



## Position Description

**Position Title:** Koori Maternity Service Nurse

**Location:** 135 Kepler Street, Warrnambool

**Award / Classification:** Level 3, Nurses Award 2010

**Reports To:** Team Leader, Child, Youth and Family Services

**Hours of Work:** Full-time - 0.8 FTE Midwife – KMS and 0.2 FTE Maternal Child Health Nurse (MCHN), subject to funding

### **Historical Background**

The Gunditjmara Nation starts at the South Australian border then goes to the foothills of the Grampians, to Piron 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.

### **Organisational background**

Incorporated in 1982, Gunditjmara Aboriginal Cooperative is an Aboriginal Community Controlled Health Organisation (ACCHO) 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 and other health service providers including other Aboriginal Community Controlled Organisations in the

Western District of Victoria, liaising regularly on the provision of primary health service and community services.

### **Overview of the Position**

The Koori Maternity Service Nurse role 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 Gunditjmara Koori Maternity Service provides care for Aboriginal families residing in the five local government areas comprising Warrnambool City Council and the Moyne, Glenelg, Southern Grampians and Corangamite Shires. This includes outreach to women at the following ACCHO's: Gunditjmara (Warrnambool), Winda-Mara (Heywood & Hamilton), Dhauwurd Wurrung Elderly & Community Health (Portland) and Kirrae Health (Purnim). This position will be working autonomously and within a multidisciplinary team to provide the best possible care for Aboriginal women, children and families.

The Maternal Child Health Nurse role is located in our offices at 135 Kepler Street, Warrnambool.

### **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 and the Maternal Child Health Nurse scope of practice
- 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 within working hours
- Develop and maintain a Koori Midwifery Shared Care service between Gunditjmara 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 Coordinators

#### **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 in groups i.e. antenatal and postnatal classes
- In consultation with the Team Leader, Child, Youth and Family Services and / or Health workers research, develop and implement a strength based culturally driven interdisciplinary 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

#### **Administration**

- 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 required data systems in a timely manner
- Understand and promote the philosophy of Gunditjmara Aboriginal Cooperative
- Clinical supervision with external providers
- Direct line management supervision with Team Leader, Child, Youth and Family Services

#### **Maternal Child Health Nurse components**

- Promote immunisation in accordance with NHMRC guidelines
- Promote, support and encourage mothers with breast-feeding
- Recognize and enhance the role of fathers and significant others for the well-being of the family
- Address parental needs and concerns by providing timely and appropriate non-judgmental advice on common health, developmental and behavior problems
- Provide additional support to families at critical stages of development such as: birth of first child, toddlerhood, mother returning to work, separation or divorce, transition to school and bereavement
- Facilitate continuity of care and referrals within both the existing Gunditjmara program and external stakeholders as required
- Other duties as required to meet service demand to ensure the capacity to flexibly respond to needs of the service and community

#### **Other Duties**

- Participate in a six monthly (post-employment) and then annual performance reviews with the Team Leader, Child, Youth and Family Services and develop a work plan for the next twelve months period
- Participate in and attend Gunditjmara organisational meetings as directed by the Manager, Child, Youth and Family 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, the Code of Conduct and Child Safety policy
- Participate in the Continuous Quality Improvement and Risk Management programs, 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 relevant duties within the scope of this role, as directed by the Manager and Team Leader, Child, Youth and Family 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
- Be a qualified Registered Nurse in the State of Victoria with midwifery or maternal child health 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 Islander 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 Victorian Working With Children Check card
- be able to attain two satisfactory employment references that attest 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 28 February 2021. Specific queries about the position should be directed to Skye Munro, Manager, Child, Youth and Family Services on 5559 1234. Queries and applications to Elizabeth Pinson, People and Wellbeing Officer, 0467 777 396. Applications must include **your resume, 2 references, a covering letter and how you meet the knowledge, skills and aptitude required of the position** (see above).