Role Description

Job ad reference: MSL03207212
Role title: Clinical Midwife (Caseload Midwife)
Status: Permanent full time position
(Future vacancies of a temporary, full time or part time nature may be accommodated within this role)
Unit: Midwifery Group Practice
Division of Rural Health
Health Service: Metro South Hospital and Health Service
Location: Beaudesert Hospital, Beaudesert
Classification level: Nurse Grade 6
Salary level: $83,564 - $89,481 per annum
Closing date: Monday, 28 March 2016
(Applications will remain current for 12 months)
Contact: Nicole Tucker
Telephone: (07) 5541 9171
Online applications: www.smartjobs.qld.gov.au
If you are unable to apply online, please contact Recruitment Services on (07) 3176 4301
Deliver application: Hand delivered applications will not be accepted

Purpose of the Role
- The Caseload Midwife is responsible for delivering quality nursing/midwifery care at an advanced level in a specified field of practice.
- The Caseload Midwife provides direction and support to other nursing/midwifery staff while promoting professional standards of practice and conduct, and is responsible for achievement of unit goals and standards; the position may be allocated portfolio responsibilities to facilitate this.
- The Caseload Midwife will work in a small partnership with two to four Midwives providing midwifery care to a defined group of women throughout the antenatal, intrapartum and postnatal periods.
- Caseload Midwives work within the Midwifery Group Practice which may consist of several partnerships.
- The position involves having availability each day with on-call out of hours and weekends shared amongst the partnership, days off with no on-call are arranged as per Local Agreement.
- Caseload Midwives provide all antenatal and postnatal care by conducting appointments either at the woman’s home, community clinics or hospital.
- Intrapartum care is provided within Beaudesert Hospital or Logan Hospital for women with complex pregnancies.
- Caseload Midwives practice collaboratively alongside the Hospital Midwives, Rural Generalists and Allied Health Services.

Your key responsibilities
- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South’s purpose and objectives, as outlined below.
Responsible for the provision of continuity of midwifery care and delegated activities to a defined group of women within a framework of a social model of care that is woman centred, encompasses primary health care principles and includes not only healthy pregnant women but also those women who have complex pregnancies.

Accountable for the delivery of a safe standard of midwifery care that addresses the woman’s social, emotional, physical, psychological, spiritual and cultural needs and expectations holistically within the Logan Bayside community environment and the Women and Birthing Service.

Demonstrates a sound specific knowledge base related to midwifery and continuity of care.

Plans, coordinates, collaborates and integrates advanced evidenced-based midwifery knowledge, skills and ability for the management of women’s care and the woman and her family’s learning needs to enable them to move towards independence.

Provide clinical leadership in problem solving, planning, and coordination of nursing/midwifery at an advanced level including health promotion activities.

Maintain accountability for the standard of care delivered while providing support and direction to other staff/Midwives.

Maintain effective communication within the multidisciplinary team including interpersonal and written skills.

Promote professional practice through participation in professional development of self and others including performance appraisal and development and clinical education including preceptorship.

Participate in risk management, safety and quality and evidence based practice and research activities that support the provision of quality, cost effective care.

Practice in accordance with legislation, common law and code of ethics and assume accountability and responsibility for own actions, acting to rectify unsafe practice and/or unprofessional conduct.

Comply with and utilise contemporary human resource management principles including workplace health and safety, equal employment opportunity, anti-discrimination and Queensland Health Code of Conduct.

Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.

Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.

Advanced level clinical skills, problem solving skills and decision making in midwifery and able to provide an advanced standard of clinical midwifery expertise within a social model of care.

Is able to function in more complex situations focused on developing collaborative partnerships with women and the wider health care team that meets the woman’s individual needs and expectations.

Collaborates, consults and refers to all members of the multidisciplinary team as required on a regular basis in relation to woman’s care needs.

Ensures delivery of planned midwifery and / or neonatal care in accordance with policies, procedures and work instructions.

Ensures effective and timely discharge processes are achieved including referrals to appropriate health and community agencies.

Ability to work without direct supervision within a multidisciplinary team to provide continuity of care to a defined group of women.

Acts as a resource, role model, mentor and preceptor to provide support and direction to Registered Nurses/Midwives, Registered Midwives, Student Midwives and other members of the maternity health care team.

