

POSITION DESCRIPTION

Position Title:	Sexual & Reproductive Health Clinician
Business Unit/Department:	Melton Health Hub
Division:	Women's & Children's Services
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Clinical Midwife Consultant C (CAPR 4.1 or 4.2)
Reports To:	Operational: Community Programs Manager Professional: Deputy Executive Director Nursing and Midwifery
Direct Reports:	N/A
Date Prepared/Updated:	5 December 2024

Position Purpose

The Sexual and Reproductive Health Clinician (SRHC) is responsible for providing service delivery at the Sexual and Reproductive Health (SRH) outpatient clinic at Melton Health Hub. The clinic will provide comprehensive SRH education, support and clinical services to all girls, women, transgender men, and non-binary people who require SRH care.

The SRH Clinical Midwife Consultant (CMC) is an Endorsed Midwife (EM) who has additional qualifications and experience in sexual and reproductive health, including abortion care. The SRHC role involves assessment and management of consumers using advanced midwifery knowledge and skill and may include, but is not limited to, the direct referral of consumers/clients to other health care professionals, prescribing medications and ordering diagnostic investigations within the sexual and reproductive health context.

The SRHC provision of clinical services includes but not limited to:

- Unplanned early pregnancy advice and support
- Provision of early medical abortion
- Screening and management of sexually transmitted infections (also available to young males 15-24 years old)
- Contraception advice, prescription, and administration including long-acting reversible contraception (LARC)
- Cervical screening services

The SRHC will work primarily as a sole clinical provider with the support of the Reproductive Choices medical lead, Melton Community Nurses as well as existing clinical infrastructure and the administrative workforce. They will work collaboratively with Joan Kirner Women's and Children's (JKWC) Women's Clinics to ensure quality of care and ease of access for consumers.

As a member of the health care team, the SRHC is at the forefront of the provision of high-quality care to consumers on a day-to-day basis. The SRHC will work within the area of specialization to provide expert and evidence-based care to patients ensuring Western Health service standards and practices are met.

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The scope of practice of the SRHC is determined by the context in which the individual SRHC is credentialed to practice by the Nursing and Midwifery Board of Australia (NMBA) and the Western Health Nursing and Midwifery Scope of Practice and Credentialing Committee.

As an autonomous professional, the SRHC is accountable for:

- The maintenance of their own clinical knowledge, further education and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill.
- Ensuring they are registered with Australian Health Practitioner Regulation Agency (AHPRA) to work as an EM within Western Health.
- Practice in alignment with the NMBA Midwife Standard of Practice.

The role of the SRHC is working and providing advice and support to a multidisciplinary team environment to ensure an efficient program which meets the growing needs of this area of healthcare, incorporates the following activities: consumer advocacy, collaborative consumer and unit management, research, supervision and mentorship/preceptorship, interaction/liaison with multidisciplinary team, accurate and timely documentation.

The SRHC will contribute to providing quality health and well-being services for our consumers demonstrating proficient to expert behaviours across the five domains of leadership, research, evidence-based practice, education & learning and clinical expertise as identified in the Western Health Nursing and Midwifery Professional Practice Framework.

Business Unit Overview

Women's & Children's Services is responsible for the provision of in-patient and ambulatory care across maternity, gynaecology, neonatal and paediatric services. The division provides both elective and emergency care. Women's & Children's aims to ensure the provision of safe, coordinated, person-centred, right care through a consistent, multi-disciplinary partnership approach. Women's & Children's services at WH continues to expand and develop to meet the region's population growth, care complexities and demand. The service has seen significant growth over the last 4-5 years across all program areas in assisting to meet regional support requirements.

In 2023/24:

- 7,205 total babies were born; on average 19-20 babies per day
- 6,589 babies were born at Sunshine Hospital
- 616 babies were born at Bacchus Marsh Hospital
- 1,594 neonates accessed Newborn Services
- 2,980 women accessed inpatient Gynaecology services
- 3,542 children were admitted
- 28,722 children were cared for in the Sunshine Hospital Emergency Department
- 167,065 episodes of ambulatory care were provided

The Division of Women's & Children's Services provides care across a number of sites within the Western catchment, predominantly at Sunshine, but also at Sunbury and within the local community. The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.

The Division will continue to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

The Department of Obstetrics and Gynaecology has over 30 specialists and 24 registrars. Whilst most specialists are general obstetricians and gynaecologists, subspecialty services include gynaecological oncology, urogynaecology, maternal fetal medicine, COGU and infertility. There is a team of advanced laparoscopic surgeons and specialists with an interest in sexual and reproductive health, colposcopy, EPAS and adolescent gynaecology. We have over 55 theatre lists per month.

