



POSITION DESCRIPTION

Name:	Clinical Midwife Consultant
Commencement / Last Date Reviewed:	Dec2018
Reviewed By:	Director Education and Research

ORGANISATIONAL STRUCTURE

Position Title	Role / Team	Area	Direct Reports
Clinical Midwife Consultant	Education and Research Unit	Education and Research Unit	NIL
Location	Employment Type	Reports To	Professional Accountability
Wangaratta	PT	Director - Education and Research Unit	Director of Clinical Services Manager Education and Research Unit

OUR VISION

To Be Recognised Leaders In Rural Health Care

OUR VALUES

CARING

EXCELLENCE

RESPECT

INTEGRITY

FAIRNESS

POSITION PURPOSE

The Clinical Midwife Consultant (CMC) is an advanced practice role with the primary aims of providing - clinical leadership, optimisation of maternity health systems, provision of education, learning and development and to lead evidence-based practice and research at Northeast Health Wangaratta. This role requires the Clinical Midwife Consultant to work closely with all domains of interprofessional midwifery practice to lead the provision of clinical care to women, children and families. This role also requires strong interprofessional practice relationships with medical, nursing and allied health teams.

The CMC leads care based on sound evidence based clinical practice guidelines. Leadership from the CMC to the maternity services team in regard to care modalities and emerging therapies, clinical review, research and audit of local practice is integral to providing evidence-based practice in midwifery practice at Northeast Health Wangaratta and a key component of this role



RESPONSIBILITIES AND MEASURES OF SUCCESS IN THE ROLE

The following table breaks down the key performance areas of responsibility for the incumbent. Measurements for performance areas will be agreed to with the Reporting Manager

PERFORMANCE AREA	RESPONSIBILITY
Clinical Services	<ul style="list-style-type: none"> - Facilitates person/family centred practice, focusing on specific needs, including procedures, assessment, including care coordination and guidance and direction of others involved in care of women, children and families. - Engages in reflective practice. - Identifies unsafe practice and responds appropriately to ensure safe outcomes of care. - Complies with the competency and professional practice standards relevant to their discipline as well as the relevant code of ethics and professional conduct. - Comply with NHW competency training requirements for minimum safe practice. - Ensures that clinical practices are evidence based and reviewed regularly, including interpretation of evidence and data to inform the practice of others - Review and update relevant guidelines, policies and procedures and associated patient and staff education material and publications, including medical record forms. - <p>KPIs</p> <ul style="list-style-type: none"> - Provides data on patient numbers and interventions on a monthly basis via Monthly Accountability Report. - Actively participates and informs the agenda in women's health governance meetings - Provides continuity of care and clinical handover to other medical / nursing and allied health staff as appropriate. - Represents the Midwifery practice on nominated local clinical, educational and/or practice governance committees as requested or nominated by NHW leadership team. - Contributes to or leads clinical and educational practice meetings and forums and study days. - Provides education to medical, nursing and allied health teams.
Quality Innovation	<ul style="list-style-type: none"> - Identifies inter professional and discipline specific training solutions capable of building, maintaining and advancing staff capacity to improve care outcomes at NHW. - Promotes and contributes to evidence-based practice and research including the collection and interpretation of clinical and/or education data from a variety of sources. - Promotes nursing and midwifery practice, including dissemination of nursing and midwifery knowledge and acting as a consultant to individuals and groups. - - Conduct clinical and educational practice in a way that can be ethically justified, in line with Best Practice in Clinical Learning Environments. - Is able to clearly articulate reasoning and to provide sound rationale for clinical decisions and actions. - Is aware of, actively contributes to and aligns role and actions in the achievement of operational and performance improvement goals - Demonstrates responsible reporting of clinical and occupational risk. - Applies, abides by and role models principles of Hardwiring Excellence. - Contribution to the development, review and maintenance of evidence based clinical practice guidelines. - <p>KPIs</p> <ul style="list-style-type: none"> - Conducts regular audits to identify clinical practice education requirements and compliance with monitoring and documentation, appropriate to interventions and therapies. - In partnership with the ERU ensure that the VMIA incentive program reaches targets annually and data and reports are completed - Review audit results and confirm recommendations to Education and Research Unit and Midwifery department and other relevant teams. - Implementation of best practice principles into associated policies and guidelines.



<p>People, Learning & Research</p>	<ul style="list-style-type: none"> - Responsible for the development and maintenance of Midwifery Education Modules. - Coordinate the midwifery learning and development plan - Conducts Midwifery education plan as required to meet VMIA incentive program throughout the calendar year. - Responsive education sessions are conducted on a needs basis and in response to individual unit / department requirements. - - Complies with NHW mandatory competency training requirements. - Demonstrates co-operation and trust with colleagues and teams within and across organisational boundaries. - Able to inspire and develop the potential of others through clear communication, coaching and development opportunities, and recognising good performance and providing appropriate support and feedback.
	<p>KPIs</p> <ul style="list-style-type: none"> - Leads a minimum of one research project per year either as part of a collaborative project with other state or national research teams or as a local NHW clinician initiated project - Facilitation of local in-services as negotiated with Manager ERU /Unit Managers and Directors, as required. - Facilitation of clinical review in response to clinical incidents or level 2 Riskman notifications or as negotiated with clinical leadership, as required. - Reporting via Monthly Accountability Report of negotiation KPI's -
<p>Organisational Management</p>	<ul style="list-style-type: none"> - Meet and maintain standards of regulatory compliance for administrative and clinical information records & systems within the Australian Legislation and Regulation, Victorian Legislation and Regulation (i.e. Public Record Office of Victoria) and Northeast Health Wangaratta Policy and Procedure Framework. - Demonstrate sound time management skills in the assessment and delivery of care needs. - Comply with NHW policies and procedures. - Able to develop and articulate clear plans for self and others so goals are met and achieved to desired standards. - Able to positively adapt to and work effectively within a variety of situations, and with various individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives. - Able to work comfortably and effectively in an environment of ambiguity or change, being receptive to new ideas and responsive to workplace changes with flexibility and optimism. - Comply with NHW Above the Line/Below the Line Behaviours. - Comply with organisational communication framework. - Comply with organisational and unit fiscal goals.
	<p>KPIs</p> <ul style="list-style-type: none"> - Able to prioritise and meet deadlines, commitments and ensures that tasks and projects are completed as required. - Participate in achievement of BOS reporting requirements - Maintenance of guidelines and policies in line with NMBA practice standards - Maintain and update Midwifery Clinical services plan in line with organisation's strategic goals. - Provide clinical leadership of interprofessional practice and collaboration to effect change.
<p>Facilities & Environment</p>	<ul style="list-style-type: none"> - In accordance with legislative requirements, all employees have a responsibility to ensure they comply with OH&S standards for environmental and practice safety. - Demonstrate safe use of equipment. - Demonstrate fiscal responsibility in the use of hospital resources and supplies. - Comply with purchasing rules under HPV. - Liaise with relevant administration staff to ensure fair allocation and appropriate usage of education rooms and spaces. - Demonstrated proficiency in the application of information, communication and learning technologies, software and data bases. - Liaison with Biomedical and supply and logistic staff regarding equipment and purchasing.



	<p>KPIs</p> <ul style="list-style-type: none"> - Monitor compliance of local required training specific to midwifery practice. - Update and review all midwifery protocols as per plan.
Community & Partnerships	<ul style="list-style-type: none"> - Monitor and record activity data to inform care management and planning. - Ongoing involvement with regional, state and national networks as negotiated with MUM and DCS - Liaison and communication with local obstetricians and paediatricians and other community services regarding health care service and planning - Able to build authentic, strong, and collaborative working partnerships with a range of internal and external stakeholders, taking into account and accommodating different perspectives, knowledge and understandings - Demonstrate effective customer service reflective of NHW values including proficiency in the use of AIDET
	<p>KPIs</p> <ul style="list-style-type: none"> - Monitor and record activity data to inform care management and planning - BOS - Continue to regularly update and review best patient information interventions
Employee Obligations- OHS	<ul style="list-style-type: none"> - Participate in the development of a safe and healthy workplace. - Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures. - Co-operate with management in its fulfilment of its legislative obligations. - Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation. - To report any injury, hazard or illness immediately, where practical to their supervisor. - Not place others at risk by any act or omission. - Not wilfully or recklessly interfere with safety equipment.

