

## Associate Midwifery Unit Manager

**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](http://www.health.qld.gov.au/cq/destination-2030)

*Great People, Great Place to Work*



### Role Details

<b>Role Title</b>	Associate Midwifery Unit Manager	<b>Classification</b>	Nurse Grade 6 (2)
<b>Status</b>	Fixed Term Temporary Part Time (32 hours per fortnight, until 29 September 2024 possibility of extension)	<b>Salary</b>	\$61.20 p.h.
<b>Unit/Facility</b>	Maternity Unit	<b>Total Package</b>	Up to \$4,858 p.m.
<b>Location</b>	Rockhampton	<b>Contact</b>	Vickey Blachford (07) 4920 6843
<b>Job Ad Reference</b>	RK4G576080	<b>Closing Date</b>	Thursday, 18 July 2024

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

### Rockhampton Hospital

Rockhampton Hospital is the main referral hospital in Central Queensland. The Maternity Service at the Rockhampton Hospital is the main birthing hub for Central Queensland and caters for approximately 1400 births annually. It provides a level 4 maternity service.

The Antenatal Clinic offers outpatient antenatal care and education; the Antenatal/Postnatal 15 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 midwifery group practice provides care for women with in an all risk model of continuity.

### The Opportunity

The Associate Maternity Unit Manager works in partnership with the Maternity Unit Manager to provide clinical leadership, to all midwives in the unit, to ensure woman centred care is planned, implemented, evaluated, and maintained at a high standard. The Associate Maternity Unit Manger acts as a professional and clinical role model for all midwives in setting clinical standards and achieving high quality evidence-based midwifery care.

The Associate Maternity Unit Manager is a senior level Midwifery Clinician and manager who is accountable at an advanced level for leading, directing and coordinating the midwives and associated services within a

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



Maternity Unit to provide the highest level of care to mothers and meeting national and professional standards.

The Associate Maternity Unit Manager will:

- Assume the responsibility and authority of the Maternity Unit Manager in their absence and is able to assume the administrative operation of the unit and be innovative with technology associated with nursing workforce.
- Be a role model and clinical lead in the maternity services.

#### **Autonomy:**

- Work collaboratively with the Maternity Unit Manager.
- Undertake operational leadership of the Maternity Unit.
- Responsible for enacting strategies that supports a work-based culture that promotes and supports education, learning, research, and workforce development in the Maternity Unit.
- Work collaboratively with the Maternity Unit Manager, to apply principals of clinical governance in the Maternity Unit to ensure safe clinical practice and patient care.

#### **Staffing and Budget Responsibilities**

- The Associate Nurse Manager will have no direct budget or staffing responsibilities, however, will work in collaboration with the Maternity Unit Manager to ensure the right staff, are recruited to the right position, at the right time and to assist in building CQHHHS with “Great People, Great Place to work” Culture, within budgetary constraints.

#### **Total Package**

- 12.75% employer superannuation contribution
- Annual leave loading 17.5%
- Salary packaging
- Work/life balance, variety, and flexibility
- Employee Assistance Program

#### **The Role**

Fulfil the responsibilities of this role in accordance with [Schedule 2, Nurses and Midwives \(Queensland Health Award\) \(2015\) – Generic Level Statements \(GLS\) Nurse Grade 6.2](#) and the Queensland Health and CQHHHS commitments and values, in achievement of the organisational goals and Domains of Practice.

Accountabilities and responsibilities clarify the competency level and skills required to perform the duties of the role successfully. The ideal applicant will be someone who can best demonstrate their fit to both the organisation factors above and the accountabilities and responsibilities factors below:

#### **Domain 1: Direct Comprehensive Care or Provision of Direct Care**

Accountability/Responsibility

- Work collaboratively with the multi-disciplinary team to contribute to resource and health quality development.
- Demonstrate advanced application of clinical and professional leadership in the CQHHHS Strategic Plan for Nursing, Midwifery, and the Rockhampton Maternity Services.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for woman centred care.

