

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Support Midwife
<b>Business Unit/Department:</b>	Education and Learning
<b>Division:</b>	People and Culture
<b>Award/Agreement:</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	RN 29
<b>Reports To:</b>	Education Coordinator – Maternity
<b>Direct Reports:</b>	N/A
<b>Date Prepared/Updated:</b>	11 April 2024

### Position Purpose

The Clinical Support Midwife (CSM) is responsible for providing support and mentorship to midwifery staff, including in the clinical learning environment. This position will provide direct expert clinical support and leadership to all midwives, particularly graduate and postgraduate midwives. The CSM will encourage a positive learning environment in which competencies are maintained and skills developed consistent with current midwifery knowledge and research. The CSM will ensure that support is aimed at the constant improvement of care for the women and babies whilst increasing the skills and knowledge of midwives to be able to deliver best care.

### Business Unit Overview

Western Health recognises the importance of career development for its staff. The Centre for Education (CE) is a key provider of clinical support, professional development and continuing education for nurses, midwives, other health professionals and non-clinical staff. The CE aims to provide an efficient and effective integrated education service that addresses the learning, education and training needs of Western Health (WH) staff from a perspective of life-long learning and professional development.

### Key Responsibilities



#### Support the Development and Learning of Midwifery staff

- Provide support and mentorship that is aligned with best practice to all midwives
- Role model high standards of professional conduct, best care and the WH values
- Highly visible presence in the clinical areas
- Promote the use of WH policies and procedures at all times
- Maintain own knowledge of evidenced based practice and participate in your own professional development so that your knowledge and skills remain current and align with best evidence
- Monitor progress of undergraduate, graduate and postgraduate midwives and feedback to educator/program coordinator as appropriate

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- Provide direct clinical instruction and supervision to develop high quality clinical care skills to all midwives



### Research

- Use evidence to support improvement to consumer care and practice
- Be curious about ways to improve practice and outcomes
- Promote evidence-based practice and share findings at internal and external forums
- Participate in unit-level quality and research projects as appropriate



### 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
- Participate and contribute to improvement of policies, procedures and protocols and identify areas of improvement in midwifery practice
- Participate in new initiatives to enhance consumer outcomes and experience, or staff employment outcomes and experience
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Be aware of WH Strategic Priorities, and ensure activities align with these priorities



### Achieve performance excellence:

- Assist in the development of clinical skills of all midwives by providing support, supervision, coaching and mentorship
- Assist with provision of feedback to staff on their performance, and maintain records and documents relating to the performance and development of all staff
- Demonstrate effective communication and interpersonal skills in every aspect of the support process
- Disseminate information to all midwives through verbal and/or written communication regarding midwifery and clinical practice, and report to manager/educator on a regular basis



### Clinical expertise

- Have a minimum of 3 years post registration experience in a midwifery setting across all areas of maternity.

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:

- Director of Education and Learning
- Manager of Education and Learning – Women's & Children's
- Maternity Education Coordinator
- Midwifery Program Coordinator
- Centre for Education team
- Midwife Unit Managers
- Nursing/Midwifery staff
- Graduate Program participants
- Undergraduate and Postgraduate midwifery students

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<b>External:</b> <ul style="list-style-type: none"> <li>• Patients and their significant others</li> <li>• Community service providers</li> <li>• Education Providers</li> <li>• Community of Western Health</li> </ul>
<b>Selection Criteria</b>
<b>Essential</b> <ul style="list-style-type: none"> <li>• Current registration as a Registered Midwife with AHPRA</li> <li>• Minimum of 3 years post-registration experience within acute settings</li> <li>• Knowledge of current clinical issues &amp; challenges in relevant clinical area</li> <li>• Possess recent acute clinical skills with advanced clinical knowledge</li> <li>• Demonstrate excellent communication skills, both written and verbal</li> <li>• Demonstrate the ability to work autonomously in the role</li> <li>• Possess highly developed interpersonal skills including conflict resolution strategies</li> <li>• Demonstrate an ability to work collaboratively as part of multidisciplinary, midwifery and education team</li> <li>• Be innovative, resourceful and adaptable to change</li> <li>• Have recent experience in the delivery of clinical support at the bedside</li> <li>• Experience as a Clinical Preceptor</li> <li>• Proficient in the use and possess the ability to trouble-shoot ICT systems</li> <li>• RANZCOG FSEP Level 3 practitioner level</li> <li>• Competent in venepuncture and IV cannulation</li> <li>• Competent in discharge examination of the newborn</li> <li>• Competent in perineal suturing (or willingness to develop this skill in the first 3 months in position)</li> <li>• Competent in cervical ripening balloon catheter insertion (or willingness to develop this skill in the first 3 months in position)</li> <li>• Experience in providing care to women with high dependency needs</li> <li>• Current Train the Trainer for mandatory competencies including back for life, Neonatal and Basic Life support (or willingness to develop this skill in the first 3 months in position)</li> </ul> <b>Desirable</b> <ul style="list-style-type: none"> <li>• Certificate IV Training and Assessment (TAE40116)</li> <li>• Completing or working towards a post graduate qualification, pertaining to a clinical discipline of midwifery with an emphasis on education and training</li> </ul>
<b>Additional Requirements</b>
<b>All employees are required to:</b> <ul style="list-style-type: none"> <li>• Obtain a police / criminal history check prior to employment</li> <li>• Obtain a working with children check prior to employment (if requested)</li> <li>• Obtain an Immunisation Health Clearance prior to employment</li> <li>• Report to management any criminal charges or convictions you receive during the course of your employment</li> <li>• Comply with relevant Western Health clinical and administrative policies and guidelines.</li> <li>• Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures</li> <li>• 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</li> <li>• 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</li> <li>• 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</li> </ul>

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- 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, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- 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: [Click here to enter the Employee's name.](#)

Employee's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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

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