



Mulungu

Mulungu Aboriginal Corporation Primary Health Care Service

Position Title:	Registered Nurse - Midwife
Classification Level:	Registered Nurse Level 5 (Nurses Award 2010)
Date of Review / Approval:	Feb 2023

PART A: POSITION SPECIFICATIONS

1. Operational Management Environment

Mulungu is an Aboriginal Community Controlled Health Service aimed at responding and providing Health and wellbeing services to a designated geographical area within Mareeba and surrounding districts. Mulungu has three tiers Health Services, Family Services and Corporate Services which deliver appropriate services under the one banner and work in cohesion to deliver outcomes for our communities.

This position is located within the Health Services Team which is responsible in providing access for Aboriginal and/or Torres Strait Islander families to high quality primary health care that is responsive to community needs.

This service aims to improve outcomes for Aboriginal and Torres Strait Islander women, children and families by improving access to culturally appropriate pre-natal and post-natal support, child and maternal health services, parenting and family support and integrated early childhood education.

2. Purpose of the Position

The Midwife is responsible for the delivery of antenatal and postnatal care for women of the local Aboriginal and/or Torres Strait Islander community which will include education and awareness of support services available to them. The role is responsible for the development and implementation of strategies designed to improve the health of Aboriginal and/or Torres Strait Islander women, their babies, children and families including maximising efficiency and effectiveness of delivery.

In addition to the above, the Midwife is required to deliver comprehensive health services within the Mum's and Bub's framework whilst following the services model of care to meet the outcomes and goals of Mulungu's Strategic Plan.

The position will operate across Mareeba and surrounding communities.



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3. Scope of the Position

The position of Registered Nurse - Midwife has no delegated authority.

The Registered Nurse – Midwife is accountable to:

- The Health Services Manager and the wider community for practice according to the philosophy, policies and goals of the centre.
- The Health Services Manager for a high standard of work practice.
- The Health Services and Family Services teams for effective communication and work relationships including shared work responsibilities.

4. Organisational Structure and Reporting Relationships

The position of the Registered Nurse - Midwife reports to the Health Services Manager. The organisational chart details where the position is located within the wider organisational structure.

5. Primary Duties and Responsibilities

- Quarterly reporting against the performance indicators outlined in the Health Services Activity plans
- Monthly reporting to the Health Services Manager on the progression of services delivered and strategies to overcome arising issues.
- Collate data for the Health Services in line with contractual obligations.
- Contribute to the ongoing quality improvement in the Quality Coordinator Software by using the Audit and Continuous Improvement registers to log the following: feedback from clients, near misses, incident/accidents, repairs and maintenance, audits, oh&s issues, training, licensing, compliance requirements and by actioning your tasks in a timely manner.
- Maintain awareness of current and new legislation to ensure business is complying with all statutory and regulatory obligations including infection control, hazardous materials and safe handling/disposal of medical waste, records management, OHS and accreditation.
- Review and evaluate own practice by participating in performance development processes and be willing to undertake further training or studies as per recommended actions from your Individual Work Plan.
- Adopt and implement quality improvement processes and local strategies as identified to improve client and Mulungu outcomes.
- Comply with Human Resource Policy and Procedures, Work Health and Safety and Antidiscrimination as applied in the work environment.



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- Deliver maternal and child health services at an advanced clinical level using an evidenced based framework
- Deliver culturally appropriate child and family health services including:
 - Ante/Post Natal care
 - Monitoring and early detection
 - plan and manage client care
 - advocate for identified client needs
 - Child and Adult Immunisations
- Provide clear and easily understood verbal and written communication to patients/clients, including electronic and written communication for fellow staff members.
- Actively participate in case conferences and care planning
- Build sustainable effective relationships and partnerships across local service delivery systems and with local Aboriginal and Torres Strait Islander families, elders and leaders in the delivery of maternal and child health services
- Communicate and promote services to the local community and in particular the target client group, Aboriginal and Torres Strait Islander children and families
- Participate in data management, diagnostic services, and networking with other providers
- Initiate and support child and family health education and community health promotion activities.
- Assist through empowerment, Aboriginal & Torres Strait Islander peoples to take greater control of health issues affecting them.
- Act within the practice and nursing code of ethics and appropriate level of clinical competence at all times.
- Maintain knowledge of current evidence and research on clinical practices and inform/educate other practice staff.
- Recommend change systems and procedures to ensure compliance with best available evidence as applicable.
- Provide a mentoring role within the Organisation
- Undertake other practice duties as required

- Legend = Purple reporting, Red = QI, Green = Client Servicing, Brown = Leadership



PART B: PERSON SPECIFICATIONS

1. Education, Qualifications and Experience

Essential

- Bachelor of Nursing and Midwifery
- Current AHPRA registration for Registered Nurse and Midwifery
- Professional Indemnity cover
- Understanding of community-controlled organisation and interest in community-based nursing including client education and health promotion.
- Immunisation Endorsement

Desirable

- Minimum of three year's nursing experience, preferably in a community-based role.
- Qualifications – Child and Family Health, Women's health, Sexual health
- Experience in a similar role as Practice Nurse or community-based nursing.
- Experience working with Aboriginal & Torres Strait Islander cultures, communicating in a sensitive and effective manner.
- Competence in the use of relevant equipment and software – Medical Director, Pracsoft.
- Training or experience in Billing Medicare item numbers & EPC Medicare items.

2. Skills, Knowledge and Ability

- Demonstrate a knowledge of and compliance with all relevant legislation and common law obligations affecting nursing.
- Demonstrate knowledge of policies and procedural guidelines that have legal implications.
- Practice only within the limits of their educational preparation and competence.
- Identify and respond to unsafe practice.
- Demonstrated client-focused approach in service provision with genuine empathy and interest in their needs.
- Excellent interpersonal and communication skills across all ages and social groups.
- Be always well presented, friendly, courteous and obliging. Represent the practice in a confident and positive manner at all times.
- Ability to work cooperatively and independently and ability to prioritise and organise, with attention to detail.



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- Demonstrated commitment to ongoing professional development.

3. Standards of Practice

- Evidence of current registration and professional indemnity.
- Maintenance and evidence of core competencies.
- Evidence of ongoing professional development.

4. Additional Factors

- Possession of a current 'C' Class Driver's Licence (Queensland) is required.
- Must undergo Australian Federal Police Check.
- Current with recommended Immunisations.

PART C: SELECTION CRITERIA

- SC 1** Experience working with Aboriginal and / or Torres Strait Islander communities with a demonstrated knowledge of Aboriginal and Torres Strait Islander culture and their health needs.
 - SC 2** Knowledge of and demonstrated experience in Maternal and Child health service delivery
 - SC 3** Knowledge and understanding of family and community-based programs and interventions which enhance the health, education and wellbeing of women, children and their families
 - SC 4** Demonstrated interpersonal and communication skills with the ability to work in a multi-disciplinary team structure.
 - SC 5** Demonstrated knowledge and understanding of Social determinants of Health that impact on Aboriginal and Torres Strait Islander people.
 - SC 6** Knowledge of and commitment to the principles of continuous quality improvement and integrated risk management, Workplace Health and Safety, Equal Employment Opportunity and Antidiscrimination Acts.
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The preceding information is an accurate statement of the requirements and employment of this position, at this time.

Signature _____ Date ____/____/____
(Chief Executive Officer)

I have read and understand the duties and requirements of the position as described in this position description and agree to be employed under such conditions and the relevant Award.

Employee's Signature _____ Date ____/____/____



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