

Position Description

Position Title	Mamta Midwife
Position Number	30025634
Division	Clinical Operations
Department	Women and Children
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Clinical Specialist Midwife
Classification Code	JC5
Reports to	Nurse Unit Manager Women's Health Clinics
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health Services.

Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

The Women's Health Clinics Team

The team is part of Bendigo Health's Women and Children Department.

The Women's Health team at Bendigo Health is an outpatient facility that provides gynaecology and antenatal care for women of the Bendigo and Loddon Mallee region. Registered midwives are a crucial element of our clinical team and are responsible for providing sensitive, evidence based, family centred care. Women are offered a number of antenatal, intrapartum and postpartum care options including caseload midwifery, midwifery led antenatal care and obstetric care. The team include lactation consultants, maternity support clinicians, social workers, midwifery home care, paediatric home care, and an active education team.

Clinics offered include:

- antenatal care;
- colposcopy;
- gynaecology;
- family planning;
- gestational diabetes; and
- antenatal assessments

The Position

The Mamta caseload midwife is required to demonstrate a broad range of solid midwifery skills and knowledge to provide care relevant to the woman's needs across the continuum of pregnancy, labour, birth and the postnatal period. The expectation is also that the midwife is committed to maintain a safe, appropriate and sustainable maternity service that embraces best practice and supports the Bendigo Health WCS strategic plan.

We are able to offer two 12 months positions of 0.7 EFT (commencement in March-April 2025) as well as would like to take the opportunity to discuss long service cover for July-November 2025.

Responsibilities and Accountabilities

Key Responsibilities

Provide clinical and professional midwifery practice in the modified caseload model of care to ensure that standards of practice comply with BH organisational policies and Australian Nursing and Midwifery Council Competency Standards of Practice for Midwives

Work in partnership with the woman and her family promoting women centred care throughout the pregnancy and birth continuum, including Child birth education

Ensure that care is provided by the most appropriate qualified health professional or team of professionals in the most appropriate setting

Undertake comprehensive antenatal assessment, education and care that is inclusive of the women's physical, psychological, cultural and spiritual needs and expectations for her pregnancy-childbirth continuum

Work in a positive manner and in partnership with other midwives and key health care providers, to demonstrate personal standards of consistency and contribute to an environment which promotes a positive and motivated work culture

Promote open communication with patients, staff, the community, health service partners and other stakeholders and represents Bendigo Health, if required, in local and regional healthcare forums

Organisational Responsibilities

Participate in team, organisational and clinical meetings as required by Bendigo Health policy

Participate in staff development and training as required

Maintain high quality, accurate records and statistics as required by Bendigo Health policy

Participate in service development activities

Identify and participate in Quality Assurance activities as part of the continual improvement process and accreditation requirements

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy.

All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

Qualifications/ Certificates

1. Current registration as a Registered Midwife with AHPRA

2. At least two years of clinical experience in all areas of midwifery services is desirable or demonstration of interest to develop skills further if has not practised midwifery in all areas in the last 12 months.

Personal Attributes, Skills and Attributes

1. Ability to interact and communicate with a diverse range of people at all levels
2. A personal approach which is positive, enthusiastic, friendly and helpful
3. Ability to give excellent customer service to both internal and external stakeholders
4. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
5. Ability to be flexible and work as part of a team, as well as to work independently

Desirable

6. Demonstrated understanding of the governance processes in W&CS and participation in M&M meetings
7. Ability to operate in an environment of change
8. Demonstrated organisational skills and ability to manage time independently
9. Demonstrated ability to communicate effectively with patients, visitors and staff at all levels within the organisation
10. Demonstrated ability to establish and maintain effective interpersonal relationships with a wide range of people
11. Ability to liaise effectively with other health professionals and work within a multidisciplinary framework

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with AHPRA as a Registered Midwife

Drivers Licence A current Victorian driver's licence is required for this position.

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.