

Position Title: Birth Suite Safety Culture Pilot Project Midwife

Campus: All

Directorate: Operations

Department: Women & Children

Reporting to: Manager, Clinical Innovation and Development

Appointment Terms/Conditions:

Classification and Code: CAPR 3 Clinical Nurse Consultant A (or Allied Health Equivalent) depending on years of experience as a Midwife

Enterprise Agreement: Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Project Officer Midwife supports the Project Lead to implement and evaluate the Safer Care Victoria Birth Suite Safety Culture Pilot at Grampians Health. The role contributes to the delivery of the 12-month pilot (March 2026–March 2027) by coordinating implementation of project activities, supporting staff engagement, and assisting with the collection and evaluation of safety culture data within the Birth Suite.

Working under the guidance of the Project Lead, Director of Women's and Children's Services and Patient Experience, and Senior Midwifery Officer, the role supports the integration of initiatives that strengthen safety culture, staff collaboration, and consumer-centred maternity care.

KEY ACCOUNTABILITIES

- Support implementation of the Safer Care Victoria Birth Suite Safety Culture Pilot within the local maternity service.
- Coordinate project activities including staff engagement, education sessions, and communication related to the pilot.
- Assist with the collection and coordination of safety culture surveys, focus groups, and other evaluation activities.
- Support Co-Design and staff engagement processes to identify opportunities to strengthen safety culture and teamwork within the Birth Suite.
- Maintain project documentation, communication materials, and progress reporting.
- Coordinate and participate in project meetings, providing updates and identifying emerging issues.
- Assist with monitoring improvement activities and contributing to pilot evaluation outcomes.
- Build and maintain collaborative relationships with maternity staff, leadership, consumers, and Safer Care Victoria partners.

KEY SELECTION CRITERIA

Essential

- Current AHPRA registration as a Registered Midwife.
- Experience contributing to quality improvement, change initiatives, or service development within maternity services.
- Understanding of contemporary maternity care and safety culture in healthcare environments.
- Strong communication skills across verbal, written, and digital platforms.
- Ability to work both independently and collaboratively within multidisciplinary maternity teams.
- Experience supporting staff engagement, education activities, or Co-Design processes.
- Demonstrated accountability, initiative, adaptability, and ability to meet project deadlines.
- Ability to establish and maintain positive, effective working relationships with clinical teams and stakeholders.
- Willingness and ability to travel between relevant Grampians Health maternity sites where required.

Desirable

- Familiarity with health service safety and quality standards and frameworks, including NSQHS standards.
- Understanding of maternity governance, safety culture initiatives, and improvement frameworks used within Victorian public health services.

- Knowledge of health service improvement methodologies and frameworks including those from the Institute for Healthcare Improvement (IHI) and Safer Care Victoria (SCV).

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- 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.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.