

# Position Description



<b>POSITION TITLE: REGISTERED MIDWIFE GRADE 2 (GRADUATE PROGRAM)</b>	<b>DIVISION: CLINICAL EDUCATION AND TRAINING</b>
<b>REPORTS TO: MANAGER CLINICAL EDUCATION &amp; TRAINING</b>	<b>DIRECT REPORTS:</b> <ul style="list-style-type: none"> <li>• NURSE UNIT MANAGER</li> <li>• GRADUATE PROGRAM COORDINATOR</li> <li>• GRADUATE SUPPORT TEAM</li> </ul>
<b>ENTERPRISE AGREEMENT: NURSES AND MIDWIVES (VICTORIAN PUBLIC SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2016 - 2020</b>	<b>CLASSIFICATION: YP2</b>
<b>APPROVED:</b>	<b>APPROVAL DATE:</b>
<b>PRIMARY OBJECTIVE:</b>	
The Registered Midwife is responsible for the provision of patient / client focused holistic midwifery care to those assigned to him/her, in order to achieve desired clinical outcomes.	
<b>BARWON HEALTH VISION</b> – Together with our community we build healthier lives, inspired by world class standards	
<b>PRIORITIES</b>	<b>VALUES</b>
<p><b>Our Consumers at the Forefront</b></p> <p><b>Our People at their Best</b></p> <p><b>Right Care, Right Time, Right Place</b></p> <p><b>Research, Education and Training for Excellence</b></p> <p><b>Our Community's Wellbeing</b></p> <p><b>Mission</b> With our consumers at the forefront, we excel in delivering efficient integrated care, education &amp; research to advance health and wellbeing for all.</p>	<p><b>RESPECT</b> We RESPECT the people we connect with</p> <p><b>COMPASSION</b> We show COMPASSION for the people we care for and work with</p> <p><b>COMMITMENT</b> We are COMMITTED to quality and excellence in everything we do</p> <p><b>ACCOUNTABILITY</b> We take ACCOUNTABILITY for what we do</p> <p><b>INNOVATION</b> We drive INNOVATION for better care</p>



POSITION DIMENSION & DECISION MAKING AUTHORITY:	KEY COMMUNICATION CONTACTS (INFORMED): Actively participate as a member of a multi-disciplinary team to ensure quality health outcomes for patients	
<p><b>Without referral to Manager (RESPONSIBLE)</b></p> <ul style="list-style-type: none"> <li>▪ Provision of direct patient care through a consumer centred approach and within scope of practice</li> <li>▪ Midwifery care for allocated patients</li> <li>▪ Ensures all work is completed accurately on time and in accordance with Barwon Health policies and procedures</li> </ul> <p><b>After Consultation with Manager or others (CONSULTED)</b></p> <ul style="list-style-type: none"> <li>▪ Appropriate referral of any instances where the patient needs fall outside the scope of experience within the team</li> <li>▪ Clinical deterioration</li> <li>▪ Assist in education and planning</li> </ul> <p><b>Referred to Managers or others (CONSULTED)</b></p> <ul style="list-style-type: none"> <li>▪ Consumer complaints and compliments</li> <li>▪ OH&amp;S issues</li> <li>▪ Improving Care initiatives</li> </ul>	<p><b>Contact/Organisation</b></p> <p>Manager NE&amp;T</p> <p>Graduate Nurse Program Coordinator / Graduate Team</p> <p>NUM</p> <p>ANUM</p> <p>Work team</p> <p>Other health professionals</p> <p>Relatives and friends of patients</p>	<p><b>Purpose/Frequency of Contact</b></p> <p>As required /in the absence of the GNP Coordinator and Graduate Team. May be to manage issues of performance management or for general advice on any issue</p> <p>Regular/daily to receive guidance and direction relating to patient care, learning needs and general advice</p> <p>Regular to ensure patient care requirements are met and to contribute to effective team outcomes</p> <p>Daily to receive guidance and direction on patient care and to advise any issue</p> <p>Daily to ensure quality patient care is delivered at all times</p> <p>Daily to ensure quality patient care is delivered at all times</p> <p>As required to inform of patient wellbeing</p>



