



Position Title	Registered Midwife
Location	Yarrabah
Employment status	Full time
Position reports to	Maternal and Sexual Health Team Leader
Date of Approval	May 2021

About Gurriny Yealamucka (Gurriny)

Gurriny Yealamucka Health Service (Gurriny) is an incorporated Aboriginal community-controlled health organisation. The core business of Gurriny is to provide a culturally sensitive multi-purpose primary health care service and to implement the Yarrabah Health Strategic Plan through the Yarrabah Health Framework Agreement in partnership with Queensland Health, Yarrabah Aboriginal Shire Council & Commonwealth Department of Health & Ageing.

Further information about Gurriny can be obtained from the website at <https://www.gyhsac.org.au/>

Our Vision

As the Community Controlled Health Services will lead the advancement of equitable health outcomes for the people of Yarrabah.

Our Mission

Gurriny Yealamucka Health Services will “Close the Gap” through progressing quality health care services that are underpinned by gold standard governance business practices.

Our Values

- **Quality of Service** – valuing the responsibility of providing a quality holistic health service and will maintain a high standard of care across all levels of the organisation.
- **Leadership & Innovation** – strong Leadership ensuring the delivery of innovative holistic health solutions.
- **Commitment** – strives to provide commitment to all levels of the organisation’s business and in its capacity to support the Yarrabah Community.
- **Accountability** – enacting the principles of governance, self-determination and sovereignty guided by the Yarrabah community & stakeholders.
- **Teamwork & Partnerships** – as an essential component of successful service delivery and advocates for equitable productive partnerships.

About the program area

The Maternal and Sexual Health team aim to improve the health of women before they become pregnant by increasing awareness of the importance of diet, decreasing the use of alcohol, tobacco and other substances.

During pregnancy the program can assist to improve the health outcomes for mums and babies by providing education for parents and supporting women for antenatal appointments, referrals and health check-ups.

About the team

The Maternal and Sexual Health team ensure all pregnant women receive dedicated, consistent care throughout their pregnancy, birth, and during the early weeks after your baby is born. The woman will be looked after by a dedicated midwife, who will get to know her very well and provide care in consultation with the woman and her family.

The program cares for women who are generally well and have little risk of complications.

In addition, the team deliver free, high-quality HIV, viral hepatitis and sexual health education sessions and workforce development programs.

About the Position

The Registered Midwife (RM) role is to deliver direct midwifery antenatal, intrapartum, post-natal care, based on the Queensland clinical guidelines for midwifery, to the women of Yarrabah and their families. Gurriny is committed in its midwifery practice is moving towards a continuity of care model for birthing. Whilst the role primarily will have a caseload, there will also be a community education and support function to assist women and their families in family planning.

This position reports to the **Maternal and Sexual Health Team Leader** for supervision, workload management and for Performance Planning and Review (PPR).

Key responsibilities include

- Assess the clinical, non-clinical and social needs, including the identification of 'at risk' clients and developing an appropriate midwifery care plan in consultation with a multidisciplinary team as necessary across the continuum of pregnancy
- Provide comprehensive, safe, effective and *evidence-based* midwifery care
- Identify areas for clinical research
- Interpreting CTGs or capacity to learn this skill
- Undertake postpartum and neonatal review up to six weeks postpartum
- Support, promote and protect exclusive breastfeeding in relationship with women
- Management of complex presentations and the implementation of clinical interventions where appropriate, this may include the administration of iron infusions and cardiotocography and administration of glucose tolerance tests
- Case conferencing
- Organisation and support of outreach obstetrics and gynaecology clinics as well as the breast screen clinic
- Ongoing support of the development of evidence based educational resources
- Developing and dispensing pregnancy resources and kits e.g. postnatal bags
- Recording client information in Gurriny's clinical software system.

- Reporting client information against national KPIs for Indigenous health outcomes, focusing on closing the gap and continuously working toward reducing the incidence of for instance preterm birth, IUGR, low birth weight babies

Team Work

- Knowledge and understanding of Aboriginal and Torres Strait Islander societies and cultures from an historical and contemporary perspective, including the ability to communicate effectively and credibly to ensure their views are incorporated into health planning particularly in the Yarrabah Community
- Demonstrated understanding and commitment to the principles of the Aboriginal community-controlled health sector in Yarrabah and the concept of comprehensive primary health care in an Aboriginal setting
- Personally, demonstrates through consistent behaviors. understanding of, respect for and compliance with the principles of Aboriginal community control
- Ensure compliance with occupational health & safety, equal employment opportunity and associated Gurriny policies
- Contribute and collaborate in a professional, positive and transparent manner in the planning and development of Gurriny
- Add value and knowledge to the successful integration of clinical and social support teams across Gurriny to ensure a holistic model of care
- Participate in approved development initiatives to maintain and extend knowledge and skill base required for effective performance
- Mentor and manage staff by providing coaching, regular feedback, and establishing goals through individual development plans
- Communicates effectively and openly in the workplace
- Complete tasks in a timely manner and meeting all deadlines

Quality Assurance

- Participate in all quality assurance processes including external and internal surveillance audits, document reviews and meetings etc
- Participate in ongoing and systematic quality improvement efforts and identify opportunities for improvements, and facilitate outcomes to bring about change
- Participate in AGPAL, ISO, LogicQC Training and education courses
- Ensures tasks identified in the Quality Management System (LogicQC) are completed within the required deadlines

External Relationships, Representation and Management

- Maintains relationships with other health service providers and may be asked to assist with negotiations for partnerships to improve primary health care delivery and address the determinants of health
- Represents Gurriny at meetings, conferences and workshops where required in consultation with the Senior Management Team
- Enhances the public image of Gurriny in the community

Professional conduct

- Undertake activities to develop and maintain own professional knowledge and skill and maintain awareness of current HR & WHS best practice clinical and risk management
- Practice in accordance with guidelines as outlined by legislation and Gurriny Policies and

Procedures

- Practice in own capabilities and qualifications
- Maintain accurate and legally acceptable records, ensuring the security of documentation at all times
- Respect and maintain confidentiality
- Respect cultural diversity and traditional Aboriginal practices
- Support good governance decision-making through the provision of timely and accurate information
- Build a positive image of Gurriny Health Service by representing and promoting Gurriny and its initiatives externally, ensuring consistent messages are delivered in line with agreed strategies

To ensure job flexibility the successful appointee may be required to:

- perform any other duties as nominated by the Gurriny consistent with the relevant classification descriptors detailed in the Enterprise Agreement. Staff undertaking any new duties will receive training
- participate in job rotation or multiskilling in consultation with their supervisor
- work across multiple sites will be required

Required Training, Licences, Registration and Additional Factors

- Current Driver's License
- First Aid Certificate or ability to obtain one
- Applicants must be in possession of or have the ability to obtain a valid Positive Notice Blue Card issued by the Commission for Children Young People and Child Guardian
- Applicants must have a current Police check or be prepared to undertake one prior to commencement of employment
- Some work out of hours may be required from time to time
- You may be required to work in and /or support other organisational business/service functions as required
- Gurriny has a 6-month probation period for new employees

Location

Bukki Road and Workshop Street

Selection Criteria

1. Current Authority to Practice as a Registered Nurse with Australian Health Practitioners Regulation Agency (APHRA) as a Registered Nurse, Midwife
2. Demonstrated high-level knowledge, expertise and skill in midwifery nursing relevant to the Queensland guidelines for the practice of midwifery
3. Significant experience in working effectively and communicating across and within multidisciplinary teams of health, social and community workers
4. Demonstrated ability to initiate, plan, negotiate, implement and evaluate service improvement initiatives
5. Demonstrated ability in delivering programs and health information through effective engagement of clients, families and community
6. Demonstrated computer skills with experience in managing GP practice software for appointment management and skill in all Microsoft Office programs

Other duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Acknowledgement

I acknowledge that I have read and understand the above job description in its entirety and am capable of performing all of the stated requirements.

Signature _____

Date _____

Employee Name

Approval

This job description has been approved by Suzanne Andrews – Chief Executive Officer.

Signature _____

Date _____