



Swan Hill
District Health
Connected Care. Best Experience.



Inclusive

Compassionate

Progressive

Accountable

Midwifery @ MDAS

Swan Hill District Health has an opportunity for an enthusiastic and dedicated Midwife to launch our Midwifery @ MDAS clinic.

The SHDH team of midwives strive to provide a best care, and supported experience for the women and families throughout the antenatal, birthing and early parenting journey.

Mallee District Aboriginal Services is northwest Victoria's leading service provider for Aboriginal and Torres Strait Islander people.

This newly created role is to establish a working relationship with First Nations women and families onsite at MDAS, to provide excellent antenatal and early parenting care, with a strong focus on culture and community, while meeting best practice principles.

About the role:

To be successful in this role you will:

- Be an excellent communicator, flexible in your approach and have natural ability to show compassion and empathy to women and their families
- Interest in the current issues and trends of our First Nations Women and Families
- Be confident as a sole practitioner, able to demonstrate sound clinical decision making
- Work in multidisciplinary team to ensure the efficient and effective, provision of care based on best practice principles within a collaborative framework
- Demonstrate the ability to work within SHDH policy and procedures while meeting the needs of the women and families in their care.

About You:

- Registered Nurse & / Registered Midwife with Nursing and Midwifery Board of Australia
- Current FSEP/ neonatal resuscitation
- Demonstrated ability to work collaboratively as a part of a multidisciplinary team
- Demonstrated knowledge of professional standards of practice, legal and ethical requirements.
- Current National Police Check & Working with Children's Check
- Complete COVID Vaccinations & 2024 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

Applications can be completed online at <https://www.shdh.org.au/employment/vacancies/> or emailed to employment@shdh.org.au. Complete application will include:

- Complete Application for Employment form
- Cover letter & Resume CV and
- Response to the key selection criteria

Swan Hill District Health reserves the right to commence interview immediately upon receipt of applications.

Enquiries about this role should be directed to Leonie Gilbert, Midwifery Unit Manager, Ph: (03) 5033 9269 or E: lgilbert@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.



Position:	Registered Midwife - MDAS
Classification:	YS2-YS11
Department:	Midwifery Unit
Reports to:	MUM Midwifery
Position Summary:	<p>The midwife is recognised as a responsible and accountable health professional who works with women and their families across the pregnancy, birthing and early parenting continuum. They strive to ensure physical, psychological, emotional, social and spiritual wellbeing needs are met. The midwife works in collaboration with the SHDH Medical teams to provide women and families of the Swan Hill region with best practice care. Care of non-midwifery patients will occur under the direction and supervision of a Registered Nurse, within his/hers scope of practice across other departments within the hospital as required.</p>
Key Selection Criteria:	<p>Essential:</p> <ul style="list-style-type: none">• Registered Midwife &/ Nurse with current AHPRA registrations.• Demonstrates sound Midwifery knowledge and skills• Demonstrated organisational and problem-solving skills.• Ability to plan, prioritise and time manage.• Experience in working effectively and collaboratively within a multidisciplinary team.• Respect cultural diversity of childbearing women.• Interest in the health and wellbeing of Aboriginal and Torres Strait Islander women• Commitment to flexibility and innovation in practice including an evidence-based approach to care.• Demonstrated high level of verbal, written and electronic communication skills.• Be able to provide fundamental care to women in labour: includes admission and history taking, CTG interpretation, acting as second midwife at a birth, neonatal resuscitation and provision of midwifery care during a caesarean section.• Mentor or preceptor staff as directed by the Midwifery Unit Manager or delegate.• Understanding of and commitment to SHDH strategic direction, and relevant policy/guidelines• Accept accountability for own actions and seek guidance from senior nursing staff when limited by own level of expertise.• Commitment to ongoing education and professional development.• Comply with policy regarding uniform, punctuality and annual leave.• A current satisfactory National Police Record Check must be presented or arranged at the time of commencement (<i>this is essential for all positions</i>).• A current and satisfactory "Working with Children Check" as per the Working With Children Act 2005.• Practice in accordance with the Nursing and Midwifery Board of Australia (NMBA) National Competency Standards and the Australian College of Midwives (ACM). 'Competency standards'

	<p>via: http://nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx#competencystandards</p> <ul style="list-style-type: none"> • Maintains record of Continuing Professional Development (CPD) as per NMBA requirements. <p>Desirable:</p> <ul style="list-style-type: none"> • Membership of a Midwifery professional body. • Ability to work to the Midwives full scope of practice or willingness to work towards developing this. • Ability to operate in an environment of change. • Sound appreciation of key concepts of the National Safety and Quality Health Service Standards. • Demonstrated awareness of the current issues and trends in midwifery. <p>Attributes:</p> <ul style="list-style-type: none"> • Embodies SHDH's values of respect, professionalism, care, commitment and collaboration. • Is committed to a multidisciplinary team approach and values/supports collaboration by a range of professionals in providing care to meet the individual needs of women. • Promotes and supports customer service/involvement and family-centered care. • Is an advocate for First Nations women and families. • Has excellent communication and interpersonal skills and is able to respond to the needs of hospital staff in a timely, accessible and professional manner. • Is approachable and able to act as a resource for all staff. • Is committed to ongoing professional development, and continually identifies professional development goals and pursues opportunities for learning, whilst acknowledging the right of the hospital to designate certain educational sessions as compulsory. • Values reflective practice/clinical supervision and accesses support, assistance, advice and debriefing as required.
Salary/Award:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2024.
Infection Control:	Adhere to the Health Services Infection Control Policy and Procedures as detailed in the Infection Control Manual.
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:	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.
Child Safety:	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

	<p>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</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, 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 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.</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 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:	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.
Review Date:	November, 2017; June 2023
Date of next Review:	
Managers Name:	Leonie Gilbert
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