- Contribute to organisational key objectives and performance indicators for the Rockhampton Maternity Services.
- Responsible for the Maternity Services relevant portfolio as delegated by the Maternity Unit Manager.
- Skills and knowledge.
- Demonstrate commitment to woman centred care, and evidence-based practice standards.
- Demonstrate critical thinking and reasoning, advanced problem-solving skills, and expert clinical judgement.
- Assist the Maternity Unit Manager in the application and evaluation of contemporary human, material, and financial resource management for the unit.
- Utilise evidence based clinical practice to facilitate positive outcomes for mums and babes by ensuring midwifery staff are up to date with best practice guidelines.
- Apply advanced clinical midwifery knowledge and skills in the coordination of clinical care in the Rockhampton Maternity Services.

### **Domain 2: Support of Systems**

Policies, protocols, guidelines, and standards

- Lead and collaborate in development and evaluation of clinical protocols, standards, policies, and procedures using an evidence-based approach.
- Utilise the Business Planning Framework (BPF) tools to provide business planning principals for long term Nursing and Midwifery staffing levels to meet service requirements and legislation requirements.
- Quality/Safety/Risk management.
- Lead, implement, monitor, and evaluate the organisation's national quality standards, risk management framework, occupational health and safety policies, procedures and programs and provide clinical governance in the Maternity Unit, including quality improvement plans, audit schedules and risk management systems.
- Lead with accountability for own actions and delegations to mitigate risk and improve patient/client outcomes.
- Mentorship.
- Provide leadership and act as a clinical resource, advisor, mentor, preceptor, role model and promote co-operation and collaborative teamwork culture in the Rockhampton Maternity Services.
- Demonstrate effective management of the Maternity Unit in collaboration with the Maternity Unit Manager.
- Change Management.
- Demonstrate innovation, monitoring and reporting on the impact of change management processing in the Rockhampton Maternity Unit.

### **Domain 3: Education**

- Promote engagement by self and others in professional development by following local process in line with Professional and Development process.
- Promote professional development through own professional development portfolio.
- Support education and research to promote innovation in the Rockhampton Maternity Unit.
- Work in collaboration with Nurse Educators and Clinical Facilitators/Clinical Coaches to ensure educational activities foster a culture of learning in the Maternity Unit.

### **Domain 4: Research**

- Support nursing practice review, contribute to research and promote the use of evidence based practice and continuous improvement of patient outcomes.
- Conduct and guide clinical research and quality initiatives to inform practice change.

### **Domain 5: Professional Leadership**

- Coordinate and deliver evidenced-based care by working collaboratively and in partnership with consumers, carers, external agencies, and other health professionals/workers across the care continuum.
- Participate in innovation and change to develop responses to address emerging service needs.
- Lead and manage staff by fostering and commitment to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices.

## **Mandatory Qualifications / Professional Registration / Other Requirements**

- **Mandatory qualification/s:** Mandatory qualification/s and professional registration requirements. Current registration as a Registered Midwife with the Australian Health Practitioner Regulation Agency (AHPRA) and a current annual practising certificate are mandatory for this position.
  - This position requires effective computer skills and the ability establish new innovative computer systems and data bases.
- **Non-mandatory qualifications/requirements:** While not mandatory, Post Graduate qualification or working towards is highly desirable.
- **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.
- **Proof of qualification:** 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.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- **Shift work:** Appointees will be required to work all shifts in accordance with the unit roster.
- **Licence to operate vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **Vaccine Preventable Diseases:** 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 [Health Employment Directive No. 01/16](#):
  - 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.Further vaccinations may be required due to risks for a role; examples include:
  - Hepatitis A – Workers in regular contact with untreated sewerage
  - Q Fever – Research or Laboratory staff regularly handling specimens
  - Influenza

## How you will be Assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The Role', the ideal applicant will be someone who can demonstrate the following:

- Experience in the provision of a safe and quality focused environment by ensuring safe work practices, developing a quality improvement plan, and applying the risk management framework.
- Demonstrate high level knowledge of contemporary nursing practice and theory.
- Ability to use clinical information and other technology systems relevant to work area to enhance practice and decision support.
- Demonstrated high level communication and interpersonal skills with the ability to interact professionally and sensitively with all levels of staff, patients, and the general public.
- Ability to apply contemporary leadership principles and maintain an effective and motivated team.
- Demonstrated ability to prioritise and manage complex, competing, and challenging situations utilising high level analytical and problem-solving skills.
- Demonstrated ability to manage a budget including operational planning, reporting and business planning framework application.
- This position may be required to participate in other duties as required by supervisor or due to changing organisational/service delivery environments.