**KEY ACCOUNTABILITIES:**

Key Result Area	Major Activities	Performance Measures
<ul style="list-style-type: none"> <li>Patient care</li> </ul>	<ul style="list-style-type: none"> <li>Practice in accordance with the Nursing and Midwifery Board of Australia, National Competency Standards for the midwife and Registered Nurse Standards for Practice (where applicable)</li> <li>Delivery of consumer centred care that meets best practice standards and in line with Barwon Health requirements</li> <li>Provide quality patient care using evidence based approach and in line with Barwon Health Policy and Procedure</li> <li>Facilitate service coordination where possible to ensure broader health and well-being issues are supported</li> </ul>	<ul style="list-style-type: none"> <li>National Competency Standards and Standards for Practice are met</li> <li>Achievement of best practice standards</li> <li>Referrals</li> </ul>
<ul style="list-style-type: none"> <li>Safety and Quality</li> </ul>	<ul style="list-style-type: none"> <li>Understand the application of National Safety and Quality Standards and Residential Aged Care Guidelines to ensure compliance with applicable regulatory bodies in maintained</li> <li>Actively participate in improving care activities and service redesign initiatives</li> <li>Participate in regular audit processes to ensure compliance with applicable regulatory bodies is maintained</li> <li>Demonstrate respect for individual's values, customs and spiritual beliefs to ensure patient care is effective and culturally appropriate</li> </ul>	<ul style="list-style-type: none"> <li>Adherence to National Safety and Quality Standards &amp;/or the National Community Common Care Standards</li> <li>Participation in Safety and Quality initiatives</li> <li>Compliance with Managing Diversity and EEO policies</li> </ul>
<ul style="list-style-type: none"> <li>Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>Establish and maintain effective communication within a multi-disciplinary team to ensure patients receive quality ongoing care</li> <li>Actively participate in the promotion of a positive and engaging team culture</li> </ul>	<ul style="list-style-type: none"> <li>Active ongoing contribution within multi-disciplinary team</li> <li>Positive role model within team</li> </ul>
<ul style="list-style-type: none"> <li>Information Management</li> </ul>	<ul style="list-style-type: none"> <li>Utilise Barwon Health's IT systems to ensure accurate development and maintenance of patient related documentation in a timely manner.</li> <li>Regular monitoring of patient related documentation to ensure compliance with applicable legal and regulatory bodies</li> </ul>	<ul style="list-style-type: none"> <li>Patient related documentation is complete and accurate</li> <li>Documentation complies with legal and regulatory bodies requirements</li> </ul>



<ul style="list-style-type: none"> <li>Professional Competence and Management</li> </ul>	<ul style="list-style-type: none"> <li>Ensure compliance with National Framework for Decision Making by Nurses and Midwives on Scope of Practice</li> <li>Share skills and knowledge to contribute to professional development of colleagues, students and others</li> <li>Maintain annual registration requirements and continuing professional development (CPD) standards outlined by AHPRA through participation in relevant educational programs</li> </ul>	<ul style="list-style-type: none"> <li>National Framework for Decision Making by Nurses and Midwives on Scope of Practice requirements met</li> <li>Annually registered with AHPRA</li> <li>CPD requirements met and documented</li> <li>Active participation in others learning</li> <li>Attends mandatory study days as part of the Graduate Program</li> <li>Frequently attends and participates in Graduate Professional Development sessions</li> <li>Attends and participates in any other education organised by the graduate team/clinical area</li> </ul>
<ul style="list-style-type: none"> <li>Other Duties</li> </ul>	<p>Exhibits a commitment to the Barwon Health's Values including team based above and below behaviours</p> <ul style="list-style-type: none"> <li>Undertake special projects or reports required by the Manager on a wide range of issues</li> <li>Report all incidents through the incident management system</li> <li>Practice in accordance with the relevant health care or industry standards</li> <li>Demonstrate an understanding of appropriate behaviours when engaging with children</li> <li>Complete mandatory training and education</li> <li>Comply with relevant Barwon Health policies and procedures</li> <li>Participate in quality improvement activities</li> <li>Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>Barwon Health values modelled at all times.</li> <li>Performance Review</li> <li>Demonstrated use of incident management system</li> <li>Adherence to applicable health care or industry standards</li> <li>Demonstrated completion of mandatory training</li> <li>Adherence with Barwon Health policy and procedures</li> <li>Adherence with Child Safe Standards</li> <li>Active participation in required quality improvement activities</li> <li>Performance Review</li> </ul>



