**Role Description**Clinical Midwife

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| 1. **Reference:** | 1. TV561288 | 1. **Position ID:** | 1. 30486112 |
| 1. **Role title:** | 1. Clinical Midwife – Caseload (Birth Centre) | 1. **Classification:** | 1. Nurse Grade 6, Band 1 |
| 1. **Employment status:** | 1. Permanent full-time | 1. **Salary:** | $4138.10 – $4431.10  per fortnight  *35% annualized salary loading* |
| 1. **Unit/ Branch:** | Townsville Birth Centre  Women’s and Children’s Service Group | 1. **Contact Name:** | 1. Rebecca Lewis |
| 1. **Contact Number:** | 1. 0436 927 204 |
| 1. **Location:** | 1. Townsville | 1. **Closing Date:** | 1. Sunday 9 June 2024 |

**The Opportunity**

Provide antenatal, intrapartum and postnatal caseload care to 40 women per year in a freestanding Birth Centre. Provision of midwifery care, support and education to women and their families, through the provision of best practice and quality midwifery care.

The Townsville Midwifery Group Practice (MGP) provides midwifery care, within a continuity of care model, to a defined group of women within the public birthing community of Townsville. MGP Birth Centre is a group of 10 midwives who aim to facilitate active, physiological birth with minimal intervention through the provision of physical, emotional and social support and preparation in partnership with the woman and her family. The model provides continuity of carer (named midwife) through the antenatal, intrapartum and postnatal period up to six weeks postpartum for both mother and baby. The midwife remains lead carer throughout the birth continuum if no risk factors are identified as per the Australian College of Midwives Consultation and Referral Guidelines. Case conferencing with the medical consultant specialist occurs for all women identified with risk factors and plan made for continuation in the Birth Centre model or transfer of lead care to the medical model at any stage of the birth continuum.

**Reporting line, staffing, and budget responsibilities**

* This position reports operationally to the Midwifery Unit Manager – Midwifery Group Practice.
* All nursing and midwifery positions report professionally through the relevant Service Group nursing and midwifery structure to the Executive Director of Nursing and Midwifery.

**The role**

*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.

*Responsibilities*

Domain 1: Woman Centred Care

* Accountable for partnerships with the woman and her family.
* Facilitates the woman’s informed choice.
* Advocates for the woman and her family; responsible for supporting midwives and other multidisciplinary team members in their advocacy.
* Provides safe and individualised quality midwifery care (social, cultural, physical, emotional, contextual, and psychological).
* Engages in and advocates for and promotes midwifery led continuity of carer models of care.
* Provide mentorship to multidisciplinary team members to develop in partnership with the woman, individualised care plans for antenatal, postnatal, and intrapartum care and may extend to women's health, reproductive and sexual health, and child and family health care.
* Promotes and role models’ relational continuity of care including building trust and rapport for safe decision-making and an understanding of the individual context.
* Strengthens and connects with the woman's primary supports and community health networks.
* Ensures evidence-based midwifery practice.
* Role models skills in the delivery of health promotion.
* Recognises and facilitates understanding in accordance with the various levels of health literacy.
* Advanced understanding of and practices in the NMBA Midwife standards for practice.
* Advocates for and raises the profile of the profession of midwifery.
* Role models, supports, and strengthens women’s autonomy.
* Provide midwifery care and peer support in any setting including the home, community, hospitals, clinics, or health units to assess needs, plan and implement or coordinate appropriate service delivery in partnership with women and/or other healthcare providers.
* Role models skills in the prioritisation of care and woman centred care.
* Facilitates woman centred care by working to full scope of practice.

