



**Swan Hill**  
District Health

Connected Care. Best Experience.



*Inclusive*

*Compassionate*

*Progressive*

*Accountable*

## Registered Midwife Full Time & Part Time terms available

Are you a registered Midwife looking for the perfect work/lifestyle balance in an idyllic location? Look no further than Swan Hill. Situated on the banks of Victoria's famous Murray River around 3.5 hours from Melbourne, Swan Hill offers the perfect platform to embrace the charm and pace only a regional lifestyle on the Murray can offer.

Our amazing team of midwives (17 EFT) are truly dedicated to the women and babies of our region. Our midwifery department has 2 birthing suites, 4 single bedrooms with ensuite facilities, provides pre and post-natal services and delivers approximately 200 babies per year.

### About the role:

- Enjoy a rewarding role mentoring and supporting our dedicated midwifery team.
- Become part of a progressive and innovative organisation that makes a difference for our community.
- Ability to work within minutes from home. No more commuting.
- Enjoy a reduction in your living costs with affordable housing, entertainment and education.
- Excellent Salary packaging options
- Relocation assistance available

### About You:

- Registered Nurse/Registered Midwife with Nursing and Midwifery Board of Australia
- Demonstrated knowledge of contemporary nursing and midwifery theory and practice
- Demonstrated capacity to be part of a team with a hard work professional ethic
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2022 Flu Vaccination, Serology evidence of immunisation status

**About us:** Swan Hill District Health is a 143 bed (including Aged Care), fully integrated rural public health facility servicing a greater community of around 35,000 people. Our vision at Swan Hill District Health, is to provide clear, connected care, best experience for our community

SHDH is a compassionate, family friendly employer where every employee is a valued team member. Inclusive of a perfect work/life balance, SHDH also provides:

- ◆ A dynamic workplace
- ◆ Free onsite car parking
- ◆ Salary Sacrifice/Packaging
- ◆ Discounted Corporate gym memberships
- ◆ Professional Development opportunities
- ◆ Employee Assistance Program

**To apply** for this position, email the completed Application for Employment form, Cover letter, CV and response to the key selection criteria to [employment@shdh.org.au](mailto:employment@shdh.org.au).

You will find the full position description containing the key selection criteria & application for employment form in the attached documents. Swan Hill District Health reserves the right to commence interview immediately upon receipt of applications.

**Enquiries** about this role should be directed to Cheryl Delmenico, Midwifery Unit Manager, Ph: (03) 5033 9302 or E: [cdelmenico@shdh.org.au](mailto:cdelmenico@shdh.org.au) **OR** Kate Anderson, DDON, Ph: 5033 9988, E: [kanderson@shdh.org.au](mailto:kanderson@shdh.org.au)

*Swan Hill District Health is an equal opportunity employer committed to diversity and inclusion. We welcome applications from Aboriginal and Torres Strait Islander people, people with diverse cultural and linguistic backgrounds and people with disability.*



<b>Position:</b>	<b>Registered Nurse in Midwifery</b>
<b>Classification:</b>	YP4 – 11
<b>Department:</b>	Midwifery Unit
<b>Reports to:</b>	NUM Midwifery
<b>Position Summary:</b>	The Registered Nurse provides nursing care within the midwifery unit within RN Scope Of Practice and under the supervision of the Midwife. Care of non-midwifery patients will occur under the direction and supervision of a Registered Nurse/Registered Midwife.
<b>Responsibilities:</b>	<p>The Registered Nurse in Midwifery:</p> <ul style="list-style-type: none"> <li>• Is responsible for their own practice within the definitions of their current nursing registration and relevant legislation;</li> <li>• Complies with the relevant legislation, standards, code of practice and competencies consistent with the Registered Nurse role;</li> <li>• Works within SHDH and the Midwifery Unit policies and guidelines;</li> <li>• Is aware of their scope including the limitations and determination of appropriate and timely referral;</li> <li>• Maintains their own professional portfolio and commitment to learning and development through the use of evidence based practice and research;</li> <li>• Participates in Clinical Supervision and Unit review activities;</li> <li>• Develops strong professional links and partnerships with GP obstetricians/obstetricians and other midwives;</li> <li>• Complies with relevant documentation requirements for maternal and infant health care and other patient/client care activities;</li> <li>• Promotes safe and effective nursing care in midwifery unit; promotes and supports effective newborn feeding</li> <li>• Ensures nursing practice is culturally relevant and safe;</li> <li>• Communicates information to facilitate appropriate decision making in a manner which protects privacy and confidentiality;</li> <li>• Assesses, plans, provides and evaluates safe and effective care always in consultation with the midwife for both low risk and complex mothers and/or babies</li> <li>• Demonstrates an ability to work as part of a multidisciplinary team and work collaboratively with midwives and other health care providers.</li> </ul>
<b>Key Selection Criteria</b>	<p>Current Registration and Authority to Practice as a Registered Nurse with the Nurses and Midwifery Board of Australia.</p> <ul style="list-style-type: none"> <li>• Understanding of evidence based nursing theory and practice.</li> <li>• Knowledge and understanding of National Standards and Accreditation.</li> <li>• Well-developed interpersonal and communication skills.</li> <li>• Experience in acute medical and surgical.</li> <li>• Computer literacy</li> <li>• An interest in working with women and families with new babies</li> <li>• A willingness to be part of a team supporting women on their birthing journey.</li> <li>• Current National Police Record Check</li> <li>• Current “Working with Children Permit”</li> </ul>

	<ul style="list-style-type: none"> <li>Evidence of immunisation records/history as part of the Health Services Act 1988, 2020 Amendment (Mandatory Vaccination of Healthcare Workers), through either documentation or copy of serology report. It is required that there is immunization for all vaccine preventable illnesses.</li> </ul>
<b>Salary/Award:</b>	Nurses and Midwives (Victorian Public Health Sector) Single Interest Employer Agreement 2021-2024.
<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> </ul>
<b>Person Centered Care:</b>	<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 &amp; as such providers of health care must be actively involved in developing models of care that are person centered.</p>
<b>Child Safety:</b>	<p>All children have the right to feel and be safe. Keeping children safe is everyone's responsibility. SHDH is committed to providing a child safe environment where children are safe and feel safe, and where their voices are heard about the decisions that affect them.</p> <p>SHDH have zero tolerance to child abuse.</p> <p>Each employee has a responsibility to adhere to this requirement. Any breach of this standard will result in disciplinary action.</p>
<b>Our Purpose:</b>	<p><b>Connected Care / Best Experience</b></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>
<b>Privacy and Confidentiality:</b>	<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>

<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>Asset Management:</b>	Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.
<b>Review:</b>	Completion of My Work Plan on a yearly basis.
<b>Previous Revision dates:</b>	May 2011, March 2013, DEC 2020, July 2021
<b>Current:</b>	Feb 22
<b>Managers Name:</b>	
<b>Managers Signature:</b>	
<b>Employees Name:</b>	
<b>Employees Signature:</b>	



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

<b>Position Applying for</b>	
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<b>General Information</b>
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<b>Name</b>			
<b>Address</b>			
<b>Contact</b>	<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

<b>Conditions of Employment</b>
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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)

<b>Discipline/Misconduct</b>
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Have you experienced discipline or misconduct action at any previous employment?     Yes     No

If **Yes**, please provide details:

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## 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](mailto:employment@shdh.org.au)

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585