

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Midwife Consultant - Maternity Services
Position Number:	509762
Classification:	Registered Midwife Grade 6
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Hospitals South – Women’s, Adolescent and Children’s Services (WACS)
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Nurse Unit Manager (NUM) Maternity Services
Effective Date:	January 2019
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse/Registered Midwife Current Working with Children Registration

**Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee’s responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.*

NB: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

Provide clinical midwifery leadership in contemporary midwifery and women's health practices including advanced midwifery care within scope of practice and other relevant legislation.

In partnership with the Maternity Services multi-disciplinary team, provide a midwife consultancy and coordination service to facilitate the care of women and their newborns.

Lead innovation and research within Maternity Services to improve clinical outcomes and develop and implement clinical policy and guidelines for the service areas, undertaking professional principles, systems and processes that may be shared with other specialist professions and executive management.

Identify improvements in the care coordination and service accessibility within the Maternity Services area and lead the development and implementation of systems changes and service improvements to support care coordination in consultation with key stakeholders.

As an integral member of a multidisciplinary team, provide authoritative clinical expertise and support in the provision of clinical advice and interventions as well as coordinating services to women across the continuum of maternity care.

Duties:

1. Plan, coordinate and provide advanced care management to women and their families with complex care needs across the continuum of care.
2. Provide expert clinical advice, guidance and direction to internal and external services and stakeholders.
3. Foster a climate of critical thinking, research and quality improvement to continually develop and implement best practice to support the delivery of appropriate clinical care in specialty both within and external to the hospital/health service.
4. Develop strong links with internal and external providers and stakeholders.
5. Promote and facilitate a multidisciplinary team approach to decision making relating to the care of women and their newborns, and Maternity Services.
6. Develop, implement and promote evidence based clinical practice which is compliant with relevant professional, industrial and legislative requirements, which influence patient/ client care both internal and external to the hospital/ health service.
7. Provide leadership in the coordination and implementation of quality improvement activities including the effective management of adverse safety events.
8. Develop and deliver educational programs which promote woman-centred care standards and principles to support the professional development of staff and improve health care services delivery.
9. Develop and lead effective change management strategies to improve practice within and external to the hospital/ health service.
10. Develop effective relationships with other service providers across Tasmania to improve services and service access, supporting the strategic directions of the Agency, in order that best possible outcomes are achieved.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

Within a multidisciplinary team framework, the Clinical Midwife Consultant - Maternity Services is the pivotal contact point for the continuity of care for women and their families across the Maternity Services continuum of care and is responsible for the provision of a midwifery consultancy service. In doing so, the incumbent will:

- Translate the application of evidence to practice while contributing to the woman centred care knowledge base through research and quality activities and ensuring services are provided within relevant legislative and organisational requirements.
- Practice within the Australian Nursing and Midwifery Council (ANMC) Professional Code of Conduct, Code of Ethics and competencies for Registered Midwives.
- Operate with a high level of professional independence and exercise initiative and professional judgement to deliver and maintain the service including any service improvement based on best practice and research.
- Work in partnership with the Clinical Midwifery Educators and the broader multidisciplinary team, receiving direction, advice and support from the Nurse Unit Manager Maternity Services.
- Function as required, as a single practitioner working with a significant degree of independent decision-making to develop service delivery options.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.
- Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated advanced competence and clinical expertise in midwifery including the ability to apply principles of best practice to the clinical setting through the development and implementation of appropriate clinical guidelines.
2. Demonstrated highly developed interpersonal, verbal and written communication skills, with the ability to provide expert advice and support to staff, women and their families.
3. Proven ability to plan, implement and evaluate education sessions for staff, women and their families in the area of midwifery together with the ability to educate and influence a broad range of stakeholders including health professionals and consumers.
4. Sound knowledge of research methodologies, including continuous quality improvement, and their application within a clinical setting, together with proven ability to develop and implement best practice initiatives and foster a climate of critical thinking in relation to the care of maternity patients and their families.
5. Demonstrated experience in the development of policies, protocols and procedures in consultation with key stakeholders, and motivational skills to initiate and implement strategies to support service delivery improvement.
6. Demonstrated competency in developing, maintaining and promoting positive partnerships and relationships with internal and external stakeholders.
7. Comprehensive knowledge of legal requirements, including Australian Nursing and Midwifery Council competencies, code of practice and relevant policies that impact upon the delivery of services in the practice setting.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).