Domain 2: Evidence Based Midwifery Practice

* Demonstrates and provides professional midwifery knowledge, skills, and expertise for safe and quality midwifery practice.
* Assesses and promotes midwifery practice that is underpinned by contemporary evidence.
* Advocates and provides unbiased evidence-based information.
* Actively engages in and mentors peers in reflective practice.
* Responsible for provision of caseload midwifery care for a caseload of women and families
* Able to function in more complex situations while providing support and direction to registered nurses/registered midwives, enrolled nurses, unregulated healthcare workers and other healthcare workers.
* Demonstrate the following:
* advanced clinical and critical thinking skills, including expert planning and coordination in the clinical management of women and families.
* comprehensive midwifery clinical skills attainment or working toward, such as competency in perineal suturing, conduct of a water birth, Fetal Surveillance Education Program (FSEP), maternity emergency training (MEP or equivalent), cannulation, Neonatal Stabilsation, and other expert planning and coordination skills;
* ability to work autonomously without a collegiate/team structure;
* knowledge of contempory midwifery practice and theory

Domain 3: Collaboration

* Facilitates and develops collaborative practice with peer groups, teams and others to create a positive practice environment that achieves best practice outcomes for women and families accessing maternal and child health services.
* Develops and strengthens staff skills to ensure the woman, and her family are empowered to make decisions regarding her care
* Monitors and develops processes that ensure timely consultation and referrals according to evidence-based guidelines
* Develops and monitors pathways for a positive practice environment that provides for communication that uses inclusive and woman centred language that is positive and respectful
* Supports midwives and promotes systems that protect the safety of women in their relationships with her family, and colleagues
* Provides opportunities for staff to develop confidence and competence in professional midwifery expertise
* In collaboration with the Midwife Grade 7: Promotes and leads midwifery input into complex care planning
* Collaborate and promote participation in clinical and organisational governance
* Provide support, guidance, mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.

\Domain 4: Culturally Safe Midwifery Practice

* Promotes and oversees equity and social inclusion.
* Respects, protects and role models advocacy for women’s rights.
* Respects, protects and role models the advocacy and upholding of human rights.
* Applies practice that incorporates the recognition and respect for Aboriginal and/or Torres Strait Islander culture and history, in particular when engaging with and caring for Aboriginal and/or Torres Strait Islander woman as well as Aboriginal and/or Torres Strait Islander babies.
* Role models and facilitates best practice when using an interpreter.
* Creates a culture that celebrates diversity.
* Involves the consumer to inform midwifery practice.
* Participates and supports co-designed maternal and child health services across community and service models to meet needs of local cultural groups.

Domain 5: Midwifery Education and Research

* Demonstrates a commitment to further education, professional development, and ongoing learning of self and facilitates professional development of others.
* Use contemporary information, research evidence, personal knowledge, and experience to support translating contemporary evidence to practice.
* Maintains own and supports currency of mandatory competencies of other midwives.
* Assumes responsibility for a professional portfolio of Continuing Professional Development activities.
* Demonstrates proficient skills using information technology and social media with awareness of privacy legislation.
* Work collaboratively with the Nurse Grade 7’s to promote a learning culture by encouraging reflection and professional development, providing clinical teaching, provision of orientation to new staff, in-service education, and assisting/supporting others to maintain portfolios/records of learning.
* Critically appraises research and evidence sources to develop innovative practice.
* Support, encourage and advocate for lifelong learning at all levels.
* Promotes a research and innovation culture in the practice area and facilitates the ability of midwives to continually embed best practice into their scope of practice.
* Identify inconsistencies between policy and practice.

Domain 6: Leadership and Clinical Governance

* Facilitates effective communication, consultation, and escalation processes.
* Ensures best practice in continuous improvement of the safety and quality of services that promotes humanizing maternity care for women babies and families
* Participates in risk management processes to promote physical, social, cultural, psychological, and emotional safety and quality of clinical care
* Benchmarks and evaluates midwifery practice
* Fosters practice and assist in the development of models that support autonomous practice self-determination, and self-governance for safe clinical practice
* Ensures efficient and responsible use of resources, (may monitor by holding a professional portfolio)
* Engage in incident reporting/investigation and conduct quality improvements audits and develop risk minimisation strategies/activities to promote safe and /or rectify unsafe practice
* Proactively engage with Midwifery Unit Manager, Clinical Midwifery Consultant, colleagues and others to support midwifery leadership.

