

POSITION DESCRIPTION

Position Title:	Research Nurse - Women's and Children's
Business Unit/Division:	Obstetrics, Women's & Children's Division
Award Agreement:	NURSES AND MIDWIVES (VICTORIAN PUBLIC HEALTH SECTOR) (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2020 - 2024
Classification:	YU13 – YX13
Employment Type:	.06 EFT Part Time – Fixed Term Contract – 1.5 years
Reports to:	Divisional Director, Women's & Children's, Head of Unit Obstetrics, Head of Unit Gynaecology
Date Prepared/Updated:	03/10/2025
General Role Statement:	The Women's and Children's Division is keenly seeking a motivated research nurse/midwife to assist the Heads of Units of Obstetrics and Gynaecology in undertaking clinical research within the division.

ORGANISATIONAL OVERVIEW

Introduction

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.

- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

ROLE STATEMENT

The Women's and Children's Division is excited to offer this opportunity for an enthusiastic research midwife/nurse to participate in clinical research within the Obstetric and Gynaecology Units. This role is to support the *"Point-of-care testing for maternal GBS: The StrepSure™ diagnostic accuracy study"*.

The **research nurse/midwife** will work closely with Professor Lisa Hui, maternal fetal medicine specialist at the Northern Hospital, and the senior project coordinator will support the recruitment, data collection and pathology sample processing for this 2 year study. There will be opportunities for professional development in research for those that wish to grow their research skills.

All employees:

Quality, Safety, Risk and Continuous Improvement

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.

- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- Current Registration as a Registered Midwife or Nurse, with AHPRA
- Must meet eligibility criteria as well as demonstrate continuing achievement of the three criterion for Clinical Nurse or Midwifery Specialists on an annual basis
- Must possess excellent communication skills, written and verbal.
- Must be able to demonstrate sound clinical assessments and analysis, and implement indicated treatments.
- Must be computer literate, able to access and utilise all Northern Health IT systems which are relevant to completion of duties.
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Experience

- Any **one** of the following professional degree categories, or equivalent qualification (essential):
 1. Bachelor of Nursing/Bachelor of Midwifery double degree; or
 2. Bachelor of Nursing and Postgraduate Diploma of Midwifery; or
 3. Bachelor of Midwifery
- Registered midwife (+/- nurse) with current AHPRA registration (essential)
- A minimum of 2 years post graduate midwifery experience (essential)
- Prior research experience; or postgraduate-level study (highly regarded)
- Current *Good Clinical Practice* (GCP) certification **or commitment to attainment within three months of commencing role.**
- Highly developed computer skills (essential), including familiarity with Microsoft Office Suite (Word, Excel & Outlook: essential) as well as with RedCap database (desirable).
- Excellent organisational and team working skills, with the ability to work independently (essential)

Knowledge, Skills and Behaviours

- The appointee will undertake the role in a manner that demonstrates commitment to the positive leadership behaviours of Northern Health, to the principles of working together and to Northern Health's Vision, Mission, Values and Priorities.

Other position requirements

- Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position
- Travel (e.g. to other campuses / clinical sites)
- Peak periods of work during which the taking of leave may be restricted
- Possession of a current Victorian driver's license

Key Capabilities

- Demonstrated ability to build relationships with people in multiple disciplines and at all levels.
- Capacity for constructive self-reflection and learning from actions and feedback.
- Strong communication and interpersonal skills.
- A practical common approach to problem solving & trouble shooting.

Northern Health Values

At all times we aspire to be:

Kind, Safe, Together

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: