



Job Title:	Midwife	Reports to:	Program Manager / Team Leader
Location:	Suites 8 & 9, 36 Alison Road, Wyong NSW 2259	Direct Reports:	Nil

ORGANISATION STATEMENT OF PURPOSE

Our purpose is to provide high quality integrated primary healthcare services to the Aboriginal and Torres Strait Islander communities of the NSW Central Coast, Darkinjung country. To address the real and diverse health needs of our community we aim to provide holistic, comprehensive and culturally appropriate care to our patients and clients.

Program Purpose:	<p>The New Directions: Mothers and Babies Services program is a component of the Commonwealth Government's commitment to halving the gap in infant mortality rates between Indigenous and non - Indigenous Australian children.</p> <p>The program aims to respond to local needs and contexts, actively engage the local Aboriginal community and relevant government and non-government agencies to incorporate strengths based frameworks to promote healing and empowerment.</p>
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Position Purpose:	<p>The position of Midwife in the Dhanggan Gudjagang team focuses on Maternity care provision for Aboriginal women (or women with Aboriginal partners) and their infants. While working in collaboration with the Yerin Primary Health Care teams, CCLHD BSF and AMIHS and other Maternity service providers, the service aims to improve the health of Aboriginal women and women with Aboriginal partners during pregnancy and decrease maternal and perinatal morbidity and mortality. This will be achieved through the provision of expert midwifery and nursing care, clinical education and working in partnership with the women, their families and their community.</p>
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The Midwife is responsible for but not limited to;

General Responsibilities

- Work with the Dhanggan Gudjagang Team to develop education material that is culturally appropriate and targets a range of evidence based relevant topics.
- Work with other team members to deliver evidenced based, culturally appropriate parenting skills through a co-ordinated culturally able format.
- Engage and solidify good working relationships across the Yadhaba (Wellbeing), Family Health Worker and Child, Maternal and Family teams.
- Promote collaboration and enhance service links to relevant community networks,



- Promote collaboration and integration across programs, within Yerin and the broader community sector,
- Actively develop and enhance service delivery activities to ensure client needs are met,
- Work collaboratively with Aboriginal women (and women with Aboriginal partners) in a community setting, establishing community based reference groups and developing relevant and appropriate community driven strategies that will enhance outcomes for women and babies.
- Monitor health outcomes of women participating in the service.
- Liaise with GP's to increase access to early pregnancy care for Aboriginal Women/women with Aboriginal Partners
- Provision of primary and preventative health education to Aboriginal Women and their families in collaboration with other team members.
- Engage with continuing professional development and lifelong learning opportunities
- Constructively reflect on own performance and modify behaviours and practices as appropriate.
- In collaboration with Aboriginal Health Workers, act in consultative role to assist culturally responsive provision of maternity care for Aboriginal families

KEY ORGANISATIONAL RELATIONSHIPS/ INTERACTIONS

To achieve the objectives of this role, the Midwife needs to foster productive working relationships with the following stakeholders:

Internal Relationships	External Relationships
<ul style="list-style-type: none">• Dhanggan Gudjagang Team (Team Leader, Early Childhood Nurse, Aboriginal Family Health Workers)• Program Manager• Yadhaba - Well Being team• PHC clinic and program staff• Practice Manager• GP's• All program staff• Any Visiting Psychologists, Allied Health or Specialists	<ul style="list-style-type: none">• Other local service providers including but not limited to CCLHD Nunyara Aboriginal Health Service and local maternal/child services• Drug & Alcohol, Mental Health services• Local Hospitals• Local Aboriginal community• Wide variety of health and community services both Government and NGO's



JOB OUTPUTS & MEASURES

KEY RESULT AREAS	TASKS	MEASURES
<p><u>Service Delivery</u></p>	<p>Provides a community based antenatal and postnatal midwifery service where midwives and Aboriginal Health Workers (AHWs) collaborate to provide a high-quality midwifery service that is culturally sensitive, women centred, based on primary health-care principles and provided in partnership with Aboriginal people.</p> <p>Professional Practice within:</p> <ul style="list-style-type: none"> AHMAC Clinical Practice Guidelines: Antenatal Care – Module II Australian College of Midwives guidelines for consultation and referral <p>In partnership with AHW provide antenatal and postnatal care, from as early as possible after conception up to 8 weeks postpartum.</p> <p>Conducts a comprehensive primary health care assessment that includes: Psychosocial assessment; Domestic Violence screening; Administration of the Edinburgh Depression Scale.</p>	<ul style="list-style-type: none"> Development of workshops and forums that bring community together (families) Evidence of a culturally safe environment. Number of clients on program Number of EDAHC Visits Number of Hospital Visits Number of Home Visits Birth Weights Recorded Birth Weight Results (Low/Medium/High) Percentage of women transferring to Child Health Nurse (preferable at 2 weeks but by 6 weeks) Number & Attendance at Group Sessions



