

## ORGANISATIONAL OVERVIEW

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### 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
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub and,
- Mernda Community Hospital

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.

**Essential:**

- 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.



## POSITION DESCRIPTION

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<b>Position Title:</b>	Maternity Fetal Medicine Clinical Midwifery Consultant
<b>Business Unit/Division:</b>	Pregnancy Care Clinics (Antenatal Clinics) C1352
<b>Award Agreement:</b>	Nurses and Midwives (Victorian Public Sector) Enterprise Agreement (Relevant Years)
<b>Classification:</b>	Clinical Midwife Consultant C
<b>Employment Type:</b>	Fixed Term Part-Time, 48-64 hrs per fortnight
<b>Reports to:</b>	Midwifery Unit Manager
<b>Date Prepared/Updated:</b>	April 2026

## ROLE STATEMENT

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### General Role Statement:

The Clinical Midwife Consultant (CMC) in Maternal Fetal Medicine (MFM) provides advanced, high-quality, patient-centred care to women with complex and high-risk pregnancies across Northern Health.

Working within a multidisciplinary team, the CMC collaborates with internal and external stakeholders to deliver coordinated, evidence-based care. The role provides clinical leadership in the assessment, triage, and management of complex pregnancies, including maternal medical conditions, preterm birth risk, pregnancy-specific disorders, and fetal complications such as anomalies and fetal growth restriction.

The CMC is responsible for coordinating care across multiple campuses and tertiary services, facilitating timely referral and escalation, and ensuring continuity of care across the patient journey.

The role also leads the development, implementation, and evaluation of antenatal policies, guidelines, and models of care, in consultation with key stakeholders. In addition, the CMC functions as a clinical expert and advisor, supporting workforce capability, education, and best practice, and contributing to research, quality improvement, and service development initiatives.

### This position is responsible for:

#### Clinical Care & Patient Management

- Provide advanced antenatal clinical care, assessment, and consultation for women with complex and high-risk pregnancies within Maternal Fetal Medicine (MFM)
- Triage and manage referrals, including providing expert advice to internal and external services
- Develop, implement, and evaluate individualised care plans in collaboration with multidisciplinary teams
- Support patients and families through complex care pathways, including invasive procedures, adverse outcomes, and pregnancy loss
- Maintain accurate and timely clinical documentation, care plans, and investigation requests within the EMR

#### Care Coordination & Service Integration

- Coordinate care across Northern Health campuses and external partners, including tertiary services
- Facilitate timely access to appropriate services, investigations, and specialist input
- Ensure continuity of care through effective communication with multidisciplinary and crossover services

- Oversee complex case management, including genetics and high-risk pregnancy cohorts

#### **Multidisciplinary Leadership & Clinical Governance**

- Lead and participate in multidisciplinary team (MDT) meetings to support care planning and decision-making for complex cases
- Contribute to clinical governance activities, including case review meetings, morbidity and mortality reviews, and specialised committees
- Provide clinical expertise, guidance, and advocacy across services to support best practice care

#### **Service Coordination & Operational Management**

- Coordinate and optimise clinic and ultrasound service delivery, including referral pathways and patient flow
- Support the organisation of specialised procedures (e.g. amniocentesis) in collaboration with internal and external providers
- Liaise with key stakeholders to ensure efficient service delivery and resource utilisation

#### **Policy Development & Clinical Practice Improvement**

- Lead the development, review, and implementation of policies, procedures, and clinical guidelines relating to high-risk pregnancy care
- Ensure alignment with current evidence-based practice, relevant standards (including NSQHS), and benchmarking against comparable services
- Conduct audits, quality reviews, and practice evaluations to identify and implement improvement opportunities
- Engage stakeholders and consumers in policy development, ensuring accessibility and health literacy considerations
- Collaborate with governance, EMR, and support services to embed policy changes into clinical workflows
- Lead dissemination, education, and evaluation of new and updated policies across relevant clinical areas

#### **Education, Training & Professional Leadership**

- Provide clinical leadership and act as a professional resource for midwifery and multidisciplinary staff
- Deliver and support education programs, teaching sessions, and clinical training across MFM and maternity services
- Support staff development in quality improvement, research, and policy activities
- Contribute to the development and review of patient education resources to support safe, informed care

