



Midwife - Mums and Bubs Program

Position Title	Midwife – Mums and Bubs Program
Location	Maroochydore & Gympie; with travel required across NCACCH service region/s
Employment Status	Part Time; 15 - 22.5 hours per week negotiable
Position Report To	General Manager – Health Services
Position Responsible for Supervising	Child and Family Health Practitioner, Child and Family Health Worker
Remuneration	Dependent on qualifications & experience Salary sacrifice entitlement available Employer contribution to superannuation (12.75%)

NCACCH Background Statement

North Coast Aboriginal Corporation for Community Health (NCACCH) is a not for profit, community-controlled health corporation and is funded by the Australian Government's Department of Health (DoH), Central Queensland, Wide Bay & Sunshine Coast PHN and the Queensland Government Department of Health.

NCACCH is an innovative leader in Aboriginal and Torres Strait Islander healthcare, providing a range of services and programs through its hybrid Brokerage and Aboriginal Medical Service (AMS) model for health service delivery. NCACCH maintains contracts with over 800 primary and allied health professionals across the region.

With the purpose of providing a holistic and comprehensive primary health care service NCACCH seeks to improve health and social outcomes to our community through:

- Provision of access to a full regional network of health care professionals
- Encouraging choice for individual Indigenous community members. And through exercising this choice, building cultural sensitivity and inclusiveness across the community while simultaneously promoting market competition between health care service providers as they seek to attract Indigenous clients; and
- Utilising its Aboriginal Medical Service and partnerships with primary healthcare and other specialised services, as a proactive strategy in delivering community wide “Closing the Gap” health status improvement initiatives.

Our Vision: To improve the health and wellbeing of our community through the provision of culturally safe, responsive and inclusive services.

Purpose of the Position

The NCACCH Midwife – Mums and Bubs program is part of the Health Services team and reports directly to the General Manager – Health Services. While this position does not directly manage the Child and Family Health Nurse and Child Family Health Worker, the role has supervisory responsibility for these roles. There are components that will help to support the overall leadership, reporting and decision-making of the Mums and Bubs program.

This position will lead the delivery of high-quality midwifery care while recognising and respecting Aboriginal and Torres Strait Islander women and their children's culture and history. Furthermore, this role will work collaboratively with interdisciplinary teams and is expected to maintain ongoing formal partnerships with key stakeholders.

The NCACCH Midwife - Mums and Bubs Program is expected to operate with the highest level of integrity, accountability, and professionalism in accordance with NCACCH's values and Code of Conduct. In addition, this position will focus on ensuring the efficiency and effectiveness of the organisation's service delivery. They will support continuous improvement through encouraging innovation and best practice, within NCACCH's current quality management systems.

This position is guided by standards mandated by the Nursing and Midwifery Board (AHPRA).

These standards have been implemented into the Duty Statement of this role and are an attachment to this Position Description. These standards substantiate the scope of this role and expected standards for practice.

Selection Criteria

Essential:

- Experience working with Aboriginal and Torres Strait Islander patients within an Aboriginal and Torres Strait Islander Community Controlled Health Service (ACCHO), Hospital and Health Service (HHS) or similar
- Demonstrated recent experience providing clinical midwifery services for patients and families
- Demonstrated ability to recognise individual communication needs and to adapt messages and approaches accordingly
- Strong knowledge of Aboriginal and/or Torres Strait Islander culture, health and health disparities between Aboriginal and non-Indigenous population across South-East Queensland
- Proven case management skills and experience providing follow-up care services for clients with a focus on self-management
- Highly developed interpersonal and communication skills with the ability to liaise, consult and negotiate positive program outcomes in collaboration with both internal and external stakeholders.
- Self-motivated, highly organised with strong initiative and proven ability to work autonomously
- Competent using health information databases, both PC and web-based programs and applications, including MS Office suite and ability to learn other relevant systems as required

Desirable:

- Current or the ability and willingness to build strong connections to Aboriginal and Torres Strait Islander communities and stakeholders across the Sunshine Coast, Noosa and Gympie regions.
- Knowledge of local, state, and national health policies, resources, and organisations.
- Understanding of the social determinants of health and how these impact on health behaviours
- High level project management skills, including the ability to deliver under pressure, meet deadlines and manage competing work priorities
- Ability to interpret and utilise available health data and literature to establish an evidence base for both existing and proposed programs and services

Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply

Mandatory Qualifications/Professional Registrations and Licences:

- Bachelor's degree in Nursing and Midwifery
- Current C Class Drivers Licence (QLD)
- Current AHPRA Registration & Professional Indemnity Insurance
- Current Suitability 'Blue Card' for working with children and young people unless an exempt professional
- First Aid Certificate
- Satisfactory Police Check – no Serious /Criminal/Court Record

General Role Requirements

- Work out of normal hours of duty, including some weekends, will be required
- Travel across the region will be required

Position Responsibilities

Child and Maternal Health Management:

