

Position Description

Position Title	Clinical Support Midwife
Position Number	30013039
Division	Clinical Operations
Department	Birthing Suite & Womens Ward
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Midwife G3B
Classification Code	JC8
Reports to	Nurse/Midwife Unit Manager Women's Ward and Birthing Suite
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

Women's ward & birthing suite promotes a supportive learning environment where learning opportunities are available to ensure a high standard of care is maintained.

The Clinical Support Midwife (CSM) works with midwives at the point of care across all departments, (Women's Ward and Birthing Suite) enabling development of clinical competence to ensure safety and quality of care amongst our graduate midwives, postgraduate students and registered midwives.

The clinical support midwife will work collaboratively with Midwifery educators, Midwifery managers and key stakeholders to identify learning and development needs of midwives and students while working in the clinical environment.

Responsibilities and Accountabilities

Key Responsibilities

- Support Midwifery Managers in identifying and responding to variations in capability within graduates, students and midwives as required
- Provide clinical guidance and expertise in all areas of midwifery practice to support clinical practice and development for all registered midwives
- Assist in the orientation of post graduate midwifery students, graduate midwives and newly appointed midwives
- Provide clinical support to Post graduate midwifery students, graduate midwives and newly appointed and less experienced midwives, prioritising support to cohort and area with greatest development needs
- Conduct clinical practice assessment tools for post graduate midwifery students, graduate midwives and midwives working within the unit as deemed required as part of their course or as a requirement for working within the area of employment.
- Build capacity in department-based midwives to provide support and conduct assessments
- In collaboration with Managers and Midwifery Educator, contribute to the development, implementation and monitoring of learning management plans for post graduate midwifery students, graduate midwives and newly appointed or less experienced midwives who require specific guidance.
- Provide support in clinical areas as directed during times of escalation
- Contribute to the review and development of resources that facilitate the development of competence for undergraduate, graduate and newly appointed and less experienced midwives
- Demonstrate accountability for own professional development
- Act as a mentor and role model
- Represent midwifery on relevant committees and working groups

Key Selection Criteria

Essential

1. Demonstrated advanced clinical knowledge and expertise across all areas of midwifery practice, with the ability to provide clinical guidance, support evidence-based care, and promote safe, high-quality maternity services.
2. Proven ability to support the orientation, education and ongoing development of postgraduate midwifery students, graduate midwives, newly appointed midwives, and less experienced staff.
3. Experience conducting clinical assessments and competency evaluations, identifying variations in capability, and implementing strategies to support learning and performance improvement.
4. Demonstrated ability to act as a mentor, coach and role model, fostering confidence, professional growth, and clinical competence among students and midwives at varying levels of experience.
5. Ability to collaborate with managers and educators to develop, implement and monitor learning and development plans, while building capacity within teams to support education and assessment activities.
6. Strong interpersonal and leadership skills, with the ability to work collaboratively with managers, educators, multidisciplinary teams, committees and working groups to achieve service and workforce goals.
7. Demonstrated capacity to provide timely clinical support and leadership in dynamic healthcare environments, including responding effectively to periods of increased demand or service escalation.
8. Demonstrated commitment to continuous professional development, quality improvement, and the review and development of educational resources that enhance midwifery competence and clinical practice standards.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- 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 Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.