



Swan Hill
District Health



Inclusive

Compassionate

Progressive

Accountable

Graduate Midwife Position 2021

Part Time 0.6 EFT

About the Role:

An exciting opportunity exists for new Graduate Midwives to join our Program. Our GMP aims to build upon the skills and knowledge obtained as a student midwife and facilitate the transition of the graduate into clinical practice as a registered midwife.

You will have many opportunities to care for women and their babies throughout pregnancy, birth and into the postnatal period including domiciliary home visits. You will also get support and education from the Clinical Midwifery Educator, as well as numerous study days including fetal surveillance and a day with the breastfeeding support team.

The position is a guaranteed 52 week supported program at 0.6 EFT. The successful applicants have the opportunity to apply for an ongoing position after the completed 52 weeks.

About Swan Hill:

Families move to Swan Hill and never look back. It's a combination of factors that make the region a sought after lifestyle change. Of course the Murray River, more days of sunshine per year and a welcoming community has a lot to do with it. There are also fantastic sporting clubs and recreational facilities to suit everyone. It all adds up to a great place to live, work and raise a family.

Want More Info?

For more information contact Clinical Midwifery Educator, Kelley Merritt on 5033 9302. Or email: kmeritt@shdh.org.au

How to Apply:

For more information on how to apply, please visit our web site: www.shdh.org.au

All application, including the names of 3 references, CV and Cover Letter containing the Key Selection Criteria responses, can be forwarded to People & Culture, Email: 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: Friday 29th October, 2021.

Aboriginal and Torres Strait Islander people are encouraged to apply

Position:	Graduate Midwife
Classification:	
Department:	Midwifery
Reports to:	Midwifery Unit Manager
Position Summary:	The midwife is recognized as a responsible and accountable health professional who works with women to provide the necessary support, care and advice before, during and after pregnancy and childbirth. The midwife is able to conduct births on the midwife's own responsibility and to work collaboratively with obstetricians
Responsibilities:	<p>The Registered Midwife:</p> <ul style="list-style-type: none"> • Is responsible for their own practice within the definitions of their current nursing/midwife registration and relevant legislation; • Complies with the relevant legislation, standards, code of practice and competencies consistent with the Midwife role; • Works within SHDH and the Midwifery Unit policies and guidelines; • Is aware of their scope including the limitations and determination of appropriate and timely referral; • Maintains their own professional portfolio and commitment to learning and development through the use of evidence based practice and research; • Develops strong professional links and partnerships with GP obstetricians/obstetricians and other midwives; • Complies with relevant documentation requirements for maternal and infant health care and other patient/client care activities; • Promotes safe and effective midwifery care; • Ensures midwifery practice is culturally relevant and safe; • Communicates information to facilitate appropriate decision making in a manner which protects privacy and confidentiality; • Assesses, plans, provides and evaluates safe and effective midwifery care for both low risk and complex mothers and/or babies • Demonstrates an ability to work as part of a multidisciplinary team and work collaboratively with midwives and other health care providers.
Key Selection Criteria	<ul style="list-style-type: none"> • National Police Check. • Australian citizen or permanent residency. • Registered Midwife with Nursing and Midwifery Board of Australia. • Well-developed interpersonal and communication skills. • Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers)
Salary/Award:	Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Agreement 2011-2016.
Infection Control:	<ul style="list-style-type: none"> • Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
Continuous Quality	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best

Improvement:	<p>practice.</p> <ul style="list-style-type: none"> • 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. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
Person Centered Care:	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.
Our Purpose:	Connected Care / Best Experience SHDH commits to meet the growing health care needs of our community through our new vision to provide better-connected care and to achieve the best care experience.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy policy, as it is a condition of employment. Any breach of the rules of privacy relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	RESPONSIBILITIES: It is the responsibility of every staff member to: <ul style="list-style-type: none"> • Take reasonable care for your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Review:	Completion of Performance Guidance and Development Plan on a yearly basis.
Date Written	September 2021
Reviewed:	
Managers Name:	
Managers Signature:	
Employees Name:	
Employees Signature:	



The Application for Employment form is required to be submitted with the following documents:

- Covering letter in support of application
- Response to Key Selection Criteria
- Applicants Curriculum Vitae

Position Applying for	
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General Information

Name			
Address			
Contact	<u>Home phone</u>	<u>Mobile</u>	<u>Email</u>

Are you of Aboriginal/Torres Strait Islander Origin? No Aboriginal Torres Strait Islander
(This question is voluntary)

Do you wish to be identified under this category? Yes No

Are you an Australian Citizen or Permanent Resident: Yes No Date of Grant/...../.....

If no, what is your current Visa Status – Visa type _____ Expiry date/...../.....

Place/Country of issue: _____ Issue Number: _____

Do you require sponsorship? Yes No

Conditions of Employment

Employment conditions are governed by the relevant Public Sector Health Industry Awards and EBAs relevant to the position applied for:

Initial employment is subject to:

- 6 months' probationary period (*with a review at 3 months.*)
- Requirement to work any shift
- Requirement to work in any department as required

Hours of Work – _____ (Availability)

Discipline/Misconduct

Have you experienced discipline or misconduct action at any previous employment? Yes No

If **Yes**, please provide details:

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)

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

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585