- Provide culturally effective first point of maternity care including, triage assessments, taking of medical history/detail/s
- Supporting patients and their babies throughout their antenatal and postnatal journey
- Build partnerships with the woman and her family, advocating and supporting the woman's informed choice and right to feel culturally safe
- Provide care in line with statewide maternity guidelines
- Provide treatment and care to all patients under the direction of the GP, including immunization of all babies, children & adults in line with the Australian Immunization Handbook including the appropriate reporting and recording requirements
- Where required, conduct comprehensive Child and Adult Health checks in line with NCACCH policy and procedures and national guideline recommendations
- Where required, provide wound care and assessment
- Liaise and coordinate treatment, care and follow up through consultation with other visiting allied health/specialists, hospitals and agencies
- Attend home visits
- As required, support the monitoring and ensuring maintenance of cold chain systems and other medical storage systems & clinical equipment
- Under the Integrated Team Care (ITC) guidelines, provide care coordination services to Mums and Bubs clients living with chronic conditions, with a focus on diabetes, respiratory, cancer, renal and cardiovascular conditions
- Within scope, support employees on HR related queries; inclusive of assisting with the process of staff grievances and escalating complex matters to General Manager – Health Services and/or Manager – Human Resources
- If required, prepare written report/s and/or provide data to support recommendations for improvement
- Contribute proactively to the team environment, providing coaching, support and backfill for team members where required
- Ensure reportable data and plans are delivered in accordance with reporting requirements

Education and Promotion of Health Literacy

- Provide education for patients and families on the roles of various providers involved in their care, reasons for referral and importance of follow up care
- Support patients and families with information, resources and advice in response to specific requests and/or identified need
- Working closely with the Child Health Nurse, Allied Health Programs Team and Community Health Services Team to identify opportunities for individual, family and community education to build knowledge about wellbeing including healthy life choices, risk factors, chronic conditions, breadth and availability of health care and related services

Collaborate

- Work collaboratively and holistically within a multidisciplinary team environment to engage patients and families in the management of their wellbeing from a social, cultural, physical, and emotional perspective

- Provide support and guidance to non-Aboriginal and/or Torres Strait Islander colleagues on cultural ways/societal factors which may influence or require consideration when working with patients and families

Service Development and Improvement

- Actively participate in regular clinic meetings, case conferencing, continuous quality improvement meetings and activities
- Understands the importance of clinical governance processes
- Identify opportunities, attend and contribute to local and regional service development and quality improvement forums
- Analysis and identification of quality improvement opportunities from direct input, feedback from patients, families and community, as well as information drawn from the electronic Patient Information Management System

Relationship Management

- Foster productive working relationships with other NCACCH staff to achieve seamless support services
- Actively seek to build and maintain strong working relationships with local networks, government departments, other service providers and suppliers to promote NCACCH and remain abreast of emerging issues
- Encourage cross-functional collaboration to achieve the best outcome for the organisation and community

Information Management

- Undertake reporting activities together with other relevant documentation within the scope of your role
- Participate in business planning processes, policy and procedure formulation and improvement within your area of responsibility
- Maintain accurate record keeping systems as part of the ongoing evaluation and efficient management for programs and services

Excellence:

- Seek to understand your role in the larger organisation context
- Comply with and contribute to continuous improvement of all NCACCH policies, procedures and processes
- Proactively investigate new perspectives, attitudes and behaviours and take steps to evaluate and improve your own and organisational performance
- Deliver a high level of customer service, including the timely provision of agreed services to patients and other key stakeholders where applicable
- Maintain own competencies and participate in professional development programs
- Participate in scheduled performance development check- ins and review processes
- Contribute to effective team performance which ensures NCACCH continues to deliver the best service to community in line with program specific accreditations and ISO 9001 standards

Safety:

- Report any work-related personal injuries/illness or incidents, safety hazards, malfunction of any machinery, plant or equipment
- Wear/use and maintain/care for personal protective clothing and/or equipment provided and report any defects
- Use lifting equipment and assistive devices as required
- Participate in rehabilitation process if injured or ill due to work
- Demonstrate leadership in NCACCH Work Health Safety goals and objectives remaining compliant with WHS Legislation and NCACCH policies and procedures
- Carry out your duties safely in accordance with your ability and competence

Legal Obligation:

- All relevant health professionals who, in the course of their duties, formulate a reasonable suspicion that a child or young person has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to the Department of Child Safety
- In line with the Nursing and Midwifery Board of Australia, the Midwife is required to perform the following:
 - Meets all required *Midwife Standards for Practice* while performing role duties.
 - Maintains responsibility for his/her actions and remains accountable in providing delegated midwifery care.
 - Maintains responsibility for ongoing self and professional development to maintain knowledge base through life-long learning and continue to demonstrate the types of core nursing/midwifery activities that a midwife would be expected to undertake on entry to practice.

Other duties consistent with the position where required and/or requested by your Manager. NCACCH can direct you to carry out duties which it considers are within your level of skill, competence, and training at any time.

Please note that the duties outlined in this Position Description are not exhaustive and are only an indication of the work of the role.

NCACCH reserves the right to vary the Position Description.