Position Description

Position title	Registered Midwife
Department / Division	Butterfly Ward / Critical Care – Postnatal Mother's Unit
Classification	YS2-YS8
Position reports to	Operational: Nurse Unit Manager Professional: Nurse Unit Manager
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *a world where all kids thrive.*

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.

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.

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 https://www.rch.org.au/quality/child-safety/.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Registered Midwife (RM) for the Postnatal Mothers Unit (PMU) provides postnatal care to mothers less than 7 days post birth, whose babies have been admitted to the Butterfly ward (NICU). The RM works independently on each shift and is solely responsible for the direct clinical care of the mothers admitted to the 4-bed PMU. The role requires liaising

with birth hospitals to ensure criteria for referral and suitability of admission have been met, as well as completing daily reviews of PMU patients including clinical assessment and direct nursing care.

The RM may also be required to provide these services to other mothers within the Butterfly ward and within other wards within RCH where appropriate. The RM 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.

ROLE PURPOSE

The Registered Midwife (RM) is at the forefront of providing the highest quality nursing care to patients, carers and families. The RM provides family-centered, safe, compassionate, evidence-based practice across a range of contexts, to facilitate optimal health outcomes. The RM is a vital part of the healthcare team engaging with multiple stakeholders across the organisation. The RM performs self-assessment of scope of practice and competence and retains responsibility for individual actions and accountability for care provided.

KEY ACCOUNTABILITIES

Clinical Practice

- Undertake comprehensive holistic patient assessments and contributes to the development of care plans, ensuring alignment with current evidence-based practice and the individual needs of patients and families
- Provide direct care and support to patients and families, including administering medications, performing procedures, and monitoring vital signs
- Use critical thinking and analysis to plan, evaluate and implement nursing care and undertake interventions that result in positive healthcare outcomes for the patient and their families
- Recognise changes in consumers' condition and take necessary action including reporting and appropriate escalation in line with organisation policy and procedure
- Collaborate and consult with multidisciplinary team members to achieve desired health outcomes for patients and their families

Optimising Health Systems

- Communicate and collaborate effectively with key stakeholders to ensure coordinated patient care is efficient and supports the effective functioning of healthcare systems
- Maintain a safe environment and report incidents promptly to the appropriate stakeholder or line manager
- Maintain accurate, complete, and up to date documentation in accordance with relevant legal, regulatory and organisational requirements.
- Effectively utilise and adapt to digital health systems and technologies to support safe, efficient and coordinated patient care, clinical communication and information management

Education

- Provide culturally safe and cognitively appropriate education to patients and their families regarding health conditions, treatment plans, medications and self-care strategies
- Promote patient and family participation in education and shared decision-making to support informed choice about their healthcare
- Ensure educational information and resources are tailored to each patient and families' individual needs, including cognitive ability, cultural background, health literacy, communication needs and preferences

- Engage in ongoing professional development to maintain current knowledge and incorporate contemporary evidence-based practices and advances in clinical practice.
- Actively participate in in-service training, workshops, and continuing education opportunities
- Mentor, support and provide constructive guidance to junior staff and students by contributing to their learning and professional growth.

Research & Improvement

- Participate in quality improvement initiatives that enhance nursing practice, patient safety, quality of care and patient outcomes
- Participate in regular audits and reviews to maintain and improve the quality of care provided
- Apply evidence-based practice to clinical decision making, nursing interventions and the delivery of safe patient care
- Maintain awareness of current nursing research and apply findings to strengthen clinical practice
- Identify clinical practice improvement opportunities and proactively discuss with line manager or relevant stakeholders

Professional Leadership

- Uphold professional, ethical and regulatory standards in accordance with the requirements of the Nursing and Midwifery Board of Australia (NMBA).
- Demonstrate professional and ethical behaviours and act as a positive role model
- Demonstrate leadership within the nursing team to foster a safe and collaborative work culture

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Midwife with the Nursing and Midwifery Board of Australia (NMBA) administered though 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 (PPP)

Desirable:

- Recent or previous domiciliary midwifery experience

KEY SELECTION CRITERIA

- Think critically and analyses nursing practice
- Ability to problem solve and prioritise
- Demonstrated clinical competence and a commitment to ongoing professional development
- Excellent communication and interpersonal skills
- Engages in therapeutic and professional relationships
- Ability to work collaboratively within a team and adapt to a dynamic healthcare 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	**October 2026**