

POSITION DESCRIPTION

Position Title:	Registered Nurse/Midwife – High Care Unit
Business Unit/Department:	Maternity Services
Division:	Women's & Children's
Award/Agreement:	NURSES AND MIDWIVES (VICTORIAN PUBLIC SECTOR) ENTERPRISE AGREEMENT
Classification:	Dual Registered Midwife/ Nurse Grade 2 Year 1 – Year 10
Reports To:	Midwifery Unit Manager or Midwife In Charge
Direct Reports:	Nil
Date Prepared/Updated:	14 May 2025

Position Purpose

The High Care Unit is a two-bed area within the Joan Kirner Women's and Children's at Sunshine Hospital Birthing unit. Women (with or without their baby) may be cared for in the High Care Unit if they are deemed at risk of clinical deterioration and therefore require a higher level of observation, or if they have recently transferred from higher levels of care. Capacity for the higher care needs of women may also be accommodated in maternity areas outside the designated High Care Unit across Maternity Services

Examples of higher care needs for women may include (but are not limited to):

- Risk of haemorrhage / post-surgical complications / obstetric haemorrhage
- Pre-eclampsia / Eclampsia requiring intravenous anti-hypertensives/fluid management
- Women with pre-existing medical conditions such as congenital heart disease, diabetic other comorbidities complicating maternity care

The Registered Midwife/Nurse – High Care Unit, in partnership with the multidisciplinary team, will be responsible for caring for women and their babies in the HCU environment / or otherwise allocated to ensure all aspects of the woman's care are addressed. Clinical responsibilities may include increased clinical assessment and observations including neurological observations, fluid management, intravenous medication infusion management and invasive / non-invasive haemodynamic monitoring.

The Registered Nurse / Midwife, in partnership with the multidisciplinary team, will support mother and infant / family attachment, inclusive of supporting feeding choices with the support of Lactation Consultants / Registered Midwives / Neonatal Nurses.

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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 Services 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 Western Health 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 45 years across all program areas in assisting to meet regional support requirements.

In 2024:

- More than 7,000 babies are born, on average 22 babies per day
- More than 1,000 neonates accessed the High Dependency Level 2 Special Care Nursery
- More than 2,750 women accessed inpatient Gynaecology services
- More than 3,000 children were admitted
- More than 24,000 children were cared for in the Sunshine Emergency Dept.
- More than 99,000 episodes of ambulatory care were provided

Women's & Children's Services provides care across a number of sites within the Western catchment, predominantly at Sunshine, but also at Bacchus Marsh and Sunbury and within the community. The service collaborates across a number of divisions within Western Health and partners with external health services and community services to ensure 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.

Key Responsibilities

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- Lead the clinical care for inpatients in the HCU / other area as delegated in collaboration with the woman and the multidisciplinary team
- Apply the relevant knowledge and skills to develop, document and implement a plan of care that reflects the identified needs of the woman
- Evaluate the woman's plan of care and coordinate referrals to other disciplines to meet all aspects of care, as indicated
- Undertake systematic assessments of the woman to ensure recognition of changes in the clinical condition and escalate these changes to the relevant clinicians.
- Possess insight into their knowledge, skills and scope of practice and seeks guidance when a situation exceeds experience and/or knowledge.
- Involve the woman and her family in the planning and implementation of care and promote opportunities for education that meet the woman's learning needs and facilitates informed decision-making.
- Function as a member of the multidisciplinary team to provide a consistently high standard of clinical care to women and babies
- Model the behaviours and actions outlined in the Western Health vision for Best Care
- Work with other employees, departments, services and consumers to develop, implement and evaluate local initiatives to contribute to the organisational best care objectives
- Ensure compliance with the expected standards of performance in the role as described by the relevant professional bodies/industry standards
- Participate in relevant professional development and continuing education activities including rotations within the ward/unit

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:

- Executive Director Nursing & Midwifery
- Directors of Nursing & Midwifery
- Divisional Directors
- Operations Manager
- Clinical Services Director
- Heads of Unit
- Nurse/Midwife Unit Manager / Nurse/Midwife In Charge
- Members of the multidisciplinary team
- Nursing and Midwifery education team
- Undergraduate Nurses/Midwives

External:

- Patients and their significant others
- Community liaisons

Selection Criteria

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Essential

- Registration as a dual Registered Midwife and Nurse with AHPRA
- Minimum of completed 3 years' experience as a Registered Midwife and/or Registered Nurse
- Possess excellent clinical assessment skills
- Effective organisational skills, with respect to time management and delegation
- Well developed written and verbal communication skills
- Effective interpersonal skills
- Demonstrated ability to practice collaboratively as part of a multi-disciplinary health care team
- Demonstrated evidence of undertaking professional development activities to maintain and enhance nursing/midwifery expertise
- A commitment to high quality, safe and woman centred care
- CPD points in breastfeeding associated learnings within the last 3 years

Desirable

- Recent (within the last 6 months) experience in a Birthing environment
- Nursing / Midwifery experience within a High Dependency / Intensive Care Unit
- Post graduate qualification in critical care nursing or equivalent
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Note that appointment is subject to a satisfactory police records check and current working with children's check prior to commencing.

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 (if requested)
- 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.
- 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
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, Work Health and Safety Act 2011, the Work Health and Safety Regulations 2011 (and 2012), the Victorian Occupational Health and Safety Act 2004, 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
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

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- 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
- 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:

[Click here to enter the Employee's name.](#)

Employee's Signature:

Date:

[Click here to enter a date.](#)

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