

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
- 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

Position Title:	Clinical Support Midwife
Business Unit/Division:	Nursing Education/ Office of the CNMO
Award Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Classification:	RN29 0.4 EFT ongoing
Employment Type:	Permanent
Reports to:	Director Education - Nursing and Midwifery

Key Stakeholders

Program Directors
Nurse Unit Managers
Program Coordinators
Clinical Nurse Educators

Date Prepared/Updated: 16/7/2026

ROLE STATEMENT

General Role Statement:

The Clinical Support Midwife (CSM) is an important leader within the clinical and education team, and a role model of excellence in clinical practice and life-long learning. The CSM position is primarily bedside support, supervision, mentoring and coaching of staff and learners within nursing and midwifery clinical areas and programs to ensure safe and high-quality patient care. This CSM position is mainly a part of the Woman's and Children's Division who provide support to various wards/units across Northern Health (NH) campuses on an as needs basis, for the purposes of providing additional support where required and alleviating educator deficits.

This position is responsible for:

Responsible for providing direct clinical support and instruction to, and for mentoring undergraduate, postgraduate, graduate, newly appointed or less experienced Employees or any level of learners to develop high quality clinical care skills. The responsibilities of a Clinical Support Midwife is mainly within the Woman's and Children's Division but may extend various cohorts, wards and units across all campuses of NH.

This position is responsible for:

1. Teaching and Learning

- Provision of education and training that contributes to compliance of legislation and standards related to scope of practice for the Registered, Midwife and Enrolled nurse.
- Promotion of advanced critical reasoning, observation, and application of advanced assessment and data interpretation skills for clinical staff.
- Evaluates the learning environment to support the needs of the learner.
- Contributes to interprofessional education and training.

- Utilizes evidence-based clinical practice, within existing policies and procedures relevant to the area to inform realistic learning outcomes.
- Contributes to performance management of staff as directed and supported by the Clinical Midwife Educator.
- Provision of education and training that complies and contributes to accreditation readiness for NH.
- Utilises reflective practice to promote critical thinking.

2. Professional Practice in Nursing Education

- The CSM will hold a minimum of a relevant postgraduate qualification at a graduate certificate level or above (or working towards) , preferably in education and training but relevant to clinical practice.
- THE CSM will hold current registration with the Australian Health Practitioner Regulatory Agency (AHPRA) as a registered Midwife and RN.
- The CSM will hold a professional portfolio with evidence of ongoing professional development.
- Participate in associations or committees that furthers own professional development.
- Models commitment to ongoing learning.

3. Communication and Leadership

- The CSM will contribute to the advanced role through:
- Uses formal and informal communication strategies to facilitate positive trustworthy learning environment.
- Provides effective and timely feedback to staff and learners using contemporary methodology.
- Acts as mentor and coach support for developing staff.
- Maintains currency of knowledge related to information technology and digital and e learning methods for education support in the clinical area.

4. Delegation and Supervision

- Be competent in supervision and preceptorship principles and practice to support all levels of staff and learners across Northern Health (NH) to develop staff capability and competence.
- As directed and supported by the Clinical Midwife Educator, contribute to education/training programs and relevant assessments (such as formative and summative evaluation of program participants).
- Be skilled in supporting staff through bedside supervision, midwife ,nursing and coaching staff to develop skill competence.
- In conjunction with the Clinical Midwife Educator supports change related to evaluation outcomes of education delivery.
- Contribute to mandatory training compliance for all staff through provision of education and training.
- Support staff preceptorship and champion models within the clinical area.

5. Professional Accountability

- Provide direct clinical care as requested by the executive operational team in times of safety initiatives for NH workforce capability to maintain safe patient care, ratios and team nursing.
- Demonstrates knowledge and expertise in teaching and education practice.
- Have a commitment to improving the provision of safe and quality healthcare and outcomes through maintenance of current competency in own professional scope of practice.

The Clinical Support Midwife may also at times, with the support of the Clinical Midwife Educator, contribute to requested wider initiatives, such as recruiting graduate nurses/midwives or other program participants, or supporting and participating in quality and research projects.

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

Leadership:

- Positive engagement of key operational and senior management staff in operational area.
- Promote and collaborate in Interprofessional learning opportunities and education.
- Have a commitment to improving the provision of safe and quality healthcare and outcomes through maintenance of current competency in own professional scope of practice.
- Provision of education and training that contributes to compliance of legislation and standards related to scope of practice for the Midwife, Registered and Enrolled nurse/midwife.
- Acts as mentor and coach support for developing staff.

Strategic and Project Management Leadership:

- Support the Clinical Improvement Committees in delivery and implementation of improvement projects as directed by the CME
- Act as a resource person to staff in relation to the National Standards
- Participate with in-house simulation and training as required

Organisation-Wide Contribution:

- Effectively work with staff to focus the team on delivering value to the patient.

- Provision of education and training that complies and contributes to accreditation readiness for NH.
- Comply with the Australian Nursing & Midwifery Council Code of Professional Conduct for Nurses/Midwives in Australia and Code of Ethics for Nurses/Midwives in Australia, or relevant discipline Code of Conduct
- Comply with all of the By-Laws, Regulations and Policies that are in place at Northern Health from time to time, including those relating to; Privacy and Confidentiality, Occupational Health and Safety, Performance and Development Management, Harassment in the Workplace.
- Comply with all relevant Legislation.
- Contribute to wider NH strategic initiatives and change management as directed by the Director of Education – Nursing and Midwifery, such as introduction of EMR.
- Supports bedside education programs and delivery of NH strategic plan and risk register in conjunction with the program coordinators and Director of Education /CNMO of NH.

Diversity and Inclusion:

- as per AHPRA and NH policy and Code of Conduct
- Support of programmes that meet workforce diversity, inclusion and culturally specific targets as per NH plans
- Uses multiple modes of education to develop and deliver evidence-based practice in a positive learning environment to all types of learners and style of learning.
- Ensure training and education enables all staff to provide best practice care.
- Ensure that the needs of patients and carers are central to each element of training and education delivery.

Innovation and Culture Change:

- Maintains current evidence-based practice in the delivery of bedside clinical support
- Uses formal and informal communication strategies to facilitate positive trustworthy learning environment.
- Provides effective and timely feedback to staff and learners using contemporary methodology.
- Acts as mentor and coach support for developing staff.
- Maintains currency of knowledge related to information technology and digital and e learning methods for education support in the clinical area.
- Promotes positive culture in working environment through demonstration of safe kind and together values

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Current AHPRA registration as a Midwife / Dual Midwife / Registered Nurse
- Preferred Postgraduate qualification of graduate certificate or above level in relevant specialist area or working towards.
- Specialist skills related to the relevant specialty as requested. (FESP level 3)

Experience:

- 2- 3 years acute midwifery care
- Preferred: Relevant experience in clinical education and knowledge of undergraduate programs and supervision

- Preferred: Qualifications in clinical education and training

Knowledge, Skills and Behaviours:

- Current knowledge of Midwifery, Registered and Enrolled Nursing Scope of Practice and Practice Standards
- Experience in supervision, preceptorship and training
- Highly Effective communication skills
- Excellent team collaborative skills
- High level of enquiry

Employee Declaration

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

(Please print name)

Signature:

Date:

The Australian Nurse Teachers' Society. Suggested citation: Taylor, C., Mitchell, C., Foley, B., Kaneko, H., Shaw, J., & The Australian Nurse Teacher's Society. (2024). Australian Nursing Educators Professional Practice Standards, <https://www.ants.org.au/>