	<p>Incorporates health promotion in clinical practice</p> <p>Participates in Multidisciplinary Case Discussion for the management of high need and complex families.</p> <p>Assist families to engage with their local community services.</p> <p>Work collaboratively with other team members to develop and deliver culturally appropriate educational material and workshops to enhance practical knowledge for parents.</p>	
<p><u>Record keeping and report writing</u></p>	<ul style="list-style-type: none"> • Maintain accurate, high quality records of clients • Record all referrals to other services • Meet regularly with all relevant Yerin Teams to discuss case management, referrals and care coordination 	<ul style="list-style-type: none"> • Health records up to date and securely stored • Number of case conferences • Demonstrated contribution to engagement of mothers, fathers, caregivers and their children.
<p><u>Linkages</u> Maintain and enhance links with other external local service providers and use these linkages to better support/ assist clients when seeking other types of care</p>	<ul style="list-style-type: none"> • Develop and maintain strong relationships with Aboriginal specific and mainstream services 	<ul style="list-style-type: none"> • Linkages exist and formalised if necessary • Number and type of referrals • Number of times attended case conferencing, interagency meetings.
<p>Work with GP's, Aboriginal health workers, and Early Childhood Nurse to ensure appropriate referrals and access to care for clients</p>	<ul style="list-style-type: none"> • Discuss cases as required and attend appointments with clients as a support if needed 	<ul style="list-style-type: none"> • Good working relationships exist with GP's, Early Childhood Nurse, Aboriginal Health



<p>Work with the broader Yerin staff, work as part of a multi-disciplinary team of health professionals.</p>	<ul style="list-style-type: none"> • Utilise any visiting specialist or allied health care • Build a networks and good working relationships with external organisations and agencies 	<p>Workers and visiting specialists</p> <ul style="list-style-type: none"> • Contribute to early intervention suggestions based on clinical expertise • Appropriately referring across the relevant Yerin & CCLHD services • Evidence of demonstrated ability to understand local Aboriginal protocols. • Participatory, collaborative and actively works within a team and community
<p>Work with Dhanggan Gudjagang and Yadhaba team to provide education and workshops</p>	<ul style="list-style-type: none"> • Regularly participate in Dhanggan Gudjagang & Yerin workshops for community 	<ul style="list-style-type: none"> • Number of Dhanggan Gudjagang & Yerin workshops occurring, attendance and participation.
<p>Reporting Complete quarterly action plan reporting on maternal, child and family.</p> <p>Reflective Practice and Professional Development</p>	<ul style="list-style-type: none"> • Complete and submit reporting to Program Manager by due date • Reflective Practice Self-Assessment • Regular Clinical Supervision • Professional Portfolio 	<ul style="list-style-type: none"> • Reports completed by due date • Evidence of Professional and peer supervision (sourced by midwife)
<p>Work Health & Safety</p>	<ul style="list-style-type: none"> • must identify and comply with relevant State or Territory Laws including the Commonwealth or State/Territory legislation on: • WHS, workplace harassment; victimisation and bullying; anti-discrimination, including 	<ul style="list-style-type: none"> • Any WHS incidents are reported accurately to the relevant state insurer, in line with legislation timing • A proactive approach is taken to WHS and prevention of accidents and injuries in the workplace • Maintain work life balance, develop and



	<p>racial vilification; disability discrimination</p> <ul style="list-style-type: none"> • Identify hazards and report them to the responsible managers • Follow safe systems of work • Attend and abide by safety information, training and direction from management and/or WHS nominated representatives • Attend and participate in monthly external supervision. 	<p>implement self-care strategies – maintaining wellbeing.</p>
Confidentiality	<ul style="list-style-type: none"> • Ensure all confidential and sensitive information related to your employment or other employees, known to you, are kept confidential as per Yerin policies 	<ul style="list-style-type: none"> • Confidentiality is maintained always

PERSON SPECIFICATION – COMPETENCIES REQUIRED FOR THE POSITION

SKILLS Essential	SKILLS Desirable
<ul style="list-style-type: none"> • Current authority to practice as a Midwife with AHPRA registration • Must be female – a genuine occupational qualification for this position as described under Section 31 of the Anti-Discrimination Act, 1977 (NSW) • Demonstrated experience in providing comprehensive and contemporary Midwifery care in a range of settings • Understanding of Aboriginal culture and Aboriginal women’s issues and 	<ul style="list-style-type: none"> • Aboriginality • Experience in the development, implementation and evaluation of health education programs • Experience navigating Best Practice and Communicare IT software • Proven Ability to work within a care coordination model including work alongside Aboriginal Health Workers



<p>ability to apply knowledge of current issues relating to Aboriginal pregnancy, childbirth, mortality and morbidity.</p> <ul style="list-style-type: none">• Demonstrated experience working in a community setting with experience in Health Promotion and Community Development including demonstrated ability to plan, deliver and evaluate individual and group education and support programs• Demonstrated ability to work independently as part of a multidisciplinary team including a capacity for reflective practice, maintenance of a professional portfolio, and a willingness to participate in Clinical Supervision• Highly developed liaison skills with the proven ability to build good working relationships with mainstream services facilitating culturally sensitive treatment for Aboriginal clients.• Excellent verbal and written communication skills• Computer Literacy - including Word Processing, Database, Spreadsheets, Electronic Mail and Internet and Data Collection skills including maintaining of client records.• Current Drivers Licence in NSW• Satisfactory Police check – with no serious/criminal/court record• Current Working with Children’s Check (NSW)	
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This Position Description is agreed by:

Manager's Signature		Date:	
Position Holder's Signature		Date:	