



Position Description

Position Title:	Midwife - Koori Maternity Service (KMS)
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Location: Gunditjmara Primary Health Care Services - 3 Banyan Street, Warrnambool

Pay Rate / Award Nurses Award 2010. Classification level 3. Generous above award rate of pay.

Term of Contract: Full-time employment, subject to funding

Reports to: Manager, Primary Health Care Services

Historical Background

The Gunditjmara Nation starts at the South Australian border then goes to the foothills of the Grampians, to Pirron Yallock and Gellibrand; this covers the coastlines within these areas. There are many tribes within the Gunditjmara Nation. Each tribe had their own identity, which was knowing where their boundary lines were on country. These were often recognised by creeks, rivers and small hills.

Gunditjmara people established permanent settlements thousands of years ago, revealing a deep, enduring connection to the land. The Gunditjmara people used the land's natural topography and features to establish permanent settlements and villages along the lava flow near creeks and lakes.

Gunditjmara people gathered food including eels from the rivers and shellfish from the ocean. Places such as Lake Condah, Tower Hill, Budj Bim, Deen Maar and the Framlingham Mission areas all significant cultural sites for Gunditjmara people, that tells the story of our ancestor's way of life, culture and history.

Incorporated in 1982, Gunditjmara Aboriginal Cooperative is an Aboriginal Community Controlled Organisation (ACCO) that provides a range of holistic community health and social support programs, principally to the Aboriginal community and other residents in Warrnambool and outlying areas. We work in close partnership with local government, other health service providers including other Aboriginal Community Controlled Organisations in the Western District of Victoria, liaising regularly on the provision of health

service and social welfare and community support programs.

Overview of the Position

The Midwife is responsible for the provision of antenatal and postnatal care for women and/or their babies who identify as Aboriginal and/or Torres Strait Islander. The Gunditjmarra Koori Maternity Service provides care for Aboriginal families residing in the five local government areas comprising Warrnambool City Council, Moyne, Glenelg, Southern Grampians and Corangamite. This includes outreach to women at the following ACCHO's: Gunditjmarra (Warrnambool), Winda-Mara (Heywood & Hamilton), Dhauwurd Wurrung Elderly & Community Health (Portland) and Kirrae Health (Purnim). The midwife will be working autonomously and within a multidisciplinary team to provide the best possible care for Aboriginal women, children and families.

Key Responsibilities

Direct Service Delivery

- Ensure a transfer of professional knowledge and skills to Aboriginal Health Workers / Practitioners, within their scope of practice
- Provide antenatal and postnatal clinical care to KMS clients within the program guidelines
- Alongside the Aboriginal Health Worker visit women at home and in hospital before and after the birth of their child and act as an advocate between mainstream services and the client as required. Provide labour and birth support where requested by the client.
- Develop and maintain a Koori Midwifery Shared Care service between Gunditjmarra Aboriginal Cooperative and maternity hospitals including Warrnambool, Hamilton, Portland, Terang and Camperdown birth units and Timboon (non-birthing maternity unit).
- Undertake appropriate action according to the outcomes of assessment, which may include:
 - providing cultural information to the family as required
 - liaising with and referring to programs and outside agencies as required
- Participate in outreach programs including home visits with the local Aboriginal Health Worker/Practitioner Cultural Care Co-ordinators.

Health Promotion and Development

- In conjunction with the Aboriginal Health Worker plan, deliver and participate in culturally safe antenatal, labour, birth and post-natal education, including provision of resources.
- Participate in the initiation and implementation of general community education programs as required with the Aboriginal Health Worker
- In conjunction with the Aboriginal Health Worker educate women in both formal and informal settings in a culturally sensitive manner around the issues of healthy pregnancy, childbirth and breastfeeding

- Provide health promotion and health education for pregnant women and their families, both 1:1 and also in groups i.e.: antenatal and postnatal classes
- In consultation with Manager / Health workers research, develop and implement a service model according to the expressed and perceived needs of the community within the existing resources allocation to the program
- Participate in community networks related to maternity programs

General Duties

- Maintain accurate and confidential records and statistics of daily activities, mother / family profiles and other documents which will be required for submitting and reporting on funding
- Ensure all contact information is entered into the data system
- Understand and promote the philosophy of Gunditjmara Aboriginal Cooperative
- Other relevant duties as requested by the Manager, Primary Health Services such as active responsibility in patient recalls and reminders for contraception

Other Duties

- Participate in a six monthly (post employment) and then annual performance reviews with the Manager, Primary Health Services, and develop a workplan for the next twelve month period
- Maintain strict confidentiality in all matters pertaining to clients / staff / members of Gunditjmara Aboriginal Cooperative
- Take all reasonable care to ensure personal safety and the safety of others in the workplace and participate in safety programs, as required
- Participate in and attend Gunditjmara organisational meetings as directed by the Manager, Primary Health Services
- Be accountable for the effective and efficient achievement of the key responsibilities of the position.
- Be familiar with and abide by the Gunditjmara policies and procedures including Occupational Health and Safety and the Code of Conduct
- Participate in the Continuous Quality Improvement and Risk Management programmes, and promote compliance with legislation and Gunditjmara policies
- Participate in Gunditjmara Aboriginal cultural awareness training
- Assist with and support internal and external audit processes
- Contribute to monthly newsletter as required
- Provide regular reports on the activities and outcomes of work undertaken, including internal reporting requirements.
- Undertake professional development to increase skills and knowledge
- Other duties as directed by the Manager, Primary Health Services

Essential Skills, Knowledge, Qualifications and Experience

- Understanding and commitment to Aboriginal health, Aboriginal culture, and the philosophy and practice of Aboriginal Community Control
- Ability to work with Aboriginal organisations, communities and individuals in culturally appropriate ways
- A qualified Registered Nurse in the State of Victoria with midwifery endorsement
- Demonstrated ability to operate in a clinical setting and provide antenatal and postnatal health care
- Demonstrated knowledge and understanding and practical application on a range of child rearing practices and values
- Ability to work with and impart knowledge to Aboriginal Health Workers
- Intermediate level computer and written communication skills
- The ability to explain medical procedures and terms in plain English and communicate effectively with pregnant women, their partners and families
- Demonstrated ability to respond effectively and flexibly to families with high needs
- Knowledge of and commitment to occupational health & safety legislation

Desirable Characteristics

Previous experience working in an Aboriginal / Torres Strait Island organisation.

Child Safety

Gunditjmara is a Child Safe Organisation and is committed to the safety of children and protecting children from abuse. Pre-employment checks include:

- undergo and attain a satisfactory police check
- be in possession of a current Working With Children Check card
- be able to attain two satisfactory employment references including, attesting to your suitability to work with Aboriginal and non-Aboriginal children

Other Position Related Information

- A current Victorian drivers licence is required
- Immunisation status and current indemnity insurance certificate is required

Guidelines for Submitting Applications

Application deadline is Sunday 7 October 2018. Specific queries about the position should be directed to Julieanne Crow, Manager Primary Health Care Services, julianne.crow@gunditjmara.org.au 0438 606 072. Other queries and applications to Susan Kay, HR Coordinator: susan.kay@gunditjmara.org.au. Applications must include your resume, a covering letter and how you meet the essential skills, knowledge, qualifications and experience of the position.

Gunditjmara reserves the right to revise the above position description in keeping with the changing needs of the South West Aboriginal Health Partnership