DEPARTMENT OF HEALTH

Statement of Duties

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| **Position Title:** | Registered Nurse - Student Midwife |
| **Position Number:** | Generic |
| **Classification:** | Registered Nurse/Midwife Grade 3-4 |
| **Award/Agreement:** | Nurses and Midwives (Tasmanian State Service) Award |
| **Group/Section:** | Hospitals South, Hospitals North and Hospitals North West |
| **Position Type:** | Fixed-Term, Full Time/Part Time |
| **Location:** | South, North, North West |
| **Reports to:** | Nurse Unit Manager (NUM) |
| **Effective Date:** | May 2013 |
| **Check Type:** | Annulled |
| **Check Frequency:** | Pre-employment and Recurrent |
| **Essential Requirements:** | Registered with the Nursing and Midwifery Board of Australia as a Registered Nurse  Confirmation of enrolment in a midwifery course accredited by the Nursing and Midwifery Board of Australia  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:

The Registered Nurse - Student Midwife**:**

* Consistent with ongoing experience, strengthens health outcomes through the provision of quality, clinically appropriate midwifery care in partnership with women and their families/significant others and other health professionals while undertaking study that will lead to registration as a midwife.

### Duties:

1. **Midwifery Care**
2. In collaboration with members of the healthcare team plan, implement and evaluate woman/baby centred care.
3. Practice in accordance with the NMBA[[1]](#footnote-1) codes and guidelines for registered nurses and midwives.
4. Involve women and their families/significant others in the planning and implementation of care.
5. Maintain and promote a safe work environment.
6. Understand and adhere to relevant legislation, policies and procedures.
7. Maintain accurate and objective documentation.
8. **Teamwork**
9. Interact effectively with women, their baby(ies), their families and other health team members to provide safe evidence-informed care.
10. Work effectively within a multidisciplinary team, contributing to a strong team approach through open communication and a positive supportive approach.
11. Contribute to the communication process, including attending and participating in team meetings.
12. **Excellence in Practice**
13. Active involvement in maintaining and continually improving the quality of care provided to women. This may include participation in research and evidence based practice.
14. Contribute to the review and development of innovative procedures, policies and best practice related to midwifery care.
15. Participate in the development and revision of organisational documentation relating to best practice in midwifery.
16. In partnership with women, plan care to arrive at agreed outcomes.
17. Evaluate the effectiveness of midwifery strategies towards meeting anticipated clinical outcomes.
18. **Learning Culture**
19. Identify and meet educational needs of women and their families/significant others.
20. Develop, implement and evaluate teaching plans for women that meet their learning needs and facilitate informed decision making.
21. Participate and contribute to a learning environment, through continuing education, professional development and attendance at conferences and relevant fora.
22. Maintain knowledge of innovations in clinical practice and research.
23. 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.
24. 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:

The Registered Nurse - Student Midwife is responsible to and receives guidance and support from the Clinical Midwifery Educator/Facilitator, the Course Facilitator/Coordinator, the Nurse Unit Manager and other senior experienced registered midwives in:

* Initiating, implementing and evaluating quality midwifery care
* Providing a woman centred approach to the management of midwifery care in collaboration with the health care team
* Providing advice, care and support to women during pregnancy, birth and the postpartum period including care of the newborn.
* Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
* 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.

### 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:
   1. crimes of violence
   2. sex related offences
   3. serious drug offences
   4. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

### Selection Criteria:

1. Demonstrated experience in the acute care setting.
2. Knowledge of and the ability to apply current nursing and midwifery principles, procedures and practices in the delivery of woman centred care in a designated practice area.
3. Current knowledge of the legal and regulatory requirements of the Australian Nursing and Midwifery Board of Australia (NMBA).
4. Current knowledge of the NMBA registration standards, professional codes and guidelines for both the registered nurse and the midwife.
5. Sound interpersonal and communication skills, including written skills, and the ability to function effectively in a multidisciplinary team environment.
6. Knowledge of continuous quality improvement (safety and quality) and the application of evidence based practice in the midwifery setting.
7. Willingness to become familiar with and to practice within the philosophy, policies and procedures of the Maternity Service.

### 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 of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

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 | Tasmanian Department of Health](https://www.health.tas.gov.au/consumer-and-community-engagement-principles).

1. Nursing and Midwifery Board of Australia [↑](#footnote-ref-1)