

TO: Fiona Unger, Acting Regional Manager Country Health Connect

Agency Details

Branch:	Country Health Connect		
Position Title:	Casual Community Midwife – Country Health Connect (Casual Pool)	Classification:	CRN2C0
E-Recruitment Req Number:	876574	Position Number:	P39469

Broad Summary of the Position

Provide proficient, person centred, clinical nursing/midwifery care and/or individual case management to patients/clients in a variety of health service settings including

- o Providing care and support for both mother and baby in the home environment as soon as practical after birth;
- o Assessing the holistic needs of mother and baby;
- o Performing pre-natal/post-natal and neonatal investigations as required;

The Clinical Nurse/Midwife provides care which has been consolidated by experience and/or further study with staff at this level developing from competent to proficient practitioners. Work at this level is undertaken by employees with at least 3 years post registration experience. Accepts accountability for their own practice standards, activities delegated to others and the guidance and development of less experienced staff. The Clinical Nurse/Midwife role at this level continues to be predominantly clinical in nature; however employees are assigned appropriate portfolios. The allocation of portfolio responsibilities should be negotiated with each employee and be consistent with the career development plan for the employee as determined by their performance review/development plan.

Advertising Details

Position was advertised as:

<input type="checkbox"/> Ongoing / Permanent			
<input type="checkbox"/> Temporary Contract	Up to: X Months	OR	End date: Click or tap to enter a date
<input type="checkbox"/> Temporary Contract (Up to 12 months for Weekly Paid)	Up to: X Months	OR	End date: Click or tap to enter a date

<input type="checkbox"/> Health Care Act 1-5 year contract (Project/Externally Funded)	Up to: X Years	OR	End date: <input type="text" value="Click or tap to enter a date"/>
<input type="checkbox"/> Health Care Act – Temporary	Up to: X Years	OR	End date: <input type="text" value="Click or tap to enter a date"/>
<input checked="" type="checkbox"/> Casual	Hours per Week: 7.6		

Advertising Media:

<input type="checkbox"/> Expression of Interest (Internal)	Date Adverted:	<input type="text" value="Click or tap to enter a date"/>
<input type="checkbox"/> Expression of Interest (Whole of Govt)	Date Adverted:	<input type="text" value="Click or tap to enter a date"/>
<input checked="" type="checkbox"/> Notice of Vacancies	Vacancy Number:	<input type="text" value="876574"/>
<input checked="" type="checkbox"/> External Media (specify):	<input type="text" value="SEEK, Careers One, I work for SA"/>	Date Adverted:
<input type="checkbox"/> Other (specify):	<input type="text" value="Insert type, i.e. graduate register"/>	Date Adverted:
		<input type="text" value="Click or tap to enter a date"/>

Closing Date: 01/07/2025

Applicant Details

The advertisement attracted **2** number applicants. Please refer to the attached Applicant Listing for a complete list of applicant details.

A letter acknowledging receipt of applications was sent to all applicants on:

Panel Composition

The selection panel comprised of:

Chairperson:

Panellist:

Panellist:

The Selection Process

Shortlisting

Each Panel member received a copy of the applications and employee declarations from e recruitment to consider and examine on an individual basis the relative merit in accordance with the requirements of the role.

Following this assessment and discussion, the panel completed the shortlist on 09/09/2024, and agreed that the following applicants would be short listed for interview.

Shortlisted applicants:

1. Robyn Huddleston, SA Health – Naracoorte Health service
2. Maddison Gill, SA Health – Mount Gambier Health Service (withdrew before interview)

Question Design

The panel discussed and designed interview questions, which directly related to the person specification and to ensure all members were conversant with the selection process and the merit principle. In particular the panel agreed that the priority factors to investigate further at interview were:

1. Please tell us why you applied for the Community Midwife position and what education and experience you will be bringing to it?
2. Tell us about something you've done in your working life of which you are particularly proud?
Eg: a service or program you have developed and delivered.
3. You will be working within the Regional Community Midwifery Team and interacting with a range of other Health Professionals from across the region.
 - a) What do you believe are the most important aspects of a well-functioning team?
 - b) When working in an environment where there are a variety of health professionals involved, what are some of the ways we can ensure the best care for our clients?
4. What do you see are your responsibilities as a Community Midwife towards Quality Improvement?
5. Within the Community Midwifery Team, our priorities are services focusing on women who come from Aboriginal and Torres Strait Islander or CALD backgrounds, as well as vulnerable women. What do you see as being some of the challenges in the Limestone coast area working with these women, and what are some thoughts on how you can address these challenges?
- 6.

Sally and Joe: Day 8 primip induction of labour with intravenous infusion for 8 hours

Joe – 3.5 kg, no problem post birth, breastfed in labour ward. Discharged day 2.

Sally developed engorged breasts on day 3 and had some problems attaching Joe to the breast which resulted in slight nipple damage especially on the right side.

Today has phoned because she has a sore red area on her right breast and she feels a little fluey since waking today. Her temperature is 37.5

What could this be?

What advice would you give her?

What would you tell her to watch for?

If the condition worsens, how should it be treated?

What may occur if the condition remains unresolved?

What other support agencies could you refer her to for advice and assistance

Interviews

Interviews were arranged for **16/09/2024**. Applicants were advised verbally and in writing of the times, date, venue and panel membership on 09/09/2024.

Referee Reports

The panel agreed to seek 2 referee reports on applicants, referee questions were designed following the interview process to seek further information on the applicants. Referee reports completed on 16.09.2024.

Decision Process

The panel met after the interviews, and the decision process involved panel members systematically evaluating and discussing all information gathered on each applicant.

The decision was unanimous and a summary of the relative merit of the applicants for the position is detailed below.

Assessment of Interviewees

INSERT NAME OF APPLICANT – RECOMMENDED AND 1st PREFERRED

Robyn Huddleston is the 1st Preferred recommended Candidate for Community Midwifery Casual position
AHPRA registration number – NMW0001252217 – Nurse – Current – no restrictions in place
AHPRA Registration number – NMW0001487259 – Midwife – Current – no restrictions in place
Robyn has been a Registered Midwife since 1987 and Registered nurse since 1983 and Originally trained at Queen Victoria Hospital, Robyn has been a Senior Registered midwife at Naracoorte Health service since 1992. Over this time Robyn has developed skills in assessment, planning and implementing of midwifery care across antenatal, intrapartum and postnatal care in an acute setting. More recently Robyn has also been working 0.1FTE at Kincaig Medical Clinic providing Antepartum care to Women. This has involved managing her time effectively, giving education and advice to pregnant women prior to attending General Practitioner visits.

Robyn had excellent communication skills throughout interview and presented well to the panel. Robyn is aware of local resources and services within the Naracoorte area. As well as cultural groups present in the area, she has experience with using interpreter services and maintaining relationships with CALD groups. She works autonomously on nightshift at the Naracoorte Health service. Robyn currently works within a team environment and is able to work within a multidisciplinary team to manage complex client care.

Robyn answered the scenario question well and showed her knowledge of breastfeeding and assessment. As well as position and attachment concerns that may contribute to the scenario given. She was also able to give local supports and services in the area that the client could be referred to.

Referee checks were completed on the same day as interview, both referees had worked with Robyn for 20 plus years. They expressed that Robyn has a caring and empathic nature, that she gets along with everybody and provided assistance and support to everyone she meets. Her strengths were her integrity and experience of managing low risk Women through all facets of pregnancy. One referee advised that Robyn is not comfortable with IT and EMR programs but accepts feedback well and responds well to suggestions. The second referee felt that Robyn was a capable and confident Midwife who is kind and gentle towards clients and adaptable. She also expressed that Robyn works well within a team and is up to date with recent Practice guidelines and evidence based practice. They also advised that Robyn works predominantly on nightshift and is autonomous in her practice.

Robyn expressed in interview that she is looking for a change and would like to start a new role, that allows her to follow women once they have been discharged from hospital.

One panel member expressed that Robyn had limited community experience but has been quite independent in a hospital setting.

Currently Robyn works 0.6FTE at Naracoorte Health Service and 0.1 FTE at KMC medical clinic. With a view to potentially decrease shifts at the hospital. Robyn also expressed her willingness to work across all sites including Penola, Tatiara, and Kingston.

So would be available potentially 0.3FTE as a Casual Community Midwife.

The panel unanimously agreed that Robyn was the first preferred candidate for the Casual Community Midwife position and would be an asset to the Community Midwifery team.

INSERT NAME OF APPLICANT – RECOMMENDED AND 2nd PREFERRED

Insert Name Here

INSERT NAME OF APPLICANT – NOT RECOMMENDED

Insert Name Here

INSERT NAME OF APPLICANT – NOT RECOMMENDED

Insert Name Here

Criminal and Relevant History Screening/ Registrations/ Licences/ Qualifications

- Recommended applicant has the required Criminal and Relevant History Screening check/s in accordance with the [SA Health Criminal and Relevant History Screening Directive](#) and [Criminal and Relevant History Screening Sharepoint Page](#).

NB Criminal and Relevant History Screening check/s must be received and assessed prior to an offer of employment being made.

- Recommended applicant is eligible to apply for the position, and original evidence of essential qualifications/licences/registration has been sighted (if applicable)
- Determined the commencing increment level for recommended applicant (information is to be included on the Contract Request Form)
- Relevant AHP & Doctor positions have gone through the appropriate credentialling process (Credentialling evidence to be attached to the Contract Request Form)
- HCW Pre Employment Health Assessment & any other follow up immunisations completed (*relevant employees only, please refer to the Health Assessment Form.*)
[Infection Prevention and Control Manual](#)

Recommendation

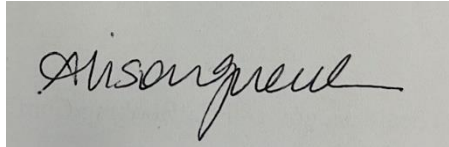
It is therefore recommended that Robyn Huddleston be nominated for appointment on Contract basis for the position of Casual Community Midwife , at RN2C06.

If you concur please approve by signing as delegate below.

Panel members:



Alaina Andrews – Acting WH NUM
CHAIRPERSON



Alison Greenslade – NUM Tatiara
PANELLIST





Anna Wilks- Community Midwife
Kingston SE
PANELLIST

Delegated Approval

I acknowledge that the position I currently occupy has the delegated authority to approve this document as per [HR Delegations](#)

APPROVED / NOT APPROVED [Please note the chairperson cannot approve the panel report, it must be referred to senior management] PLEASE DELETE FROM FINAL VERSION

Name	Fiona Unger		
Position title	Acting Regional Community Nursing Manager	Delegation level	Level 4
Signature		Date	27/09/2024

Name	Karen Harris		
Position title	Executive Director, Community & Allied Health	Delegation level	HR Level 3
Signature		Date	27/09/2024

Note: The recommendation must be on the same page as the panellists' and delegate's signatures. Ensure all documents relating to the selection process are included in the Schedule.