

## POSITION DESCRIPTION

*Improving Aboriginal health and closing the gap*

Position Title	Community Midwife
Team	Ngama'Linya Yapa'na - <b>Healthy Start</b>
Location	Broken Hill and Wilcannia
Classification	Maari Ma Health Enterprise Agreement –Clinical Nurse Specialist Grade 1
Date	Jan 2022, June 2022

### **About Our Organisation:**

Maari Ma is an Aboriginal Community controlled health service, led and managed by a CEO and governed by an all Aboriginal Board of Directors. Our values are community, compassion, culture, empowerment, quality and respect.

We work to improve the health and well-being of Aboriginal people, families and communities. We do this through:

- Healthy Start and Keeping Well programs of the Chronic Disease Strategy focussing on prevention, early intervention and care plan management.
- Social and Community Programs to promote individual and community wellbeing, supporting young people to enjoy life, realise their potential and be all they can be.
- Joining research projects about community safety, chronic disease and quality outcomes.
- Working in partnerships with other organisations in our region such as Far West Local Health District and Western Primary Health Network.
- Facilitating services that improve the care provided to Aboriginal people with a chronic disease across western and far west NSW.

Maari Ma has a Regional Primary Health Care Service with a multidisciplinary general practice in Broken Hill and delivers services and programs collaboratively with local health service staff in communities within the Far West region of New South Wales. Our service approaches are grounded in the Aboriginal concept of health which takes a holistic view incorporating the physical, social, emotional and cultural well-being of individuals, their families and their communities.

### **Child & Family Health Programs**

Within the framework of Maari Ma's whole-of- life-course Chronic Disease Strategy, the Ngama'linya Yapa'na team consists of a number of complementary programs which encourages children and their families to recognise and choose healthier attitudes and habits with the aim of reducing lifestyle related chronic disease in later life.

The programs comprising the Child & Family Health service have won awards for working to give children the best possible start in life; supporting pregnant women, mothers, babies and families.

**Purpose of the Position:**

The Community Midwife provides care that is equitable, safe, woman-centred, informed and evidence-based. The midwife acknowledges that women are the decision-makers in their care and maternity care should reflect their individual needs.

The midwife works in partnership with GP's and Aboriginal Health Practitioners to implement the NSW Aboriginal Maternal Infant Health Strategy integrated within the Child & Family Health Service.

The position manages a cohort of pregnant and post natal women in Broken Hill, and collaborates with the 2<sup>nd</sup> midwife to provide midwifery care in Wilcannia. Weekly travel and overnight stays in Wilcannia will be required at times.

**Outcomes of the Role**

The Midwife:

- works in partnership with the woman
- upholds each woman's right to free and informed choice and consent throughout the pregnancy and childbirth experience
- collates and documents comprehensive assessments of the woman and/or baby's health and wellbeing.
- Midwifery care is planned in collaboration with the woman, the GP Obstetrician and Broken Hill Health Service Midwives and Obstetricians where necessary.

**Reporting/Working Relationships:**

- This position reports to the Manager Healthy Start Child & Family Health Programs
- and works closely with the Healthy Start General Practitioners, visiting Paediatrician, Aboriginal Health Practitioners, Parents and families, Department of Community and Justice (DCJ), Wilcannia staff, other Maari Ma staff and various outside agencies

**Employment Conditions:**

- Continued employment is subject to ongoing funding.
- Terms and conditions as outlined in the Maari Ma Health Aboriginal Corporation Enterprise Agreement.
- Appointment and continued employment is subject to a satisfactory National Police History Check and NSW Working with Children Check.
- Current Driver's License and willing to drive in the course of work activities.
- Regular travel and overnight stays to the community of Wilcannia.

<b>Key Responsibilities</b>	
<b>Key responsibilities</b>	<ul style="list-style-type: none"> <li>• Be familiar with the Maari Ma Chronic Disease Strategy, Strategic framework document to improve child development and well-being for Aboriginal children in the far west and the Aboriginal Maternal Infant Health Strategy and apply the principles in everyday work.</li> <li>• Work as part of the Child and Family Program within the Maari Ma footprint, to provide safe and effective community midwifery services and ensure the continuity of care for mothers and children through pregnancy, infancy and ongoing into childhood.</li> <li>• Mentor and support Aboriginal Health Practitioners and trainees with ante natal and post natal care, encouraging their active participation at all times.</li> </ul>