*Additional:*

* Fulfil the responsibilities of this role primarily in accordance with the Townsville Hospital and Health Service (HHS) core values, as outlined below, and in accordance with the [values outlined for the public service](https://www.forgov.qld.gov.au/our-values) with the Queensland Government.
* Ensure that service standards, safety and quality are maintained through adherence to defined service quality standards and relevant occupational health and safety policies, procedures and work practices.
* Implement and monitor the organisation's quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area
* Some roles within Queensland Health are designated as Vaccination Preventable Disease (VPD) risk roles.

**This is a VPD risk role.**

**Work Health and Safety**

Townsville HHS is committed to providing a safe workplace for all employees. This commitment includes a dedicated *People Focussed Safety* culture.

A *People Focussed Safety* culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Townsville HHS is everyone’s responsibility.

**Safety and Quality**

Relevant to the position, participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives set by [*The Australian Commission on Safety and Quality in Health Care*](https://www.safetyandquality.gov.au/) to achieve a safe high-quality and sustainable health system, including compliance with the *National Safety and Quality Health Services Standards.*

For more information in regards to Work Health and Safety Accountabilities within the Townsville HHS please review [Workplace Health and Safety Act 2011](https://www.legislation.qld.gov.au/LEGISLTN/CURRENT/W/WorkHSA11.pdf) *-* ***Part 2, Health and Safety Duties.***

**Mandatory qualifications/ professional registration/ other requirements**

* **Qualification:** Bachelor of Midwifery/Diploma of Midwifery or equivalent is a mandatory qualification for this position.
* **Midwifery:** Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) and possession of a current practising certificate. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to commencement of clinical duties.
* **Highly Desirable:** Postgraduate qualifications relevant to the position or working towards a relevant qualification.
* Demonstrates clinical skills in intravenous cannulation, water immersion in labour and waterbirth, perineal suturing and speculum examination. If not competent in these skills must be willing to undertake the necessary training within six months of commencement.
* The successful candidate will be required to complete mandatory competencies including the Extended Practice Authority for Midwives, Examination of the Newborn package and the Water Immersion in Labour package, within three months of commencement.
* **On call** / **Shift Workers*:*** Appointees will be required work on call and will benefit from an annualised salary. Appointees will be required to work under the Midwifery Model of Care – Continuity of care caseload model, working within the local agreement as per Nursing and Midwifery Award which includes an annualized salary with 35% loading and six (6) weeks recreation leave.
* **Drivers Licence:** This position requires the incumbent to operate a class C motor vehicle and an appropriate license endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
* The applicant ideally will have a working knowledge of a range of software packages used in the clinical and management environment, including the Microsoft Windows, Excel, Access, Matrix and Power Point.
* **Vaccine Preventable Disease (VPD)**: Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids are required to provide evidence of vaccinations or proof that they are not susceptible  (due to prior exposure to the disease and therefore have natural immunity)  to the following VPD's Hepatitis B, Measles, Mumps, Rubella, Varicella and Pertussis (diphtheria, tetanus and pertussis containing vaccine) according to the Queensland Health Policy.