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Key Responsibilities



Leadership

- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanour and serves as a role model for all midwifery staff, both as a clinician and in line with behavioural expectations.
- Provides leadership in clinical situations demanding action.
- Take accountability for own actions and other under direction and sphere of responsibility.
- Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that that and recognise individual and collective team and supports succession planning.
- As an expert resource, provides expert clinician knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer focussed model of care.
- Exhibit a high level of emotional self-control and flexibility in complex, changing and/or ambiguous situations and when confronted with challenges.
- Maintains and fosters relationships with appropriate internal and external stakeholders including the Royal Women's Clinical Project Champion
- Able to support consumers who disclose incidents of family violence in a compassionate and non-judgemental manner
- Demonstrate values of diversity, equity and inclusion to all staff and consumers, promoting an atmosphere of accessibility and dignity to all consumers regardless of gender, disability or cultural background.



Research

- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Lead quality or practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program or organisational level
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absences of high-level evidence
- Present and publish appropriate professional conference and journals and remain informed of the current literature



Evidence Based Practice

- Using evidence-based practice, participate in evaluation of the progress of individuals and groups towards expected outcomes and reformulation of care plans.
- Be familiar with local and organisational policies, procedures and guidelines.
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in midwifery practice
- Participate in new initiatives to enhance patient and consumer outcomes and experience, or staff employment outcomes and experiences.
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to leaning and best practice.

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- Exchange and share information from participation in seminars and conference with colleagues via huddles, in-services, presentations, education forums, team and other meetings.
- Provides education within area of extended midwifery knowledge, skills & essence of midwifery practice to multidisciplinary team members and consumer/families.
- Works with less experienced midwives to develop their capabilities
- Promote the development of, and involvement in, professional networks and learning communities.
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options.



Clinical Expertise

The SRHC will provide clinical services including but not limited to:

- Provide advice and support to patients presenting with unplanned pregnancy
- Comprehensive sexual and reproductive health education
- Provision of medical termination of pregnancy including ordering and interpreting diagnostic investigations, prescription of MS2Step and abortion follow-up care.
- Coordinate pathway to surgical termination of pregnancy (STOP)
- Provide referrals to support service or allied health.
- Screening and management of sexually transmitted infections
- Contraception advice, prescription, and administration Eg. insertion and removal of long-acting reversible contraception (LARC) e.g. Implanon
- Provide cervical screening services
- Health promotion, education, and advice in collaboration with community services.
- A central access point for information and referral pathway for community services, council partners and hospital-based outpatient services.
- Provide clinical midwifery expertise and direction in line with clinical standards, policies and procedures to both internal and external customers, including providing high level midwifery assessment, care planning and interventions/procedures.
- Is responsible for a timely response to referrals and manages and provides assistance to others in prioritisation and completion of tasks of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team.
- Provides an efficient and customer focused service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the need of consumers, staff and organisation,
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients, consumers and teams.
- Represents clinician speciality in multidisciplinary working groups
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Divisional Director
- Director of Community Services
- Clinical Service Director
- Operations Manager
- Deputy Executive Directors of Nursing & Midwifery
- Directors of Nursing and Midwifery
- Community Programs Manager
- Medical staff
- Nursing and midwifery staff

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- Administration staff

External:

- Consumers, Next of Kin or Enduring Power of Attorney
- General practitioners and pharmacists
- Local community members
- Royal Women's Hospital Clinician Projects Champion
- Australian Contraception and Abortion Primary Care Practitioners Support Network
- Secondary School Nurses
- Department of Health
- Safer Care Victoria

Selection Criteria

Essential:

- Current registration with Nursing & Midwifery Board Australia as an Endorsed Midwife qualified to prescribe schedule 2,3,4, and 8 medicines and provide associated services required for midwifery practice in accordance with Victorian legislation
- Completed an NMBA approved course of study enabling medication endorsement
- Hold a current PBS prescriber number and eligible for a Medicare provider number
- Credentialed by Sexual Health Victoria as having successfully completed:
 - Comprehensive Sexual Reproductive Health theory course
 - Early Medical Abortion care
 - Contraception Counselling
 - Cervical Screening certification
- Experience working within abortion care services
- Possess an understanding of the mature minor consent framework
- Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills
- Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision
- Demonstrated time management, organisation and planning skills
- High level verbal and written communication skill
- Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite
- Demonstrated commitment to developing and improving personal education and skill appropriate to the position
- Demonstrated competency and knowledge to effectively undertake basic health care education.
- Experience in the development, implementation and review of policy, procedures and guidelines.
- Current Victorian driver's licences

Desirable:

- Certified by Sexual Health Victoria to insert and remove Implanon NXT
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality management and improvement methodologies
- Demonstrated experience in research projects and publication of research activities.
- Training and experience in the development and delivery or education programs to consumers, carers, the community and health professionals.

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.

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- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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