

We are consistently true, act diligently and lead by example

Respect

We will behave with courtesy, dignity and fairness in all we do

Commitment

We will always do the best we can all of the time

Midwifery locations

The Education and Research Unit provides Nursing and Midwifery education, professional practice development services and Clinical Practice Improvement initiatives for nursing and midwifery staff, to facilitate the achievement of best practice health service delivery requirements. The Education and Research Unit is led by the Nursing Director of Education and Research. The Nurse Educators, Midwifery Educators, Clinical Nurse Consultants, Clinical placement coordinator, Clinical Facilitators, Student Facilitators, Transfusion Nurse and Librarians report to the Nursing Director of Education. Nurse Educators in Gladstone, Emerald, Aged Care and Mental Health have professional links with the Education and Research Unit.

Rockhampton Hospital is the main referral hospital in Central Queensland. The local area has a population of approximately 250,000 with a greater population involving the central and far west of the health service. CQ Health has more than 2,500 dedicated staff within the health service.

The Maternity Service at the Rockhampton Hospital is the main birthing hub for Central Queensland and caters for approximately 1,450 births annually. It provides a level 4 maternity service: The Antenatal Clinic offers outpatient antenatal care and education; the Antenatal/Postnatal 16 bed ward offers inpatient care and maternity assessment unit; the 5 bed Birth Suite offers care during birth and high dependency care; and the level 4 Special Care Nursery offers medium to high dependency care to neonates.

There is a strong focus on interdisciplinary care planning and networking with community agencies. The newly established midwifery group practice provides care for women with low-risk pregnancies.

Gladstone Hospital has approximately 282 full time equivalent staff delivering services across acute, community and primary care. Approximately 580 babies are born at the Gladstone Hospital each year and approximately 2550 surgical cases performed in the three operating theatres. There is a 32-bed mixed General Surgical and Medical Ward and a four bed High Dependency Unit where patients may be held pending retrieval, or for close observation not possible on the wards. Additional beds are available for paediatrics. The hospital has a busy surgical outpatient clinic reviewing a wide variety of surgical conditions.

Gladstone Hospital has an 9 bed General Paediatric Ward, and a 4 cot Nursery. It is the hub centre for the Banana Shire accepting referrals in consultation with the Paediatrician and Qnets of children and neonates who can be managed within the resources available. Gladstone Hospital has an 9 bed General Paediatric Ward. In addition to a busy Paediatric outpatient service that reviews a wide variety of paediatric conditions, the department provides specialist paediatric services including Community Paediatrics, Child Protection, Indigenous Health and Behavioural Management. The hospital has a busy Paediatric outpatient's department reviewing a wide variety of paediatric conditions and includes a diabetic clinic. 30% of all CAT 1 patients presenting to the ED are Paediatric. The Nursery has C.P.A.P. and ventilator capabilities, undertaking short term respiratory support for newborns, or stabilisation before transfer to a Tertiary facility for ongoing management. Pregnancies less than 37 weeks gestation are transferred in-utero if possible in consultation with the Obstetric team.

Emerald Hospital is located 300kms west of the Queensland coastline. The population of the surrounding community is approximately 28,000 with 15,000 at Emerald. There are two small hospitals within 100kms, located at Blackwater and Springsure. Emerald Hospital is a 36-bed facility, has two operating theatres and approximately 160 staff delivering services across acute, community and primary care. 300 to 400 babies are born at the Emerald Hospital each year.

Emerald Hospital has recently obtained accreditation for medical officer training for the Australian College of Rural and Remote Medicine and Royal Australian College of General Practitioners.

Biloela Hospital is a 25-bed hospital that caters for inpatients and outpatients including emergency and outpatient services, obstetrics and midwifery, a birthing suite with approx. 80 births per year, one operating theatre for emergency and elective caesareans and a one on one midwife with woman care in the birthing suite. The hospital also provides general medical and surgical services, 2 acute resuscitation bays and treatment area with obstetrics and anaesthetic credentialed Medical Officers on site. Support services to the hospital include community services, radiology, pharmacy, immunisation, child health, drug and alcohol mental health services, occupational therapy, social work, pathology, physiotherapy, and oral health.

