



Swan Hill
District Health



Inclusive

Compassionate

Progressive

Accountable

2022 Academic Year Student Midwife – Employment Model

Want to work with women and families to provide education and care in all aspects of pregnancy, birth and early parenting? Looking for one of the most rewarding career paths you can take? Come join us here in Swan Hill Maternity Services and start your journey to become a Midwife today!

Swan Hill District Health is a fully accredited sub regional referral health service providing care to a catchment population of approximately 28,000. In conjunction with Latrobe University Bendigo there is the opportunity for Registered Nurses to apply for a position in the Post Graduate Diploma in Midwifery Science. SHDH is a level 3 maternity service and offers level 2 newborn care under the DHHS Capability framework. We provide the opportunity for a paid employment model in which the students are paid 0.6-0.8EFT and 0.1EFT supernumerary unpaid. This provides opportunity and support while also ensuring no financial hardship during study.

Placement for higher level birthing experience and special care nursery is a component of the course organized by La Trobe University in partnership with Bendigo Health.

Want more information:

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

How to Apply:

Please send Applications to 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: 1st October 2021

Aboriginal and Torres Strait Islander people are encouraged to apply

Position:	Postgrad Diploma Midwifery Science paid Employment Student Model
Classification:	Student Midwife (Substantive Category)
Department:	Midwifery.
Reports to:	Nurse Unit Manager
Position Summary:	Student Midwife provides antenatal, intrapartum, postnatal care to women under the direct supervision of a Registered Midwife.
Responsibilities:	<p><i>Outcome:</i> Competent Midwifery care is provided in a manner which enables a positive transition to parenting.</p> <p><i>Performance Indicators:</i></p> <ul style="list-style-type: none"> • Possesses student clinical skills in the care of antenatal/postnatal women and their families. • Develops clinical skill within the student role in the care of labouring women. • Develops the capability to initiate infant resuscitation measures for the newborn. • Recognises and consults with midwife/doctor in the care of women with special needs. • Assists midwives/doctor and allied health staff in planning care of women. • Reports to midwife and doctor significant changes in a women's physical, psychological and emotional well-being. • Checks records and administers medications according to regulations. • Reports incidents and accidents. • Ensures the safety of patients, visitors and staff and the security of hospital property and equipment. • Carries out other duties as delegated by the Nurse Unit Manager/ANUM and Clinical Supervisor. <p><u>Administration:</u></p> <p><i>Outcome:</i> The Midwifery Unit is managed in an efficient and effective manner.</p> <p><i>Performance Indicators:</i></p> <ul style="list-style-type: none"> • Attends and participates in relevant Hospital and Midwifery Unit meetings. • Participates in collaborative rostering to ensure student clinical placement needs are able to be met. <p><u>Education:</u></p> <ul style="list-style-type: none"> • Assists with supervision and education of nursing students on clinical placements. • Assists with health education relating to parenting and discharge planning for women, their families and significant others. • Demonstrates commitment and actively participates in childbirth and parenting classes. <p><u>Legal Responsibilities:</u></p> <ul style="list-style-type: none"> • Functions in accordance with legislation and common law affecting nursing practice. <p><u>Inservice Education:</u></p>

	<p>It is the responsibility of each Clinical Services Division staff member to:</p> <ul style="list-style-type: none"> • satisfactorily complete an annual CPR program; • demonstrate a sound knowledge of the "No Lift" program; • maintain current knowledge of infection control guidelines; • Attend an annual fire extinguisher demonstration.
Key Selection Criteria	<ul style="list-style-type: none"> • Demonstrated skills in communication, conflict resolution, negotiation and problem solving. • Understanding the role of the midwife within a primary healthcare framework. • Understanding of Work Health & Safety, infection control and quality improvement principles • Demonstrated understanding and commitment to the requirements of the Latrobe University post graduate Midwifery Program including continuity of care experiences. • Driver's Licence. • National Police Check. • Australian citizen or permanent residency. • Registered Nurse with Nursing and Midwifery Board of Australia.
Salary/Award:	Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Agreement 2016-2020.
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 Improvement:	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best practice. • 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:	<p>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.</p> <p>We recognise diversity is part of every person & as such providers of health care must be actively involved in developing models of care that are person centered.</p>
Our Purpose:	<p>Connected Care / Best Experience</p> <p>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.</p>
Privacy and Confidentiality:	<p>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 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>

Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	<p>RESPONSIBILITIES: It is the responsibility of every staff member to:</p> <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.
Asset Management:	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
Review:	Completion of My Work Plan on a yearly basis.
Previous Revision dates:	Revised March 2011, July 2014, July, 2018
Current:	January 2020
Managers Name:	C Delmenico
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	
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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