Qualifications/Professional registration/Other requirements

Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

Registration with the Australian Health Practitioner Regulation Agency (AHPRA) with a current annual practicing certificate is essential.
A Bachelor of Nursing or Midwifery or equivalent is a desirable qualification for this position.
A post graduate qualification, or currently enrolled in a post graduate program in a relevant area of study is desirable.
This position requires the incumbent to operate a class C motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required.

As well as the following:

**Skills**
- Advanced technological skills and clinical competencies relevant to area of practice.
- Effective leadership and motivational skills.
- Supportive management skills.
- Highly developed skills in communication, problem solving, conflict resolution and negotiation.
- Ability to work effectively professionally and collaboratively in a multidisciplinary team.
- Ability to prioritise workload and meet set timelines.
- Initiative, flexible and creative.
- Ability to foster a workplace environment that develops staff potential and promotes a cohesive environment.
- Ability to relate to people from a diverse range of cultural and social backgrounds.
- Ability in the facilitation of change management.
- Ability to maintain own data entry.
- Ability to undertake presentations to community and professional groups.

**Qualities**
- Commitment to the value and importance of midwifery continuity of care, including the benefits for women, midwives and the organisation.
- Ability to self-manage.
- Accessibility and availability for troubleshooting and mentoring for less experienced midwives within the group and student midwives.
- Effective communication skills.
- Willingness and ability to give advice and direction.
- Ability to resolve conflict.
- Participates in reflective practice.
- Willingness to meet regularly and to provide refection and feedback about practice issues.
- Understand the stress and stressors for other midwives and the need to help identify ways to manage these.
- Provide advocacy for the model and willingness to promote philosophical principles.
- Accesses information for own learning and participates in Midwifery Practice Review.

**Experience**
- Experience in facilitating midwifery related research and applying findings to the area of practice.
- Experience in care planning.
- At least 2 years post registration experience.
- Demonstrated competence in midwifery practice in accordance with the relevant standards.
- Experience in leadership roles.
- Experience in problem solving, negotiation and conflict management.

**Education for Practice in Queensland (EPIQ)**
Education for Practice in Queensland (EPIQ) is a suite of statewide blended learning programs for nurses and midwives employed within Queensland Health. The EPIQ format comprises approximately two thirds online learning and one third practical learning undertaken in the clinical setting for a specialty area of practice. EPIQ is designed to progressively build the knowledge, skills and capacity of the nurse/midwife.

It is an expectation that all newly employed nurses/midwives (with the exception of Assistants in Nursing/Midwifery) undertake the program of learning to assist with transition into the workplace.
This enables the provision of safe, capable nursing/midwifery care and achievement of best patient outcomes within a specific context of practice.

Are you the right person for the job?
You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

Key Attributes/Workplace Behaviours

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<th>Patient Focus</th>
<th>Extensive experience and ability to plan, deliver and evaluate high quality clinical services which are evidenced based and woman focused.</th>
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| Leadership and Management |  Ability to apply contemporary leadership principles and maintain an effective and motivated team.  
   Management skills and knowledge to assist in planning, resource management and development of self and others. |
| Problem Solving     | High level analytical and problem solving skills.                                                                                 |
| Communication and Interpersonal Skills | High level interpersonal and communication skills including negotiation, conciliation and well developed written skills. |
| Organisational, Commitment and Awareness | Awareness of and ability to develop, apply and adhere to the Metro South Hospital and Health Service procedures, guidelines and core values. |
| Clinical/Specialist/Technical Knowledge | High level knowledge of relevant legislation, standards, policies and procedures relevant to contemporary midwifery practice. |

How to apply
Please provide the following information to the panel to assess your suitability:

1. **A short written response** (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key attributes and responsibilities and meet the key skill requirements.

2. **Your current CV or resume, including two referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and one should be your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

About Metro South Hospital and Health Service
Metro South Health is the largest Hospital and Health Service in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland’s population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme
Our Vision
To be renowned worldwide for excellence in health care, teaching and research.

Our Purpose
Metro South’s purpose is to deliver high quality health care through the most efficient and innovative use of available resources, using planning and evidence-based strategies.

Our Objectives
- Improving services for patients.
- Implementing reform of the Queensland Health system in Metro South.
- Focusing resources on frontline services.
- Ensuring accountability and confidence in the health system.

