



**Swan Hill**  
District Health  
*my hospital*



***Respect - Professionalism – Care – Commitment - Collaboration***

### **Clinical Midwife Educator 0.6 FTE**

Are you passionate about providing great midwifery care to rural women? Are you keen to progress your career in a supportive environment? Do you love teaching and supporting other midwives to provide the best care they can? Swan Hill Maternity ward needs you.

We run a small 8 bed ward with 2 birthing room's offering level 3 birthing service and level 2 Nursery Care.

Work/life balance is what you get working at Swan Hill District Health.

As well as lifestyle comes:

- Advanced training opportunities
- A professional and committed workforce
- Variety in work and a sense of achievement for the community

We are located on the Heart of the Murray River, around 3.5 hours from Melbourne.

Swan Hill is a safe place where you will be greeted with a warm smile from our friendly local community.

#### **What we are looking for...**

- Demonstrated no less than five years' recent clinical experience as a midwife and evidence of providing clinical education to nurses and midwives using adult learning principles and facilitation skills, and hold relevant postgraduate qualification (master's minimum preferred) in midwifery.
- Demonstrated continuous quality improvement with the ability to preceptor / mentor / or clinically supervise others to: comprehensively conduct assessments; develop a plan for nursing practice; provide safe, appropriate and responsive quality midwifery practice; and evaluates outcomes to inform midwifery practice.
- Demonstrated knowledge and application of adult learning principles with demonstrated knowledge and use of the NMBA approved standards, codes, guidelines and frameworks to conduct assessments
- Demonstrated high level interpersonal skills, excellent written and verbal and digital communication skills, advanced computer skills and use of software programs to develop and deliver education
- Demonstrated commitment to own professional development to maintain, improve and broaden knowledge, expertise and competence, capability and develop the personal and professional qualities required through the use of research and evidence based practice reflecting an understanding of contemporary matters

#### **Want More Info?**

For more information contact Kyla Brooks, Maternity Unit Manager P: 0428 981 193.

Applications addressing the key selection criteria including the names of three referees and completed application form should be forwarded to the Human Resources Manager by email: [employment@shdh.org.au](mailto:employment@shdh.org.au)

Applications will only be accepted if they address the Key Selection Criteria and include an APPLICATION FOR EMPLOYMENT FORM. Email applications are preferred.

**Closing Date: Close of Business Monday 5<sup>th</sup> August, 2019**



<b>Position:</b>	<b>Clinical Midwifery Educator</b>
<b>Classification:</b>	YZ7
<b>Department:</b>	Swan Hill Maternity
<b>Reports to:</b>	Maternity Unit Manager
<b>Position Summary:</b>	The Clinical Midwifery Educator (CME) is required to identify learning needs and to plan, develop, deliver and evaluate clinical education programs at ward/unit level. Such education may include orientation/induction, and/or transitioning for new midwifery staff, undergraduates and casual staff, as well as meeting the ongoing educational needs of existing midwifery staff and The provision of direct clinical care by the CME should be for the purpose of providing clinical education to other employees.
<b>Responsibilities:</b>	<p>Providing clinical education and competency assessment to all nursing/midwifery staff located within Maternity</p> <ul style="list-style-type: none"> <li>• Promoting a culture of development and inquiry that actively encourages and facilitates clinical learning, reflective practice and ownership of professional development</li> <li>• Building and consolidating knowledge and evidence based clinical skills in nursing/midwifery staff caring for patients and their families</li> <li>• Working together with the AMUM/MUMs and the multidisciplinary team to plan and facilitate education programs related to Maternity</li> <li>• Participating in induction of new staff</li> <li>• Providing feedback to students, new staff, existing staff and NUM/MUM regarding clinical practice and implementing appropriate education plans for individuals and the unit</li> <li>• Completing an annual review of learning needs and developing and delivering an education plan that reflects evidence based patient care and facilitates mandatory compliance training compliance</li> <li>• Creating opportunities for staff to develop critical thinking skills by utilising a variety of techniques</li> <li>• Evaluating ward based education and implementing improvements as required</li> <li>• Acting as a role model and clinical leader for staff in the ward/unit</li> <li>• Maintain own clinical knowledge and skill base through: active participation in continuing education programs and in-services; participation in clinically relevant professional groups and organisations; active participation in forums for review of clinical nursing practice; participation in research and clinical audit project(s).</li> <li>• Developing clinical skills trees for career progression within Maternity and monitoring progress of staff achievement</li> <li>• Participate in quality improvement projects</li> <li>• Providing ongoing education support to staff and managers</li> <li>• Maintain high level of clinical skills related to Maternity care</li> <li>• Support staff working towards 100% compliance with mandatory training requirements</li> </ul>
<b>Key Selection Criteria</b>	<ul style="list-style-type: none"> <li>• Registration as a Registered Midwife with the Nursing Midwifery Board of Australia</li> <li>• Demonstrated no less than Five years' recent clinical experience as a midwife and evidence of providing clinical education to nurses and midwives using adult learning principles and facilitation skills, and hold</li> </ul>