	<ul style="list-style-type: none"> <li>• Mentor and support midwifery students who choose to do Community Midwifery placement at Maari Ma</li> <li>• Deliver services in both community and clinic based settings.</li> </ul>
<b>Midwifery</b>	<p>Recognise the working partnerships* are based on 'two ways learning'. This involves the Midwife supporting the Aboriginal Health Practitioner to develop knowledge of pregnancy, birthing, breastfeeding and parenting and child development. While acquiring the appropriate clinical skills in midwifery and child health checks the Health Worker may support the Midwife in learning ways of working with local communities</p> <p>Competently perform clinical midwifery duties identified as being required in the preparation, execution and monitoring of maternity care plans according to best available evidence. E.g., antenatal and post-natal assessments, baby checks, immunisations and other injections, collection of pathology samples.</p> <ul style="list-style-type: none"> <li>• Implement the AMIHS Program Activities working in collaboration with maternity, medical, obstetric and paediatric staff to provide a range of community based services for Aboriginal women and their babies. These services include the provision of: <ul style="list-style-type: none"> <li>a culturally appropriate continuity of care model through the antenatal and postnatal periods up to 6-8 weeks;</li> <li>identification of complicated pregnancies and appropriate referral to specialists;</li> <li>outreach and home visiting service;</li> </ul> </li> </ul> <p>Develop and maintain a positive collaborative working relationship with Broken Hill Health Service midwifery team, to facilitate best practice holistic, culturally appropriate care is provided throughout pregnancy and postnatal period.</p> <p>Emotional and social support for women, especially those with high needs.</p>
<b>Breastfeeding</b>	<p>Lead the accreditation of Maari Ma Health as a Baby Friendly Health Initiative Seven-point plan, aiming for accreditation with 12 months of appointment.</p> <p>Encourage and promote breastfeeding from the first antenatal visit.</p> <p>Work to improve women's confidence and breastfeeding rates.</p>
<b>Community engagement</b>	<p>Work in partnership with Aboriginal Health Practitioners to develop strategies to most effectively access and engage clients.</p> <p>Demonstrate cultural respect in interactions with the community, ensuring Maari Ma is a safe environment for Aboriginal and Torres Strait Islander peoples.</p>

<p><b>Healthy Start</b></p>	<p>Recognise and facilitate health care that recognises the parent’s right to partnership in the health care of their child</p> <p>Continually support and mentor AHPs to achieve best practice in the provision of Healthy Start checks and health care.</p> <p>Support the AHPs to lead multidisciplinary case conference meetings and implement developmentally appropriate strategies to meet the needs of families.</p>
<p><b>Information Management</b></p>	<ul style="list-style-type: none"> <li>• Ensure data is entered into E-maternity on a timely basis.</li> <li>• Ensure the secure management of data, client and organisational confidential information and compliance with privacy policies and legislation.</li> <li>• Prepare reports and statistics to meet program requirements for reporting, networking and training against the Performance measures of the AMIHS.</li> <li>• Contribute to the maintenance of a current population list and identify the target group, ensure newborn babies are added to ferret data base</li> <li>• Be familiar with and undertake responsibilities regarding pregnant women, infants, children, young people and their families in accordance with NSW Health Frontline Procedures for the Protection of Children and Young People</li> <li>• Participate in Mandatory Reporting training 2 yearly</li> <li>• Demonstrate ongoing professional development and maintenance of clinical competencies</li> </ul>
<p><b>Team &amp; Organisational Activities</b></p>	<ul style="list-style-type: none"> <li>• Actively and regularly participate in team planning</li> <li>• Provide accurate statistical data and reports on midwifery activities as required and prepare written reports on special activities as appropriate.</li> <li>• Review new and innovative health developments which may be of benefit to patients and other stakeholders.</li> <li>• Actively develop and maintain effective internal and external networks in a professional manner.</li> <li>• Work collaboratively with and support other Maari Ma colleagues where required.</li> <li>• Participate in and support a culture of continuous quality improvement activities.</li> <li>• Participate in working groups, committees and organisational activities where requested.</li> <li>• Participate in Maari Ma Health functions and community promotional activities.</li> <li>• Appreciate, respect and value differences within the team and within Maari Ma.</li> <li>• Contribute to and support positive team morale.</li> <li>• Promote and present a positive image of Maari Ma to other staff, clients and the community in general.</li> </ul>

