

Generic Role Description

Midwife

Position details

Title	Midwife	Location	
Salary range	In accordance with the current Enterprise Bargaining Agreement (EB) for Queensland Health Nurses and Midwives.	Classification	Midwife Grade 5
Division		Branch/ Work Unit	
Reports to		No. Direct Reports	
Status		Leader Profile	

Your opportunity

The Department of Health (the Department) has a diverse set of responsibilities, and a common purpose of providing highly effective health system leadership. The Department is responsible for the overall strategic leadership and direction of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

Our values

Our values are those of the Queensland public service.



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

Public health services are provided by 16 Hospital and Health Services (HHSs). Registered nurse positions are offered in all 16 HHSs, in a broad range of clinical settings.

About the role

Please note this is a generic role description for the purpose of graduate recruitment only. Upon successful interview and appointment, a role description specific to the relevant HHS and speciality will be available.

Generic Level Statement

A midwife:

- a) provides midwifery services within health service settings; and
- b) demonstrates competence in the provision of midwifery care as specified by registration requirements, Nursing and Midwifery Board of Australia standards and codes, educational preparation, relevant legislation and context of care.

Autonomy

A Midwife Grade 5 is a midwife who:

- a) Practises independently and interdependently.
- b) Assumes accountability and responsibility for own actions and delegation of care to registered nurses, enrolled nurses (ENs), , midwifery students and healthcare workers.
- c) Demonstrates evidence of increasing autonomy and exercises greater levels of professional judgement in the clinical environment as the employee moves from a beginner to an experienced practitioner.

Context

The role of the Midwife:

- Reports directly to the Midwifery Unit Manager.
- Works directly with staff within their employed unit.

Purpose

The purpose of this role is to provide contemporary evidence-based woman centred care, in collaboration with the interprofessional health care team to facilitate optimal health outcomes for the recipients of healthcare services and undertake delegated activities while assuming individual accountability for actions within the position and context of practice.

Your key responsibilities

Woman centred care

- Fulfil the responsibilities of the role in accordance with Schedule 8, *Nurses and Midwives (Queensland Health and Department of Education) Certified Agreement (EB11) 2022* – generic level statement for the Midwife Grade 5.
- Practices in accordance with the NMBA Midwife Standards for Practice.
- Provides safe and individualised quality midwifery care (social, cultural, physical, emotional, contextual and psychological).
- Develop in partnership with the woman, individualised care plans for antenatal, postnatal, and intrapartum care and may extend to women's health, reproductive and sexual health, and child and family health care.
- Engages and involves the woman's primary supports and health networks.
- Ensures evidence-based midwifery practice.

Evidence based midwifery practice

- Demonstrates and provides professional midwifery knowledge, skills, and expertise for safe and quality midwifery practice.
- Knowledge and application of contemporary midwifery practice and theory.

Collaboration

- Plans and documents care in collaboration with the woman, appropriate services and health professionals.
- Ensures the woman and her family are empowered to make decisions regarding her care.
- Demonstrates increasing confidence and competence in professional midwifery expertise.

Culturally safe midwifery practice

- Promotes equity and social inclusion.
- Respects, protects and advocates for women's rights.
- Respects, protects and advocates for upholding human rights.
- Recognises the importance of history and culture to the health and wellbeing of women and their families and promotes culturally safe care as a fundamental right for all women.
- Recognises and respects Aboriginal and/or Torres Strait Islander culture and history and considers this in their engagement and care for Aboriginal and/or Torres Strait Island women, as well as Aboriginal and/or Torres Strait Islander babies.

Midwifery education and research

- Demonstrates a commitment to further education, professional development, and ongoing learning.
- Maintains currency of mandatory competences.

Mandatory requirements

- Appointment to this position requires proof of qualification and registration with the Nursing and Midwifery Board of Australia (NMBA) as a Midwife. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of employment.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment (Health Employment Directive No. 01/16):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

Additional information

- This position may require you to work continuous shift rotations and weekend work as per organisational business requirements. Midwives working in Midwifery Continuity of Carer models work do not work shifts, rather work on a 24-hour on call basis.
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment.
- Health care workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- On appointment to Queensland Health employees may be required to undertake a period of probation appropriate to the appointment.
- All relevant health professionals, who during their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Queensland Health aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.
- Queensland Health values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees

must show respect for each other, visitors, the public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying.

- We are committed to building inclusive cultures in the Queensland public sector that respect and promote human rights and diversity. We encourage everyone to apply for our advertised roles, irrespective of gender, ethnicity, age, language, sexual orientation, and disability or family responsibilities. We recognise the value of diverse backgrounds, experiences and perspectives.

How to apply

Applications for the Queensland Health Graduate Nursing and Midwifery Program must be submitted through the Queensland Government Nursing and Midwifery Graduate Portal at: [Qld Health Nursing and Midwifery graduate program](#).