



Swan Hill
District Health



Inclusive

Compassionate

Progressive

Accountable

Registered Midwife

Full Time & Part Time positions available \$70,000-\$90,000

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 dedicated team of midwives strive to provide a best care, and supported experience for the women and families throughout prenatal and postnatal journey. Our midwifery department has 2 birthing suites, 4 single bedrooms with ensuite facilities, provides pre and post-natal services and delivers approximately 200 births 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

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

Enquiries about this role should be directed to Leonie Gilbert, Midwifery Unit Manager, Ph: (03) 5033 9302 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
Classification:	YS2-YS11
Department:	Midwifery Unit
Reports to:	NUM Midwifery
Position Summary:	The midwife is recognised as a responsible and accountable health profession who works with women and their families to provide woman centered care before during and after pregnancy during and after childbirth ensuring physical, psychological, emotional, social and spiritual wellbeing needs are met. The midwife is able to conduct low risk births on his/her own responsibility and work in collaboration with GP obstetricians/obstetrician. 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.
Key Selection Criteria:	<p>Essential:</p> <ul style="list-style-type: none"> • Registered Midwife/Nurse with current AHPRA registrations. • Demonstrated organizational and problem solving skills, and sound level of midwifery and nursing skills • Ability to plan, prioritise and time manage. • Experience in working effectively and collaboratively within a multidisciplinary team. • Respect cultural diversity of childbearing 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 observation and 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 Nurse 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' via: http://nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Codes-Guidelines.aspx#competencystandards • Maintains record of Continuing Professional Development (CPD)

	<p>as per NMBA requirements.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • Membership of a Midwifery professional body. • Experience in IV cannulation (or willingness to work towards developing this skill). • 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 clinical 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. • Has a passion for midwifery. • Promotes and supports customer service/involvement and family-centred care. • 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 able to balance competing and conflicting priorities. • Has a professional demeanor. • 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.
First Nations:	Swan Hill District Health would like to acknowledge First Nations communities of Wamba Wamba, Wadi Wadi, Barapa Barapa, Latji Latji and the Tatti Tatti people on whose land, we work and live. We pay respect to all Elders past and present and honour their connection to the land and water.
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:	<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, 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:	<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>
Review Date: Current	<p>November, 2017; June 2023 July 025</p>
Managers Name:	<p>Leoni Gilbert</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	
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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