



## Job Description Form

HSS Registered

### Clinical Midwife Consultant

**Nurses and Midwives Agreement: SRN 4**

**Position Number: 00007433**

**Obstetrics, Gynaecology Directorate / Diabetes**

**Women and Newborn Health Service**

#### Reporting Relationships

Nurse Midwife Co-Director  
 Award Level: SRN 10  
 Position Number: 00014856



Co-ordinator of Midwifery  
 Award Level: SRN 7  
 Position Number: 0013571



**This Position**



Also reporting to this supervisor:

- Clinical Midwife Consultants
- Clinical Midwife Managers
- Clinical Nurse Midwife Managers
- Clinical Nurse Midwife Specialist
- Clinical Midwife Specialist
- Midwife Manager

Directly reporting to this position:

Title	Classification	FTE
Clinical Midwives	ANF 2	

Other positions under control

- Registered Midwives
- Midwifery students

**Prime Function / Key Responsibilities:** Responsible for providing a clinical consultancy service within an assigned area of specialty across hospital services and external sites; monitoring and developing evidence based standards of practice; implementing changes to clinical practice; policy development; educating staff and initiating research and quality improvement activities. Demonstrates leadership and role modelling for midwives.

### Brief Summary of Duties (in order of importance)

1. Aligns operational activities to the organisation's objectives. Responds in a positive and flexible manner to change and uncertainty.
2. Manages the team to ensure safe delivery of health services in line with agreed ABF/ABM parameters - and ensures variations are appropriately managed.
3. Provides clinical leadership, education and consultancy to patients and clinical health care professionals and providers, both internal and external to the service and/or hospital, including attendance at appropriate meetings and membership of appropriate committees.
4. Facilitates the provision of advanced and complex patient care within the area of specialty at a hospital and health service level through consultancy practice.
5. Provides specialised knowledge and education resources to patients and health care professionals and providers in the area of specialty, both internal and external to the hospital, by maintaining awareness of best practice and identifying opportunities for continuous improvement.
6. Analyses research to determine clinical trends; develops and monitors compliance with standards and policies for the area of specialty, developing innovative methods and techniques for effective practice and change, internal and external to the service or hospital, including the development of evidence-based guidelines and policies.
7. Promotes a multi-disciplinary approach to decision making to facilitate a high standard of care.
8. Assists in the management of human and material resources to ensure quality patient care is delivered in the most appropriate and cost effective way. Guides, coaches and develops staff through clear performance standards, dealing promptly with unsatisfactory performance.
9. Contributes to the development and implementation of business plans and strategies.
10. Ensures clinical documentation and all other information is correctly collected, recorded and stored.
11. Builds productive relationships through cooperation and partnerships.
12. Plans, develops and coordinates the implementation of effective clinical education and research programs related to the needs internal and external to the position, in collaboration with the Department of Nursing and Midwifery Education & Research.
13. Develops professional skills consistent with the Australian Nursing and Midwifery Practice Standards in self and others by participating in, and promoting, staff development and other educational and professional programs.

### NMHS Governance, Safety and Quality Requirements

14. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
15. Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
16. Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
17. Completes mandatory training (including safety and quality training) as relevant to role.
18. Performs duties in accordance with Government, WA Health, North Metropolitan Health Service, Women and Newborn Health Service and Departmental / Program specific policies and procedures.
19. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.
20. Undertakes other duties as directed.

## Work Related Requirements

### Essential Selection Criteria

1. Eligible for registration in the category of Midwife by the Nursing and Midwifery Board of Australia.
2. Credentialed as a Diabetes Educator by the Australian Diabetes Educators Association (ADEA).
3. Demonstrated significant knowledge, experience and leadership in area of specialty.
4. Demonstrated people management abilities commensurate with the role.
5. Demonstrated ability to work independently or within a collegiate team situation, using effective interpersonal communication and problem solving skills
6. Demonstrated knowledge and application of quality improvement initiatives using research principles to support evidence-based practice, including the development of policies and guidelines.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

### Desirable Selection Criteria

1. Possession of, or significant progress toward, a post-graduate qualification in leadership/management and/or area of specialty.
2. Previous experience in the facilitation of preceptor/mentor, orientation and clinical teaching programs.
3. Demonstrated computer literacy, in particular competence with office productivity applications.
4. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.

### Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

### Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

#### Manager/Supervisor

Name:  
Signature/HE:  
Date:

#### Dept./Division Head

Name:  
Signature/HE:  
Date:

#### Position Occupant

Name:  
Signature/HE:  
Date: