

# Eastern Health

II

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Midwife/Nurse Consultant Grade 5/ Grade 4 Registered Psychiatric Nurse, PEHS, Casual
<b>Award Classification:</b>	Registered Psychiatric Nurse OR Clinical Midwife/Nurse Consultant
<b>Award / Agreement Name:</b>	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 Victorian Public Mental Health Services Enterprise Agreement 2024-2028
<b>Position Reports to:</b>	Operationally: Perinatal Emotional Health Service Team Leader Professionally: APD ICYMHS

### EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



## 1. POSITION PURPOSE

The Infant Child and Youth Mental Health Service (ICYMHS) at Eastern Health operates four community teams located throughout the catchment, five specialist teams and an Adolescent inpatient psychiatric unit and the Perinatal Emotional Health Service (PEHS). PEHS is a specialised multidisciplinary mental health team with a Team Leader, Consultant Psychiatrists, Senior Psychiatric Registrars, senior mental health clinicians and clinical midwife consultants.

The team provides:

- Improved identification of pregnant women requiring a mental health assessment or intervention in the antenatal period and postnatal period up to the infant's first birthday
- Improved referral and treatment pathways between services supporting women who are pregnant, new parents and community and clinical mental health services
- Provision of accessible mental health assessment and treatment for identified women and their infant(s) and family
- Management and treatment of the negative impacts on maternal and infant outcomes associated with mental illness
- Strengthened capacity of the health workforce to support women with or at risk of perinatal mental illness and their families.

The purpose of the Clinical Midwife/Nurse Consultant role is:

- Provision of assertive follow up of women identified as at risk of, or experiencing perinatal mental health problems
- Follow up of screening of identified women when referred by midwives or maternal and child health nurses about perinatal mental health concerns.
- Coordination of referrals to existing services, including advocacy on the woman's behalf to ensure a timely response
- Provision of secondary consultation to healthcare workers about perinatal mental health, including midwives and maternal and child health nurses in the identification of, and management of mental health problems in the perinatal period
- Liaison with other healthcare providers aiming for an improved transition between antenatal and postnatal care
- Some co-location at Box Hill and Angliss hospitals to reduce stigma and improve access to mental health care as routine in the perinatal period
- Take on leadership duties in absence of Team Leader

The position is supported by clinical and operational supervision, ongoing professional development, and active participation in team and service planning and development. The CM/NC will report directly to the PEHS Team Leader, who in turn reports to the Operations Manager for operational management and financial governance.

## 2. MAJOR DUTIES AND/OR RESPONSIBILITIES

The PEHS Clinical Midwife/Nurse Consultant (CM/NC) will possess an authoritative knowledge of the specific perinatal mental and emotional health area of expertise and a deep tacit understanding across the area of practice.

The CM/NC will be the main interface between the Women & Children's (W&C) Program and the Perinatal Emotional Health Service, which is interdisciplinary in profile. The CM/NC will work collaboratively with the PEHS Team Leader and PEHS Consultant to improve screening and referral processes and provide an oversight for clinical quality and risk for women with perinatal emotional/mental health issues receiving antenatal and postnatal care at EH.

The CM/NC will influence and contribute to improving clinical services for women with perinatal emotional/mental health issues and their families by developing, applying and promoting appropriate and

innovative models of care across all EH sites. The CM/NC acts as a clinical midwifery resource and clinical advisor on women with perinatal emotional/mental health issues, to the specific clinical teams and wider Eastern Health service providers.

The CM/NC will provide education and professional development opportunities and be part of team planning and development activities within the Women & Children's program. The CM/NC will also undertake related projects and research and develop activities to meet clinical midwifery needs in assessing and referring women with perinatal emotional health issues.

The CM/NC will work within the professional standards, codes and behaviours that are legislated through the Nursing & Midwifery Board of Australia (NMBA), other relevant professional bodies and in line with Eastern Health Policy, Standards and Practice Guidelines.

### **3. SAFE PRACTICE AND ENVIRONMENT**

#### **Occupational Health and Safety**

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

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 Compensations (WIRC) Act 2013.

### **4. TRAINING AND DEVELOPMENT**

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

### **5. QUALITY**

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

### **6. CONFIDENTIALITY**

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

## **7. EQUAL EMPLOYMENT OPPORTUNITY**

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

## **8. PERFORMANCE DEVELOPMENT**

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

## **9. 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.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

## **10. ATTACHMENTS**

- Attachment 1 Key Selection Criteria

## **11. 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.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager

**INCUMBENT STATEMENT**

*I \_\_\_\_\_ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

**Essential**

- Midwifery/Psychiatric Nursing:

Registered as a Midwife/Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

A minimum of 4-5 years' experience in clinical midwifery/mental health settings.

**Desirable**

- 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

**Knowledge and Skills:**

- Substantive clinical experience, 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 consultation with women in the perinatal period and their families/carers as well as broader systemic and community interventions.
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and

Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.”

- Experience in providing culturally sensitive, trauma informed mental health care.
- Ability to address risk relating to family violence, and liaise with Child Protection where there are protective concerns for an infant of a PEHS consumer.
- Demonstrated experience in the provision of specialist primary and secondary consultation, advice and support to primary health and community health regarding the care of, and intervention with 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 ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills
- Willingness to be part of senior leadership in the team such as acting as Team Leader when required
- Promote strong 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
- Sets high performance standards for self and others
- 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

### **Aboriginal & 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](mailto:Aboriginal.Workforce@easternhealth.org.au)*