Logan Bayside Health Network Profile
Logan Bayside Health Network is primary provider of public hospital services to the communities of the Scenic Rim Shire, Logan City, Redland City and the southern bayside suburbs of Brisbane City and includes:

- Logan Hospital - a 410 bed secondary teaching hospital.
- Redland Hospital - a 143 bed secondary teaching hospital co-located with a 126 bed residential aged care facility, a community health centre and the 60 bed Mater Private Hospital Redland.
- Beaudesert Hospital - a 22 bed rural hospital with procedural and birthing services.
- Wynnum Health Service - a small 21 bed sub-acute and palliative care inpatient facility, collocated with a community health centre and an extended hours acute primary care centre.
- Marie Rose Centre - a Clinical Services Capability Framework (CSCF) level one, 24 hour primary emergency care clinic located on North Stradbroke Island.

Logan Bayside Health Network also provides the following Metro South-wide services:

- The Metro South Community Aged Care and Rehabilitation Service, including Redland Residential Care (126 bed Residential Aged Care Facility) and the Metro South Transition Care Program.
- The Metro South Health Equity and Access Unit, including the Southern Queensland Centre of Excellence for Aboriginal and Torres Strait Islander Primary Health Care and the Logan Refugee Health Clinic.

Organisational Structure
The organisational chart is available at http://www.health.qld.gov.au/metrosouth/

Pre-employment screening
Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and youth
All relevant health professional (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

**Salary Packaging**
To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact the Queensland Health Salary Packaging Bureau Service Provider - RemServ via telephone 1300 30 40 10 or [http://www.remserv.com.au](http://www.remserv.com.au)

**Disclosure of Previous Employment as a Lobbyist**

**Probation**
Employees who are permanently appointed to Metro South Health may be required to undertake a period of probation of six months (except for certain medical officers whose probationary period is 12 months) in accordance with Metro South’s Probation Procedure WS.B.PR.2.3.
DUTY STATEMENT
Clinical Midwife (Caseload Midwife)
Midwifery Group Practice
Women and Birthing Service
Beaudesert Hospital, Beaudesert

All services within Metro South are currently being reviewed. It is possible that areas of responsibility may alter slightly. Please discuss with contact person for further information.

Roles and Responsibilities

- Provide leadership to effectively plan, manage and evaluate patient care activities at an advanced practitioner level.
- Provide effective and efficient clinical care and work in collaboration with the MUM to ensure the provision of quality midwifery care.
- Manage allocated midwifery resources to ensure equity of workload and match clinical complexity with nursing/midwifery competency.
- Effectively problem solves using risk management strategies, to meet emergent needs and report / escalate issues that may require further intervention.
- Utilise material resources / equipment in a safe and cost effective manner.
- Demonstrate effective oral and written communication skills in clinical documentation and reports.
- Participate effectively in case conference and team meetings and other forums. This may include Consultant Case Reviews with Logan MGP via teleconference, as necessary, for women with high risk pregnancies who are receiving antenatal care at Logan Hospital.
- Participate in change processes in line with unit direction and service development in collaboration with Midwifery Unit Manager.
- Participate in quality improvement and evidence based practice activities to ensure the provision of quality, cost effective woman centred care.
- Assume responsibility for allocated portfolios and participate in unit’s practice improvement program.
- Comply with contemporary human resource management principles and practice including workplace health and safety, employment equity and antidiscrimination requirements and applies knowledge within the unit.
- Adhere to the Queensland Health Code of Conduct and identify and report any perceived breaches of the code to the appropriate Line Manager.
- Participate in triage process to categorise referrals and manage waitlist in consultation with MUM and ensure appointments are managed in accordance with best practice.
- Work in partnership with Advanced Health Worker to prioritise, plan and deliver culturally appropriate care to Indigenous clients and meet “Closing the Gap” targets.
- Manage own work schedule and time sheet to maintain a neutral balance at end of each 8 week cycle.
- Responsible for the provision of continuity of midwifery care and delegated activities to a defined group of women within a framework of a social model of care that is woman centred.
- Encompasses primary health care principles and includes not only healthy pregnant women but also those women who have complex pregnancies.
- Maintain continuity of midwifery care at Logan Hospital for women who have risk factors that fall outside the Beaudesert Clinical Services Capability.
- Accountable for the delivery of a safe standard of midwifery care that addresses the woman’s social, emotional, physical, psychological, spiritual and cultural needs and expectations holistically within the Logan Bayside community environment and the Women and Birthing Service.
- Plans, coordinates, collaborates and integrates advanced evidenced-based midwifery knowledge, skills and ability for the management of women’s care and the woman and her family’s learning needs to enable them to move towards independence.