KEY SELECTION CRITERIA – LEADERSHIP CAPABILITY FRAMEWORK: [Leadership Capabilities - Leading Self](#)

AWARENESS OF SELF	COMMUNICATE	RELATIONSHIPS	RESULTS
<p><b>Builds and maintains resilience:</b></p> <ul style="list-style-type: none"> <li>• Monitors own emotional reactions when under pressure</li> <li>• Focuses on the positives in difficult situations</li> <li>• Bounces back from setbacks</li> </ul>	<p><b>Communicates clearly:</b></p> <ul style="list-style-type: none"> <li>• Provides accurate information</li> <li>• Has the courage to respectfully have 'difficult' conversations</li> <li>• Discusses issues thoughtfully without getting aggressive</li> </ul>	<p><b>Works in teams:</b></p> <ul style="list-style-type: none"> <li>• Works cooperatively with others to achieve shared objectives</li> <li>• Contributes to maintaining an environment of trust</li> </ul>	<p><b>Supports a shared purpose:</b></p> <ul style="list-style-type: none"> <li>• Understands <u>Barwon Health's mission, vision and values</u> and can explain how they are relevant to work</li> <li>• Holds self and others responsible for achieving results</li> </ul>
<p><b>Demonstrates commitment to personal development:</b></p> <ul style="list-style-type: none"> <li>• Evaluates own strengths and areas for development</li> <li>• Seeks feedback from others on own performance and development</li> <li>• Seeks development opportunities</li> </ul>	<p><b>Listens, understands and adapt to others:</b></p> <ul style="list-style-type: none"> <li>• Listens actively to others</li> <li>• Focuses on gaining a clear understanding of others comments by asking clarifying questions and reflecting back</li> </ul>	<p><b>Develops others:</b></p> <ul style="list-style-type: none"> <li>• Recognises and praises others for their contributions and accomplishments</li> <li>• Provides respectful and timely feedback to others</li> </ul>	<p><b>Displays openness to change:</b></p> <ul style="list-style-type: none"> <li>• Responds in a positive and flexible manner to change and uncertainty</li> <li>• Listens with an open mind to others when they propose new solutions and different ways of doing things</li> </ul>
<p><b>Exemplifies personal integrity and professionalism:</b></p> <ul style="list-style-type: none"> <li>• Acts in alignment with the <u>Barwon Health Values and Code of Conduct</u> at all times</li> <li>• Reports instances where the behaviours of others are inconsistent with the <u>Barwon Health Values and Code of Conduct</u></li> </ul>	<p><b>Influences positive outcomes:</b></p> <ul style="list-style-type: none"> <li>• Provides ideas and information to individuals and in group discussions, in keeping with the <u>Barwon Health Values</u></li> </ul>	<p><b>Values individual differences and diversity:</b></p> <ul style="list-style-type: none"> <li>• Recognises the positive benefits of diversity</li> <li>• Is sensitive to culture norms and expectations</li> <li>• Puts themselves in others' shoes to accept and value different perspectives</li> </ul>	<p><b>Takes accountability for achieving quality and excellence:</b></p> <ul style="list-style-type: none"> <li>• Establishes and maintains effective consumer relationships</li> <li>• Sets SMART (Specific, Measureable, Agreed Upon, Realistic, Time-based) goals, strives to meet and exceed goals, reports on progress</li> <li>• Shows initiative</li> </ul>



**KEY SELECTION CRITERIA - SPECIALIST KNOWLEDGE:**

**QUALIFICATIONS -**

**ESSENTIAL:**

- Degree level qualification with a recognised educational institution in Bachelor of Midwifery or Bachelor of Nursing/Midwifery (or other if required)
- Registration with AHPRA

