

## Maternal Child Health Nurse

### EMPLOYMENT STATUSES

<b>Status</b>	Part time	<b>Award</b>	Nurses Award 2010
<b>Hours per week</b>	0.6efft	<b>Classification</b>	As per contract
<b>Length of Term</b>	Fixed Term	<b>Salary</b>	As per contract
<b>Reports to</b>	Director of Primary Care	<b>Additional Benefits</b>	Access to Salary Packaging
<b>Secondary Report</b>	Executive Director	<b>PD Review Date</b>	12 months (19.10.2021)

### ORGANISATIONAL CONTEXT



The Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National Aboriginal Community Controlled Health Organisation).



BDAC was founded to represent and provide services to the Dja Dja Wurrung community (Jaara people) and Aboriginal residents living in the Dja Dja Wurrung boundaries. BDAC has a responsibility to ensure growth of services, development of our Aboriginal community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing employment and career pathways for Aboriginal people.

### LOCAL WORK ENVIRONMENT

Bendigo and District Aboriginal Co-operative provides a range of specialist services for clients based primarily in the Dja Dja Wurrung including Health and Wellbeing services, Family and Community Services and Corporate services.

### POSITION OBJECTIVE

The Aboriginal Maternal and Child Health service (MCH) program is a new program aimed at improving outcomes for Aboriginal Women and their families. The role of the Nurse is to identify problems and support Aboriginal women during pregnancy and early in the child's development, offer general advice and pursue opportunities for health promotion and prevention. The Nurse also needs to provide effective intervention for vulnerable and at-risk mothers. The Nurse in the (MCH) program should establish good relationships with the other service providers of care for families, particularly midwifery services during the antenatal period.

### BDAC'S VISION AND CORE VALUES

***"Empowered generations belonging to strong families, culture and community"***

#### **LEAD**

We are committed to lead as an individual, team and organisation in order to achieve positive health and wellbeing outcomes for our community.

<b><u>OPENNESS</u></b>	We will be accountable and remain transparent in the delivery of our service to clients, visitors, and staff.
<b><u>RESPECT</u></b>	We treat one another with honesty, integrity, respect, and value everyone's opinion and feedback.
<b><u>EXCELLENCE</u></b>	We strive for excellence in our programs and services so that we can support positive health and wellbeing outcomes for our community.

<b>KEY POSITION RESPONSIBILITIES</b>	
<b>Primary Responsibilities</b>	<ul style="list-style-type: none"> <li>• Support the mother's journey through pregnancy, providing antenatal care through a shared care model with Bendigo Health.</li> <li>• Liaise with City of Greater Bendigo to ensure that all new births receive an initial home visit that is culturally safe.</li> <li>• Foster positive parenting skills: support the family to establish supportive relationships in their community; mentor maternal-infant bonding and attachment; and provide health education.</li> <li>• Guided by a strengths-based approach, support and enable the mother and family to enhance their coping skills, problem solving skills and ability to mobilize resources.</li> <li>• Monitor, assess and promote the health, growth, development, and social skills of young children 0 - 6 years including physical, social/emotional, and intellectual status. This will be achieved by following the competencies, guidelines and frameworks of funding and profession specific agencies.</li> <li>• Utilise evidence-based screening tools to assess and manage risk of client psychosocial health and family wellbeing.</li> <li>• Assist parents or carers in identifying special needs, refer to appropriate agencies as necessary, while working collaboratively to support ongoing care.</li> <li>• Liaise with Bendigo Health, City of Greater Bendigo &amp; Child Protection Agencies where necessary</li> <li>• Work with Director of Primary Care to develop policies and procedures for the newly established MCH program at BDAC</li> <li>• Participate in cultural safety as well as assist and participate in staff induction and orientation.</li> <li>• Regularly record all activity on patient information system.</li> <li>• Other duties as directed, such as maintaining supplies and resources.</li> </ul>
<b>Administration &amp; Compliance</b>	<ul style="list-style-type: none"> <li>• Model and abide by BDAC Values, Code of Conduct and Policy and Procedures.</li> <li>• Participate actively in and facilitate supervision and professional development activities.</li> <li>• Ensure that you participate in team meetings, staff meetings and other community activities as requested.</li> <li>• Ensure that you adhere to legislative requirements.</li> <li>• Ensure that you report any risks identified immediately to your line manager.</li> <li>• Participate within the team to ensure performance against expectations including performance management and staff development, in accordance with BDAC's policies and procedures.</li> <li>• Ensure that all staff are provided with and operate in a safe environment in accordance with BDAC'S OHS policies and procedures.</li> </ul>

- Participate in Continuous Quality Improvement (CQI) activities.

### COMMITMENT TO SAFETY

- All children have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse, and abiding by the Child Safety Principles.
- BDAC is committed to the health and wellbeing of its employees and stakeholders.
- BDAC has a zero tolerance to all forms of violence.

### KEY SELECTION CRITERIA

- Demonstrated Maternal Child Health experience – 2 years minimum.
- Demonstrated understanding of issues pertaining to Aboriginal Maternal & Child health Care.
- Experience working in partnership with vulnerable families and knowledge of the social determinants of Aboriginal health.
- Willingness to take cultural advice from Aboriginal community members, Aboriginal Health Practitioners (AHP's) and other indigenous community outreach team members.
- Demonstrated ability to work autonomously, demonstrating efficient time management skills.
- Demonstrated experience in the use of computers and data collection programs.
- Commitment to undertake professional development and complete training requirements to work within the MCH Program.
- Demonstrated advanced written and verbal communication skills.

### Preferred / Mandatory Education, Training and/or Competencies

- Registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a Midwife.
- Hold a Post Graduate qualification and experience in Maternal, Child and Family Health.

### Desirable:

- Experience working within an Aboriginal Health Service
- Experience within an Enhanced Maternal Child Health program.

### CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass & provide copy of Working with Children's Check.
- Must hold current full Victorian Drivers Licence and provide a copy.
- If the position is for a role specifically to provide disability services (or work that involves regular direct contact with or access to a person with a disability), BDAC will check the prospective employee against the Disability Worker Exclusion List.

### EMPLOYEE STATEMENT

**I have read, understood and accepted the above position description of the Maternal Child Health Nurse.**

**EMPLOYEE NAME:** .....

**SIGNATURE:** .....

**DATE:** ...../...../.....