WORKING RELATIONSHIPS

INTERNAL

- Midwifery team
- Obstetricians and Paediatricians
- Nursing / Allied Health / Medical staff
- Students, Interns and Graduates

- NHW Non-Clinical Staff Members

EXTERNAL

- Other Health Services in North East Victoria
- Members of the Public
- AHPRA, and other membership entities

KEY SELECTION CRITERIA

Essential

- APRHA Registration and Current Practicing Certificate as Registered Midwife Division 1 (minimum Grade 3 year 3)
- A current National Police Check (renewed every 3 years)
- A current Working with Children Check (renewed every 5 years)
- Statutory Declaration for applicable workers who have lived overseas
- Ability to comply with the "Behavioural Outcomes" for this role
- Recent and relevant acute care clinical experience in midwifery and neonatal care
- Post Graduate qualification in midwifery and neonatal care
- Demonstrated ability to problem solve complex issues in clinical care
- Demonstrated well developed interpersonal and communication skills
- Demonstrated provision of excellent clinical leadership, coaching and build strong collaboration with individuals and groups
- Demonstrated facilitation of learning and development of others
- Demonstrated commitment to evidence based practice and research
- Demonstrated ability to set priorities and work to defined timelines
- Demonstrated ability to work both autonomously and in a interprofessional team
- Demonstrated capacity to utilise and embrace current and emerging information, communication and learning technologies to achieve work objectives.
- Demonstrated personal commitment to ongoing education / Professional development

Desirable



- Current Certificate IV in Workplace Training & Assessment
- Masters level education in relevant field

Received By Employee

Name: _____ Date: _____

Standards of Behaviour

	Above the line Our staff will always:	Below the line Our staff will not:
Caring	<ul style="list-style-type: none"> Show compassion to all people Demonstrate empathy and understanding Work as part of the team Mentor others Provide encouragement to others Care for others the way they would like to be cared for themselves 	<ul style="list-style-type: none"> Be disrespectful Be self-centered Have inappropriate conversations with others Display rudeness
Excellence	<ul style="list-style-type: none"> Commit to the NHW Hardwiring Excellence expectations Have the courage to question what we do Persevere to do the best job they can Strive continuously to improve Be professional and enthusiastic Maintain customer focus 	<ul style="list-style-type: none"> Give up Demonstrate a 'can't-do' attitude Accept mediocrity Be unreliable Pass the buck Ignore feedback given by patients or colleagues
Respect	<ul style="list-style-type: none"> Maintain confidentiality and privacy Listen to others and accept differences Be punctual Respond courteously Greet all people by saying hello, smiling and introducing themselves Be culturally informed and sensitive Respect diverse opinions 	<ul style="list-style-type: none"> Be sarcastic Bully, harass or display aggression Be judgmental Withhold information Contribute to rumours Leave an untidy workplace
Integrity	<ul style="list-style-type: none"> Be open and honest Lead by example Be responsible and accountable for their own actions Stand up and take action Escalate issues or behaviors of concern 	<ul style="list-style-type: none"> Be arrogant Be dishonest Be hypocritical Avoid responsibility Allow unacceptable behavior
Fairness	<ul style="list-style-type: none"> Demonstrate consistency Treat people equally Be considerate and understanding Be collaborative and collegiate 	<ul style="list-style-type: none"> Discriminate against others Demonstrate favoritism and exclusion Refuse to assist others with their workload

