

## Position Description

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| <b>Position title</b>                       | Registered Midwife   |
| <b>Department / Division</b>                | Butterfly Ward / Critical Care – Postnatal Mothers Unit  |
| <b>Classification</b>                       | Midwife Grade 2 Year 2 – Grade 2 Year 8<br>(YS2 – YS8)   |
| <b>Position reports to</b>                  | Operational and Professional: Nurse Unit Manager – Butterfly Ward  |
| <b>No. of direct &amp; indirect reports</b> | N/A  |
| <b>Location</b>                             | The Royal Children's Hospital, Flemington Road, Parkville  |
| <b>Risk category</b>                        | Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids. |

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| <p><b>The Royal Children's Hospital</b></p> <p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at <a href="http://www.rch.org.au">www.rch.org.au</a></p> |
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| <p><b>ROLE PURPOSE</b></p> <p>The Postnatal Mothers Unit (PMU) Registered Midwife is responsible for ensuring that clinical practice and delivery of care is consistent with RCH, APHRA and the Nursing and Midwifery Board of Australia Standards.</p> <p>The PMU Midwife will practice independently within the multidisciplinary team providing comprehensive, safe, evidence-based practice across a range of contexts to facilitate optimal health outcomes with a family centred care approach. The PMU Midwife will retain responsibility for individual actions and accountability for care provided and is</p> |
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responsible to plan, implement, evaluate, and maintain a high standard of clinical care for postnatal woman and their families.

The primary role of the PMU Midwife is to provide postnatal care to the mothers less than 7 days post birth, whose babies have been admitted to the Butterfly ward (NICU.) The Midwife works independently on each shift and is solely responsible for the direct clinical care of the mothers admitted to the 4 beds in the PMU. The role requires liaising with birth hospitals to ensure referral and suitability of admission have been met. The Midwife will complete daily reviews of PMU patients providing clinical assessment and direct nursing care to the postnatal mother.

The PMU Midwife may also be asked to provide these services to other mothers within the Butterfly wards and possibly on other wards throughout the hospital where appropriate. The midwife will support parents with adjusting to early parenthood whilst working within the multidisciplinary team to provide optimal social and emotional support. The Midwife will assist with the establishment and maintenance of breastfeeding and/or lactation for mothers and their unwell babies. The midwife is also an advocate for the benefits of breastfeeding and contributes to its ongoing education and promotion throughout RCH. The Midwife will also be responsible for monitoring the Expressed Breast Milk storage within Butterfly Ward.

## KEY ACCOUNTABILITIES

### Direct Comprehensive Care

- Fulfil duty of care while understanding and practicing within own scope of practice in accordance with Nursing and Midwifery Board of Australia guidelines.
- Integrates nursing and health care knowledge, skills and attitudes to provide safe and effective care.
- Conducts a comprehensive and systemic midwifery assessment to improve the quality of midwifery care.
- Ability to establish, maintain and appropriately conclude therapeutic relationships.
- Determines agreed priorities for resolving health needs of individuals.
- Provision of breastfeeding and lactation support to all mothers with babies admitted to Butterfly ward NICU.
- Prioritises workload based on the individuals / group's needs, acuity and optimal time for intervention.
- Recognises the scope and limitations to their own practice i.e: when to escalate issues and when to refer to external care providers as required.
- Plans for continuity of care to achieve expected outcomes.

### Support of Systems

- Participates in quality improvement activities.
- Plans nursing care in consultation with individuals / group's, significant others and the interdisciplinary health care team.

### Education

- Provides education for families to support transition to parenting and breastfeeding.
- Contributes to quality maternity care through ongoing professional development of self and others to enhance nursing/midwifery practice.

### Research

- Uses best available evidence, standards and guidelines to evaluate nursing performance.
- Demonstrate analytical skills in accessing and evaluating health information and research evidence.

### Professional Leadership

- Practices in accordance with legislation affecting midwifery practice and health care.
- Practices within a professional and ethical nursing/midwifery framework.
- Development of self and others.

## QUALIFICATIONS AND EXPERIENCE

### Essential:

- Current registration as a Registered Midwife/Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional practice Portfolio
- Previous domiciliary experience

### Desirable:

- International Board-Certified Lactation Consultant
- Post graduate qualification or willing to work towards

## KEY SELECTION CRITERIA

- Excellent interpersonal and communication skills.
- Demonstrated ability to work within a multidisciplinary team.
- Demonstrated excellent time management and organisational skills.
- Proven ability to work independently and demonstrated initiative in performing duties.
- Ability to work well under pressure and be flexible to changing priorities and environment.

## OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure

## IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

### RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters

- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

#### **QUALITY, SAFETY AND IMPROVEMENT**

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

**The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.**

**Position description last updated**

**September 2023**