Want to learn more? CQ Health: www.health.qld.gov.au/cq

The opportunity

A Clinical Midwife is a Registered Midwife who is accountable at an advanced level for the coordination of clinical practice delivered in a clinical specialty. This position provides leadership and support to midwifery/nursing and medical staff and supports the delivery of competent, best practice quality midwifery care, while working in collaboration with the line manager of the unit.

Purpose

A clinical midwife is a registered midwife who:

- provides midwifery services in health service settings; and
- is responsible for a portfolio with a focus on clinical care/leadership, management, education and/or research.

The activities required of roles at this level are predominantly clinical in nature, but also provide support to a Midwife Grade 7 or above in management activities.

Autonomy

- Practices autonomously.
- Provides leadership in clinical decision making to give and/or coordinate care to particular recipients of healthcare services.
- Assumes responsibility for professional leadership for a ward, service or unit in the absence of the Midwife Grade 7.
- Applies critical thinking across all the domains.

Context

- This role reports operationally and professionally to the Midwife Unit Manager (MUM)/ Director of Nursing (DON) or Facility Manager.
- The Clinical Midwife can lead a team in conjunction with the MUM, Clinical Midwife Consultant (CMC) and work as the shift coordinator, team leader for the ward/unit.
- May assume responsibility for professional leadership in the absence of an NG 6.2 or NG 7.
- Able to work within a collegiate/team structure.
- The Clinical Midwife may assume portfolio responsibilities

Total package

- Up to 12.75% employer superannuation contribution
 - Annual leave loading 17.5%
 - Salary packaging
 - Work/life balance, variety and flexibility
 - Employee Assistance Program
- Additional benefits to this role include:
- Professional Development Allowance
 - Professional Development Leave

The role

Fulfil the responsibilities of this role in accordance with Schedule 2, Nurses and Midwives (Queensland Health Award) (2015) – Generic Level Statements (GLS) Midwife Grade 6 and the Queensland Health and CQHHS commitments and values, in achievement of the organisational goals and Domains of Practice

The essential requirements for this role are:

Domain of Practice 1: Direct comprehensive care or direct care

- Responsible for the provision of midwifery care including complex care that meets the Nursing and Midwifery Board of Australia (NMBA) Standards for practice and other professional practice standards as required.
- Practice in accordance with any applicable code of ethics, professional standards and legislation affecting midwifery practice by maintaining current knowledge and competence with the scope of the position.
- Deliver an advanced standard of patient care including assessment, planning, implementation and evaluation by using clinical midwifery expertise including for patients with complex care needs.
- Respond appropriately and provide support and direction to manage all aspects of care including sudden alterations in the health status of the patient using advanced midwifery assessment and intervention skills.
- Demonstrate advanced clinical and problem-solving skills and critical thinking in the clinical setting.

Domain of Practice 2: Support of Systems

- Integrate organisational policies and guidelines with professional standards by maintaining current knowledge and participating in any relevant policy reviews.
- Comply with and utilise procedures, policies, regulations and standards which impact upon the position, including contemporary human resource management requirements and practices, such as work health and safety, anti-discrimination and equal employment opportunity principles and practices.
- Conduct quality improvement activities in the ongoing provision of safe quality care.
- Participate in performance and development planning activities of self and others.

Domain of Practice 3: Education

- Ability to provide clinical supervision, clinical education and up-skilling to midwives to achieve a skilled capable workforce in line with professional workforce standards.
- Support cost effective workplace teaching and learning that promotes and fosters a culture of continuous learning and inquiry.
- Integrate midwifery and advanced health care knowledge, skills and ability by supporting an evidence-based learning environment and participating in learning activities/opportunities for self and others.

Domain of Practice 4: Research

- Participate in developing and undertaking quality initiatives clinical audits, and research
- Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed care outcomes for recipients of healthcare services in line with organisational priorities
- Identify inconsistencies between policy and practice
- Work collaboratively in leading implementation of policy, practice changes and clinical innovations

Domain of Practice 5: Professional Leadership

- Practice collaboratively and provide clinical leadership within the interdisciplinary health care team to promote the safety, security and personal integrity of individuals and groups.
- Provide clinical leadership for professional and clinical practice, education and research in conjunction with the NG 7 and NG 6.2.