#### **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.

## KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

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### Leadership:

- As per Role Statement and Responsibilities

### Strategic and Project Management Leadership:

- As per Role Statement and Responsibilities

### Organisation-Wide Contribution:

- Demonstrates commitment to organisational change
- Participate in the maintenance of records pertaining to patient throughput, bed utilization, staffing utilization and management of consumable items
- Identify and report factors causing a delay in patient admission or discharge
- Participates in and or leads in quality improvement activities on the ward and throughout the organisation
- Delivers quality, patient centred nursing care, in accordance with hospital policies and procedures
- Prioritised individualised nursing care to meet patient needs
- Function effectively as a member of the healthcare team
- Act as a clinical role model by providing the highest standard of direct patient care and service
- Accurately documents patient care in accordance with hospital policies and procedures
- Leads in the coordination of a nursing \midwifery response when a patient's condition changes
- Demonstrates sensitivity to the needs of individuals and groups
- Acts as a patient advocate ensuring the rights of individuals/groups are maintained
- Adheres to all aspects of confidentiality in regards to patients, staff and personnel
- Actively seeks advice concerning nursing care activities that are unfamiliar or new

### Diversity and Inclusion:

- Commit to the principles of Person-Centred Care and to embedding these principles in all elements of service provision
- Exhibit customer service behaviours in all interactions with internal and external customers
- Work with consumers to improve the safety and quality of services
- Support achievement of Northern Health's Cultural Responsiveness Plan
- Promote a physical and psychosocial environment which promotes the safety and wellness of staff

### Innovation and Culture Change:

- Ensure patient record management meets legal, professional and organisational standards
- Ensure patient incidents are recorded on Riskman
- Utilise patient and carer feedback to inform the delivery of patient-centred care. Promote a physical and psychosocial environment which promotes the safety and wellness of staff
- Promote a unit culture of optimism, innovation, encouragement, learning and creativity

- Ensure the vision, purpose and values of the organization is understood and integrated into daily practice

## SELECTION CRITERIA

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### Qualifications, Registrations and Qualities:

#### Essential Key Selection Criteria

- Current registration as a Registered midwife with AHPRA
- Demonstrated advanced clinical knowledge and experience in Maternal Fetal Medicine, including the management of complex and high-risk pregnancies, maternal medical conditions, fetal complications, and genetics.
- Minimum 3 years' experience as CMS or AMUM with a proven ability to provide clinical leadership and function as a consultant, offering expert advice, guidance, and decision support to midwifery and multidisciplinary teams in complex care settings.
- Extensive experience in coordinating care across multidisciplinary teams and multiple health services, including tertiary referral pathways, ensuring continuity and patient-centred care.
- Demonstrated experience in developing, implementing, and evaluating clinical policies, guidelines, and models of care, with an understanding of evidence-based practice, NSQHS standards, and participation in clinical governance and risk management activities.
- Highly developed communication and interpersonal skills, with the ability to support and advocate for women and families, deliver education and training, and build effective relationships with internal and external stakeholders.
- Highly developed organisational skills, with the ability to manage competing priorities, coordinate complex services, and contribute to efficient and effective clinical operations

#### Preferred Experience/Qualifications

- Ultrasound training and experience within midwifery scope of practice
- Current Level 3 Fetal Surveillance Education Program (FSEP) practitioner
- Demonstrated commitment to research experience in teaching and education
- Participation in perinatal morbidity and mortality meetings and clinical incident reviews

#### Knowledge, Skills and Behaviours

- Commitment to professional development
- Displays and expresses a high level of ethics in regards to patients, colleagues and the organisation
- Demonstrates skill and maturity in problem solving, negotiation and conflict resolution
- Demonstrates ability to make decisions and explain rationale
- Clearly communicate decisions to relevant parties
- Maintains confidentiality of patient
- Commitment to professional development
- Analyses own performance in accordance with position expectations. Develops goals and implements a plan to meet those goals.
- Maintains own knowledge and skills
- Undertake other duties and instructions as provided by the NUM and Head of Unit
- Seeks out and is receptive to feedback from co-workers at all levels for the purpose of growth in the role
- Well-developed written and verbal communication skills

Employee Declaration

I  have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: