

Position Description

Position Title:	Clinical Midwife/Nurse Consultant Grade 5 – Perinatal Emotional Health Service
Agreement Classification & Salary Range:	Clinical Midwife Consultant (Fixed Term till end of June 2026) 0.8 EFT (four days per week)
Agreement Name:	Nursing and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement (2024-2028)
Position Reports to:	Operational Report: Team Leader, Perinatal Emotional Health Service Clinical Line Report: Team Consultant, Perinatal Health Service
Last updated:	October 2025

Position background

In 2017, the Department of Health provided Eastern Health's Mental Health & Wellbeing Service with funding to establish a Perinatal Emotional Health Service (PEHS), comprising a specialist mental health team, including consultant psychiatrists, psychiatric registrars, senior mental health clinicians and clinical midwives working in close collaboration with Eastern Health Antenatal clinics at Box Hill Hospital, Angliss Hospital and Yarra Ranges Health, Primary Health and Maternal and Child Health Services, to provide assessment, clinical case management, treatment and consultation to referred women and their families.

Following the recommendations from the Royal Commission, the PEHS has been funded to expand the service to provide a more streamlined pathway for perinatal mental health assessment and treatment to vulnerable populations such as Aboriginal and Refugee/Asylum Seeker women and their families who may benefit from culturally sensitive and safe mental health support in the perinatal period.

To support this, an Aboriginal identified role, the Clinical Midwife position, has been established. This role will provide referred women of Aboriginal background with focused cultural, and social support regarding perinatal health within the antenatal period and up to twelve months postnatally. A key focus of the role will be to support the PEHS to provide accessible, culturally safe care to women and their families.

Position purpose

The purpose of this Clinical Midwife is to support:

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- Identification and engagement of women of Aboriginal women who are experiencing perinatal emotional health concerns
- Provide consultation and support to the PEHS team to deliver culturally safe perinatal emotional health services
- Support the establishment of a referral pathway to PEHS for Aboriginal women experiencing perinatal emotional health concerns, including the engagement with Community organisations in the Eastern region.
- Identifying and engaging with Community organisations in the eastern region to help develop referral pathways for Aboriginal women experiencing perinatal emotional health concerns.
- Provide culturally safe assessment, and support Aboriginal women experiencing perinatal mental health difficulties in both an in-reach and outreach capacity
- Close collaboration and co-location with health services, such as Maternal and Child Health Services, to reduce stigma, overcome barriers to access and improve access to mental health care in the perinatal period.
- Identify pathways in the community and NGOs for primary and secondary consultation to support Aboriginal women their families in the perinatal phase and build effective partnerships that promote Aboriginal women's, children's and family health, through building close relationships with the Aboriginal Health Team and engagement in the Eastern Health Closing the Gap Women and Children Sub-Committee

The role while based at Box Hill, will require outreach and travel to other sites across the Eastern region.

The role will be operationally responsible to the Team Leader of the Perinatal and Emotional Health Service, with clinical governance provided by the teams' Consultant Psychiatrist.

The role will work closely with the Koori Mental Health Liaison Officer, Infant Child and Youth Mental Health Service and other designated Aboriginal roles within the Mental Health & Wellbeing Program and will be further supported by Eastern Health's Aboriginal Hospital Liaison Officer (AHLO) Team.

Qualifications

Clinical Midwife/Nurse Consultant – registration with APRHA

Qualifications in Maternal and Child Health, and Psychiatric Nursing Desirable



Major duties and/or responsibilities

Provision of a full range of clinical services to referred women in the perinatal period including:

- Screening assessment for Aboriginal women in the perinatal stage and antenatal stage.
- Provide cultural support to the PEHS team to help improve the care of Aboriginal women within the PEHS service
- Identify and develop partnerships with organizations that assist Aboriginal women to help facilitate referrals
- Work in partnership with case managers to help engage Aboriginal women, and provide a high quality service
- Primary and secondary consultations to key stakeholders including to Eastern Health maternity services and Maternal and Child health services within the Eastern Region with the two-fold aim of identifying, and ensuring appropriate referral pathways for Aboriginal women with perinatal mental health concerns. Also to support capacity building health professionals and services to identify and work with women with mental health concerns in the perinatal period.
- Support the implementation of universal mental health screening for women presenting to maternity services
- Contribute to the identification of service gaps and systemic issues that impact upon service access for Aboriginal consumers and the community, and support the implementation of strategies to address identified gaps.
- Complete required clinical documentation and meet key performance indicator's Participate in the program evaluation of the PEHS and service improvement initiatives

Key Selection Criteria

Essential Selection criteria:

- Registered as a Nurse/or midwife with the Australia Health Practitioner Regulation Authority
- Be of Aboriginal and/or Torres Strait Islander descent and be accepted by the Aboriginal community.
- Demonstrated knowledge and understanding of Aboriginal communities
- Ability to work effectively with the local Aboriginal community and mainstream services.
- Understanding of the requirements for confidentiality of persons who are, or have been, receiving Mental Health Services.
- Substantive clinical experience in public mental health, Aboriginal health and healing services and particular experience and skills in the practice of collaborative community-oriented



practice. This includes mental health assessment, clinical risk assessment, evidence-based interventions and support, and consultation with women in the perinatal period and their families/carers as well as broader systemic and community interventions.

- Experience and knowledge in providing culturally sensitive, trauma informed mental health care.
- Ability to address risk relating to family violence, complete MARAMs and liaise with Child Protection where there are protective concerns for an infant of a PEHS patient.
- Demonstrated experience and understanding of culturally sensitive practice to Aboriginal women and their families.
- Incumbent is able to support cultural safety and consultation for PEHS team clinicians.
- Demonstrated experience in the provision of specialist primary and secondary consultation, advice and support to maternal child health, primary health and/ or community health regarding the care of, and intervention with aboriginal consumers with mental health difficulties.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with women in the perinatal period.
- Experience in the delivery of family and systemic interventions.
- Demonstrated experience in the use and provision of clinical supervision
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills
- Ability to develop and promote internal relationships, interagency relationships and ensure timely and accurate information sharing between services with shared consumers.
- High level of computer skills related to word processing, record keeping, data analysis and communication
- Ability to work to defined timelines, meeting KPIs and completion of projects on time
- Current Victorian driver's licence
- Incumbent required to undergo a National Criminal History Check
- Incumbent required to hold a current Working with Children Check valid for employment purposes
- An understanding into Eastern Health's values and a commitment to achieving these
- Incumbent is required to complete Ilearn training every 12 months
- Incumbent is required to complete MARAM training and have an understanding of the MARAM framework

Desirable Selection criteria:

- Experience in perinatal emotional health service provision
- Post-Graduate qualifications in Mental Health, for example, Family Therapy, Infant Mental Health
- Interest or experience in research or program evaluation

Eastern Health's promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Read more about Eastern Health's strategic goals here - [Working Together Towards 2025](#)

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click [here](#).

Aboriginal and Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

To support you to complete your application, a Job Application Pack is available at www.easternhealth.org.au/services/aboriginal-health/.



Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 200 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring and improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013

For more information about Quality and Safety please click [here](#) or for Staff Wellbeing please click [here](#).

Final note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Application Support

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If you require particular supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2 for support).

Candidate statement:

I _____ (Candidate Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