**How you will be assessed**

You will be assessed on your ability to demonstrate the following key requirements, knowledge and experience which is outlined under ‘The role’. The ideal applicant will be someone who has proven ability and can demonstrate the following:

* Ability to provide caseload midwifery care to women and their families across the antenatal, intrapartum and postnatal period.
* Clinical skills in IV cannulation, Water Immersion in labour and waterbirth, perineal suturing and speculum examination. If not competent in these skills must be willing to undertake the necessary training within six months of commencement.
* Proven ability to comprehensively assess, plan, implement and evaluate midwifery care at an advanced level within a complex environment.
* Advanced specialist midwifery knowledge experience and clinical skills in areas of Midwifery Group Practise maternity service, utilising women centred holistic care model.
* Demonstrated ability to build and maintain effective relationships with team members, patients and other stakeholders, including participation in relevant networks to achieve work unit outcomes.
* Ability to provide midwifery leadership in the clinical and professional setting including the role modelling of effective communication and problem solving.
* Proven ability to use information and reporting systems appropriate to the position in order to achieve outcomes and identify areas for improvement.
* Appointees will be required work on call and will benefit from an annualised salary.

**Your Application**

Please provide the following information to the panel to assess your suitability:

* Your current CV or resume, including referees. You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past 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 indicate this on your resume and contact the selection panel chair to discuss.
* A short response (maximum of two pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and key attributes of the position.
* Applications will remain current for 12 months after they have been submitted.
* Future vacancies of a similar nature throughout the Townsville HHS may also be filled through this recruitment process.

Once completed, your application should be submitted online – visit [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au). If you have difficulties, please contact Recruitment Services on 1300 193 156.

**About the Townsville Hospital and Health Service**

The Townsville Hospital and Health Service (HHS) is the public healthcare provider for more than 250,000 people across a geographic area of 150,000km2.

We serve the local government areas of Townsville, Burdekin, Charters Towers, Flinders, Richmond, Hinchinbrook and Palm Island.

In doing so, we operate 21 facilities: 19 hospitals and health centres and two residential aged care homes. More than 6,600 staff work across our facilities, which is about one in every 17 working people, making us members of the communities we serve.

We provide a comprehensive range of services, from primary care in remote locations, to highly specialised care at Townsville University Hospital. This is the largest tertiary hospital in Northern Australia, providing specialist referral services for the 700,000 people living from Mackay to the Torres Strait, to the Northern Territory border.

More than providing the healthcare of today, we are planning and innovating for the future. Our staff and collaborators are advancing healthcare through impactful research. While as a major teaching hospital, we are training tomorrow’s doctors, nurses, midwives, allied health practitioners, and more.

Our vision is world-class healthcare for northern Queensland. The [Townsville Hospital and Health Service Strategic plan 2022-2026](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0035/2801978/strategic-plan.pdf) commits to this ambitious direction, outlines our strategic objectives and lists the measures we will use to know we have achieved them.

**Our Vision: World-class healthcare for northern Queensland**

**Our Purpose: Great care everyday**

**Our Values:**

**Woman-centred care** is the focus of midwifery practice across the Townsville HHS. Woman-centred care focuses on the woman’s unique needs, expectations, and aspirations; recognises her right to self-determination in terms of choice, control and continuity of care; and addresses her social, emotional, physical, psychological, spiritual and cultural needs and expectations.

**Cultural capability** principles are supported by the Townsville HHS to be embedded into all nursing and midwifery practice. Cultural practice training is a key requirement to ensure we provide culturally capable workforce to enhance the patient journey.

Please visit our website for additional information about the [**Townsville Hospital and Health Service**](https://www.health.qld.gov.au/townsville)

# About the department

[Options for maternity care | Townsville Hospital and Health Service](https://www.townsville.health.qld.gov.au/patients-and-visitors/having-a-baby/options-for-maternity-care/)

**Additional Information**

* Pre-employment screening, including criminal history, aged care checks, and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services to children will require a ‘working with children check’ from the Blue Card Services Department of Justice and Attorney-General prior to appointment, unless otherwise exempt.
* Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
* 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.
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details [Lobbyist Disclosure](https://www.qld.gov.au/gov/documents/policy/lobbyist-disclosure).
* 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](https://www.legislation.qld.gov.au/legisltn/current/w/workerscompa03.pdf).
* In accordance with Government requirements and Queensland Health’s commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program. Information is available at [Quit smoking.....for life!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

**Organisational Chart**