<b>Values and behaviours</b>	<ul style="list-style-type: none"> <li>• Appreciate, respect and value differences within the team and within Maari Ma.</li> <li>• Contribute to and support positive team morale.</li> <li>• Promote and present a positive image of Maari Ma to other staff, clients and the community in general.</li> <li>• Conduct all work in line with Maari Ma's values, which are Community, Compassion, Culture, Empowerment, Respect and Quality.</li> </ul>
<b>Other / Ongoing</b>	<ul style="list-style-type: none"> <li>• Duties and responsibilities for this position should not be considered definitive. Duties may be added, deleted or modified, in consultation with employees as required, and within the scope of skills, experience, knowledge and competencies.</li> </ul>

## Qualifications, Skills, Experience and Knowledge

### SELECTION CRITERIA

#### Essential: Essential:

- Currently registered with, or eligible to be registered with Australian Health Practitioner Registration Agency (AHPRA) as a Registered Midwife.
- Minimum of three years' midwifery experience, preferably in a community-based role.
- Currently possess or able to obtain within 3 months of commencing employment, authorisation as an immunisation provider in New South Wales.
- Demonstrated understanding and knowledge of social determinants of health issues affecting Aboriginal people.
- Ability to work in a way that fosters mutual respect in a cross-cultural environment.
- Demonstrated understanding of and commitment to the principles of primary health care and how they relate to maternal and infant health in relation to Aboriginal children, women and families.
- Ability to work effectively in a community based setting with women, parents, carers, families and other service providers, and ability to respond effectively to clients who may be challenging to engage.
- Demonstrated ability to work collaboratively in a dynamic multidisciplinary team environment.
- Computing skills relevant to the position and competent in the use of information and communication technology including Microsoft Word, email and internet applications and client databases.

#### Desirable:

- Current registration as AHPRA as a registered nurse.
- Graduate Certificate/Diploma in Child & Family Health.
- Experience in working with Aboriginal clients and communities.

## Compliance Responsibilities – All Staff

### Professional Development/Performance Review/Feedback

- Participate in learning and development activities to maintain professional knowledge, clinical competencies and skills.

- Participate in performance reviews, feedback and information sharing discussions in relation to job satisfaction and communication, continuous improvement, learning and development, innovation, and improving performance.

### **Workplace Health and Safety**

- **Arrive Safe, Work Safe and Go Home Safe.**
- Make sure you keep your safety and others safety in mind at all times.
- If you notice someone doing something unsafe – care enough about them to ask them to stop or find a safer way.
- If you notice something that is a potential risk or hazard to your safety or others safety – report it.
- Watch out for spills, things in the way of people, and/or equipment that isn't working.
- If you need equipment to do your job safely – make sure you use it. It's there to keep you safe.
- If equipment isn't working properly – tell everyone around you (a sign is often good) and then tell us so we can fix it.
- If you are involved in an incident or are injured tell us straight away.

### **Modelling Healthy Workplace Behaviour**

Maari Ma has a Smoke Free Workplace Policy and a Workplace Nutrition Policy. All staff have a responsibility to model healthy behaviour and lifestyle at work.

### **Immunisation Status**

This position is Category A – employees who have contact with clients or contact with blood, body substances or infectious material.

### **COVID-19 Immunisation**

This position is subject to evidence of vaccination against COVID 19.

This must be an Australian Therapeutic Goods Administration approved COVID 19 Vaccination (fully vaccinated and up to date) or approved medical contraindication recorded on the Australian Immunisation register prior to appointment.

### **Other Responsibilities**

- Behave in a manner consistent with personal and professional workplace standards outlined in the Code of Conduct, human resource policies (including Equal Opportunity, Workplace Bullying and Discrimination & Harassment Policies) and other relevant legislation.
- Abide by the policies and procedures of Maari Ma. These policies and procedures are subject to change and it is the responsibility of each staff member to maintain an awareness and understanding of all policies and procedures.
- Co-operate with the requirements of the Occupational Screening and Vaccination against Infectious Diseases Policy or, where you elect not to comply, confirm in writing your non-participation and understanding of the risks of non-participation.
- Duties and responsibilities for this position should not be considered definitive. Duties may be added, deleted or modified, in consultation with employees as required, and within the scope of skills, experience, knowledge and competencies.

**Employee Statement**

I have read and understood the information contained in this Position Description.

\_\_\_\_\_

Name

\_\_\_\_\_

Signature

\_\_\_\_\_

Date