



Swan Hill
District Health

Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Clinical Midwifery Educator

Part Time 0.6 EFT

The Education Team are seeking applications from suitably qualified, enthusiastic and motivated Registered Midwives with a keen interest in Education to join our team. This role supports staff, not only in the Midwifery unit, but other staff in SHDH and students all year round.

About the Role:

Reporting to the Education Manager, the Clinical Nurse Educator will promote a culture of development and inquiry, which actively encourages and facilitates clinical learning in the Midwifery Department in line with standards and policies of SHDH. The Clinical Nurse Educator will also facilitate undergraduate and Midwifery students and support the Graduate Midwives.

Selection Criteria:

- Preferred 5 years' experience in Midwifery
- Demonstrated high level interpersonal, verbal and written communication skills, problem-solving ability and negotiation skills.
- Knowledge of the National Safety and Quality Health Standards (NSQHS)
- Experience providing clinical supervision
- Extensive demonstrated competence and leadership in providing direct patient care to Midwifery presentations.
- Extensive knowledge of BOS
- Current TAE is desirable

About You:

- Current AHPRA registration
- 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.

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 Jayne Stead, Education Manager, Ph: (03) 5033 9310 or E: jstead@shdh.org.au

Closing 24th March 2023

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.



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| Position: | Clinical Midwifery Educator |
| Classification: | YZ7 |
| Department: | Swan Hill Maternity |
| Reports to: | Education Manager |
| Position Summary: | 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. |
| Responsibilities: | <p>Providing clinical education and competency assessment to all nursing/midwifery staff located within Maternity.</p> <ul style="list-style-type: none"> • Promoting a culture of development and inquiry that actively encourages and facilitates clinical learning, reflective practice and ownership of professional development. • Building and consolidating knowledge and evidence based clinical skills in nursing/midwifery staff caring for patients and their families. • Working together with the AMUM/MUMs and the multidisciplinary team to plan and facilitate education programs related to Maternity. • Participating in induction of new staff. • Providing feedback to students, new staff, existing staff and NUM/MUM regarding clinical practice and implementing appropriate education plans for individuals and the unit. • Completing an annual review of learning needs, developing and delivering an education plan that reflects evidence based patient care and facilitates mandatory compliance training compliance. • Creating opportunities for staff to develop critical thinking skills by utilising a variety of techniques. • Evaluating ward based education and implementing improvements as required. • Acting as a role model and clinical leader for staff in the ward/unit. • 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). • Developing clinical skills trees for career progression within Maternity and monitoring progress of staff achievement. • Participate in quality improvement projects. • Providing ongoing education support to staff and managers to facilitate quality outcomes. • Maintain high level of clinical skills related to Maternity care. • Actively support staff working towards 100% compliance with mandatory training requirements. |
| Key Selection Criteria | <p>Mandatory</p> <ul style="list-style-type: none"> • Registration as a Registered Midwife with the Nursing Midwifery Board of |

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| | <p>Australia.</p> <ul style="list-style-type: none"> • Demonstrated five years' recent clinical experience as a midwife. • Demonstrated continuous quality improvement and National Safety and Quality Health Service Standards (NSQHS) knowledge. • 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. • FSEP Level 3 • Current National Police Check. • 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. <p>Desirable Qualifications and Experience:</p> <ul style="list-style-type: none"> • Current attainment of, or working towards, or willing to complete a Certificate IV on TAE. • Demonstrated ability to plan, facilitate and deliver clinically situated education as well as plan conduct and evaluate education and training programs/presentations incorporating adult learning principles. • Demonstrated experience in the design and delivery of clinical education or similar skills. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures. |
| Salary/Award: | Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employer) Agreement 2021-2024. |
| Infection Control: | <ul style="list-style-type: none"> • Each staff member has a responsibility to minimise exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimisation 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> |

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| Child Safety: | <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> |
| Our Purpose: | <p>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.</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: | <p>All employees must be aware of and complete designated mandatory training within the required time frame.</p> |
| Safety: | <p>RESPONSIBILITIES: It is the responsibility of every staff member to:</p> <ul style="list-style-type: none"> • Take reasonable care for their safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to their supervisor and record on VHIMS reporting system. • Advise their supervisor if they have an injury or illness that may affect their ability to perform the inherent requirements of their 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: | <p>Staff with asset management responsibilities are required to adhere to the Asset Management Policy and Protocols.</p> |
| Review: | <p>Completion of My Work Plan on a yearly basis.</p> |
| Previous Revision dates: | <p>April 2019, Dec 2020, Feb 22</p> |
| Current: | <p>Feb 2023</p> |
| Managers Name: | <p>Jayne Stead</p> |
| 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

General Information

Name

Address

Contact

Home phone

Mobile

Email

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