Mandatory qualifications / Professional registration / Other requirements

- **Mandatory qualification/s:** Registration as a Registered Midwife with the Australian Health Practitioner Regulation Agency (AHPRA) and a current annual practising certificate are mandatory for this position.
- A relevant postgraduate certificate or post graduate diploma is an expectation of this position. Where the successful applicant does not currently hold this qualification, commitment to completion within an agreed timeframe is expected and will form part of the performance and development plan.
- This position may be required to work a rotating roster, weekends/public holidays and/or participate in an on-call roster.
- This position may be required to participate in other duties as required by supervisor or due to changing organisational/service delivery environments.
- Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Licence to operate vehicle:** This position requires the incumbent to operate a 'C' Class motor vehicle and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- **Proof of identify documents:** Candidates must provide certified copies of requested proof of identify documents for the purposes of General Criminal History and National Police Certificate checks.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Travel:** Travel throughout the health service may be required as part of this position.

How you will be assessed

- Demonstrated ability to provide leadership, percept staff and contribute to professional midwifery practice with confidence and integrity.
- Demonstrated ability to deliver a high-quality service with the primary focus on achievement of organisational goals for the good of others.
- Competence in the application of clinical problem solving and effective coordination of person-centred care at an advanced level.
- Demonstrated ability to apply well developed interpersonal and communication skills within a multi-disciplinary environment, including negotiation, consultation and conflict resolution.
- Proven ability to comprehensively assess, plan, implement and evaluate midwifery care at an advanced level within a complex environment.
- Demonstrated ability to build and maintain effective relationships with team members, patients, families and other stakeholders, including participation in relevant networks to achieve work unit outcomes

How to apply

- Your application should be submitted online www.smartjobs.qld.gov.au by the closing date.
- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13QGOV (13 74 68).
- Provide the following information to the panel to assess your suitability:
 - Your current CV or resume, including referees.
 - A short response (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the accountabilities and responsibilities, meet the organisational values and "how you will be assessed".
 - Provide referees that have a thorough knowledge of your work performance and conduct that have been your recent supervisor. By providing the names and contact details of your referee/s you

consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please clearly indicate this on your resume.

- Include any additional forms or evidence as necessary from the panel and role description.

Occupational health and safety

The health service aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.

- **All staff:** are to follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken to ensure high quality, safe services and workplaces.

Vaccine Preventable Diseases (VPD) requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles, Mumps, Rubella (MMR)
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required. Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

Diversity and inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. To find out more visit CQ Health: www.health.qld.gov.au/cq

Respect in the workplace

The health service values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the health service must show respect for each other, visitors, the public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. CQ Health is an equal opportunity workplace.

Vision for the Public Sector

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace. To enable this vision, the Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values, underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



Customers first



Ideas into action



Unleash potential



Be courageous



Empower people

Additional information

- **Currency of Applications:** Applications remain current for 12 months (permanent roles) and for the duration of the vacancy (temporary roles).
- **Recruitment Agency Submissions:** Only applications from candidates will be accepted; applications that may result in an agency fee will not be considered.
- **Future Vacancies:** Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- **Pre-Employment Screening:** Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a blue card, unless otherwise exempt.
- **Probation:** Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- **Salary Packaging:** To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact either of the Queensland Health Salary Packaging Bureau Service Providers - RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.com.au/>
- **Child Abuse/Neglect:** All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- **Disclosure of Employment as a Lobbyist:** Applicants will be required to give a statement of their employment as a lobbyist, as per the [Lobbyist Disclosure Policy 2010](#) within one month of taking up the appointment.
- **Disclosure of Pre-Existing Illness:** Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the [Workers' Compensation and Rehabilitation Act 2003](#)
- **Smoking Management Policy:** A non-smoking policy is effective in all Queensland Government facilities (including buildings, offices and motor vehicles) in line with the [Queensland Tobacco and Other Smoking Products Act 1998](#)