	<p>relevant postgraduate qualification (master's minimum preferred) in midwifery.</p> <ul style="list-style-type: none"> <li>▪ Demonstrated continuous quality improvement with the ability to preceptor / mentor / or clinically supervise others to: comprehensively conduct assessments; develop a plan for nursing practice; provide safe, appropriate and responsive quality midwifery practice; and evaluates outcomes to inform midwifery practice.</li> <li>▪ Demonstrated knowledge and application of adult learning principles with demonstrated knowledge and use of the NMBA approved standards, codes, guidelines and frameworks to conduct assessments</li> <li>▪ Demonstrated high level interpersonal skills, excellent written and verbal and digital communication skills, advanced computer skills and use of software programs to develop and deliver education</li> <li>▪ Demonstrated commitment to own professional development to maintain, improve and broaden knowledge, expertise and competence, capability and develop the personal and professional qualities required through the use of research and evidence based practice reflecting an understanding of contemporary matters</li> <li>▪ Evidence of a current Class C drivers license and ability and willingness to travel for work purposes.</li> </ul>
<b>Salary/Award:</b>	Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Agreement 2016-2020.
<b>Infection Control:</b>	<ul style="list-style-type: none"> <li>• Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public.</li> <li>• The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.</li> </ul>
<b>Continuous Quality Improvement:</b>	<ul style="list-style-type: none"> <li>• Each staff member is expected to demonstrate a commitment to best practice.</li> <li>• All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care.</li> <li>• All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards.</li> <li>• It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies &amp; Protocols</li> <li>• We recognise diversity is part of every person &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</li> </ul>
<b>Person Centered Care:</b>	The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to participate in the provision of quality health care.
<b>Just Culture:</b>	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
<b>Hardwiring for Excellence Values - Standards of Behaviour</b>	SHDH strategic direction has a specific focus on developing strong leaders by improving communication and accountability across the continuum. In line with the SHDH Organisational Values and Standards of Behaviour Charter 2017, staff are expected to align and demonstrate these behaviours, not 'sometimes' but 'always' so as to create and maintain a culture of high performance.
<b>Privacy and Confidentiality:</b>	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the

	<p>Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection.</p> <p>Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.</p>
<b>Mandatory Training:</b>	All employees must be aware of and complete designated mandatory training within the required time frame.
<b>Safety:</b>	<p><b>RESPONSIBILITIES: It is the responsibility of every staff member to:</b></p> <ul style="list-style-type: none"> <li>• Take reasonable care for your safety and the safety of others while at work.</li> <li>• Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system.</li> <li>• Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position.</li> <li>• Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual.</li> <li>• Complete all Mandatory training requirements as identified and directed.</li> <li>• Comply with the Occupational Health and Safety Act and all SHDH O.H. &amp; S. online Policies and Procedures.</li> </ul>
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Date Written</b>	15/04/2019
<b>Reviewed:</b>	
<b>Managers Name:</b>	Kyla Brooks
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	



### Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: \_\_\_\_\_

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

### Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, exacerbation or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

#### Disclosure advice:- (to be completed by the applicant)

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I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: \_\_\_\_\_ Date: ...../...../.....

**NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.**

#### Enquiries:

Email address: [employment@shdh.org.au](mailto:employment@shdh.org.au)

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585