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GOVERNANCE AND IMPLEMENTATION

This resource should be reviewed and endorsed in accordance with the organisation's governance and document control processes prior to implementation.

DUTY STATEMENT

POSITION TITLE:	Registered Midwife
REMUNERATION/CONDITIONS:	In accordance with the Nurses Award 2020
POSITION STATUS:	Part-time or Full-time
DIRECTLY RESPONSIBLE TO:	Practice Manager / Clinical Director
PERFORMANCE APPRAISAL:	6 month probationary period; performance reviews every 12 months thereafter
POSITION FUNCTION:	Provide comprehensive, culturally safe nursing and midwifery care to Aboriginal and Torres Strait Islander patients throughout the lifespan, with a focus on maternal, child and family health. Strengthen culturally responsive clinical services and act as an advocate for women, babies, and families.
MINIMUM SKILLS REQUIRED:	Registered Midwife with current AHPRA registration

POSITION SUMMARY

The Registered Nurse / Midwife works as part of a multidisciplinary team to deliver high-quality, culturally appropriate healthcare with a focus on maternal, newborn, and women's health. They support families through antenatal, birthing (where applicable), post-natal, and early parenting stages while also contributing to broader clinical services as needed. The Midwife builds trusting relationships, respects cultural practices, and strengthens care pathways for families.

RESPONSIBILITIES

Clinical Care & Collaboration

- Deliver primary healthcare services within scope of practice, including maternal and family health
- Conduct comprehensive assessments, health checks, screening, and care planning
- Provide antenatal and postnatal support, education, and follow-up care

- Collaborate with Aboriginal Health Workers, GPs, and visiting specialists to coordinate care
- Support early childhood development through maternal and child health services
- Assist with immunisations, chronic disease management, and wound care
- Maintain accurate clinical records, care plans, and referrals
- Provide culturally safe nursing care to patients across the lifespan as required
- Participate in community outreach, home visits, and telehealth where appropriate
- Liaise with hospitals and birthing units to support continuity of care

Cultural & Clinical Care Leadership

- Support culturally secure maternity care aligned with community values
- Respect Aboriginal ways of knowing, being and doing in clinical interactions
- Advocate for women's and families' needs within the health system
- Work alongside Aboriginal Health Practitioners to support shared care models
- Promote respectful, trauma-informed, and strength-based communication

Continuous Improvement & Accreditation

- Participate in service reviews, accreditation, and CQI activities
- Contribute to evaluation of maternal and family health services
- Provide feedback on care models to improve accessibility and outcomes
- Maintain clinical standards and stay up to date with evidence-based practice

WHS & Clinical Governance

- Promote safe practice, hygiene, and infection control in all care environments
- Attend Clinical Governance meetings and contribute to quality assurance processes
- Ensure compliance with nursing, midwifery, and professional standards
- Participate in risk management and emergency procedures

MEETINGS

- Clinical team meetings
- All staff meetings
- Maternal & Child Health case reviews
- Clinical Governance Committee (as required)
- Community and stakeholder engagement meetings (as appropriate)

KEY PERFORMANCE INDICATORS

Focus Area	KPI
Antenatal & Postnatal Care	≥85% of eligible clients receive comprehensive care pathways
Community Engagement	≥2 group health promotion or education sessions delivered per quarter
Clinical Practice	≥80% of care plans updated and referrals actioned within 2 weeks
Cultural Safety	≥90% positive client feedback on culturally safe and respectful care

PROFESSIONAL DEVELOPMENT

- Maintain AHPRA CPD requirements
- Attend training in culturally safe maternity care and trauma-informed practice
- Engage in peer review, clinical supervision, and reflective practice
- Participate in workshops on chronic disease, early childhood, and family wellbeing

ESSENTIAL SKILLS AND EXPERIENCE

- Strong knowledge of antenatal, postnatal, and early childhood health
- Experience working in a multidisciplinary team in primary health care
- Demonstrated understanding of social determinants of health for Aboriginal families
- Effective communication, education, and counselling skills
- Commitment to culturally safe and person-centred care

MANDATORY REQUIRMENTS

- Current registration with AHPRA as a Registered Midwife
- Demonstrated experience in maternal and/or child health preferred
- Endorsed midwife (or willing to obtain)
- Current CPR certificate
- Current National Police Check
- Current Working with Children Check or equivalent clearance
- Current Driver's Licence
- Compliance with all organisational policies and procedures
- Adhere to confidentiality and privacy requirements in line with the Health Records and Information Privacy Act 2002 (NSW) and other relevant legislation.

SIGNATURE & ACKNOWLEDGEMENT

I agree to abide by the standards and policies and have read and understood the job description and agree to comply with same.

Employee Signature: _____

Date: _____

Manager Signature: _____

Date: _____