INTRODUCTION

The Curtin Careers Centre, working closely with employers and the university community, sources, develops and delivers career development programs and resources. The purpose of these professional and personal development learning opportunities is to facilitate successful career transitions; especially study to employment and further study and to enhance students’ ability to develop lifelong skills in managing their careers. The Careers Centre also provides accurate, current authoritative labour market and graduate recruitment information focusing on society’s needs and aspirations.

The Careers Centre team has written a series of occupation career booklets to enable tertiary students to consider their chosen field in more depth including information on the current labour market, associated professional associations, pertinent job seeking avenues and samples of relevant and related positions.

Whilst students are actively seeking information about a particular field they need also be aware of recruitment and selection methods and the need to develop strategies to be competitive in their field at graduate entry level.

Self-assessment is an essential component of job seeking i.e. a student needs to be fully aware of their interests, skills, attributes and capabilities to be able to convey this on paper (job application documents) and in person (networking/interviewing/promotion).

The purpose of this occupational booklet is twofold. It will assist students to develop knowledge of trends in employment and current opportunities and to identify existing skills and attributes required to successfully pursue a career in this field.

A student may not be aware that whilst using this resource that they are involved in Career Development Learning (CDL). CDL assists students to develop Self Awareness, to Identify Opportunities, to learn how to Make Decisions, to Manage Transition from university and incorporate Lifelong Learning.

This involves Curtin students working with the Curtin Careers Centre towards the attainment of required skills and knowledge at a tertiary level to successfully manage the changing contexts of life; incorporating:

- Personal Management
- Learning and Work Exploration
- Career Building

The Careers Centre hopes you find this a useful resource.
A CHOSEN CAREER IN MIDWIFERY

Making the decision to become a Midwife and you are choosing to make a positive and lasting contribution to the provision of care of women during and after both pregnancy and birth.

Midwives have always performed a vital role in our community and are highly valued for the range and extent of skills and knowledge they possess in fulfilling their duties. Through the varied duties of care and advocacy, midwives enhance the lives of women. Midwives work within teams of skilled health professionals, supporting one another and adapting their abilities and expertise to reflect continuing advances in health service provision and midwifery.

Careers in Midwifery are rewarding and challenging, providing widespread opportunities to work in many areas in hospitals, within the community, in universities and overseas, while offering unparalleled job security. Midwives are constantly in demand, both within Australia and overseas. The portability of Midwifery offers the choice of where, when and what type of work to do.

Midwifery is a well-paid profession and with allowances for shift work, there is the opportunity to earn even more. Salaries depend on the state, territory or country in which a Midwife is practising, although the starting salary for a Registered Midwife is in line with starting salaries for other professions, such as teachers and physiotherapists.

Varied working hours with the flexibility of shift work means that Midwives can choose to work part-time, allowing them to have a career that will accommodate family and other commitments, such as further study, sport, recreation, farm or business responsibilities. Increasingly, Midwives in Australia and overseas are providing continuity of care to women, right through pregnancy, labour and birth and the postnatal period.

All Registered Midwives are required to complete a Bachelor of Science (Midwifery) or there is the opportunity to pursue further study in Midwifery after completing a nursing degree.

This vast range of choice within the health and allied industries means that there is an interesting career path to suit every person attracted to Midwifery in the 21st century. Imagine a world without Midwives and you will realise how critically important they are to the provision of health services in our society (Graduate Careers Australia, 2010).

Midwives carry out the following task and duties as part of their role.

- Providing advice and support during pre-conception, intrapartum, antenatal and postnatal periods in partnership with women
- Providing care and management of pregnancy and birth
- Assessing progress and recognizing warning signs of abnormal and potentially abnormal pregnancies requiring referral to an Obstetrician
- Monitoring the condition of women and fetuses during pregnancy and throughout labour
- Conducting health education classes and seminars to promote the health of mothers and babies such as reproductive health, antenatal education, preparation for parenthood and breastfeeding
- Providing advice on nutrition, childcare and family planning (DEEWR Job Outlook Australia, 2009).
WHAT ELSE HAS MY DEGREE TAUGHT ME?

Not sure of what you are capable of tackling in the workplace with your degree?

Curtin University policy on graduate attributes outlines the graduate attributes that a student is expected to develop while studying at Curtin in conjunction with specialist discipline knowledge. Not sure what that means? Graduate Attributes are the ‘qualities, skills and understandings a university community agrees its students should develop during their time with the institution. These attributes include, but go beyond, the disciplinary expertise or technical knowledge that has traditionally formed the core of most university courses. They are qualities that also prepare graduates as agents for social good in an unknown future” (Bowden et al 2000).

Curtin graduates show evidence that they can:

- Apply discipline knowledge, principles and concepts
- Think critically, creatively and reflectively
- Access, evaluate and synthesise information
- Communicate effectively
- Use technologies appropriately
- Utilise lifelong learning skills
- Recognise and apply international perspectives
- Demonstrate intercultural awareness and understanding
- Apply professional skills

Combine these attributes with existing skills gained from life and work experiences and you will start to form a solid picture of what you are capable of. If you are having difficulty with outlining your skills or recording your achievements login to Resume Express from the Careers Centre Website: www.careers.curtin.edu.au under the heading Current students, My Employment, Applying for work, Application process. See Module 2: Analyse Your Skills, attend a workshop at the Careers Centre or contact careers@curtin.edu.au to make an appointment to see a Careers Consultant.

Australian College of Midwives. (2010).
WHERE CAN MIDWIFERY TAKE YOU?

LABOUR MARKET INFORMATION

- Strong employment growth is expected for Midwives within the next five years.
- 35.9% of midwifery positions are full time.
- For Midwives working full-time the average weekly hours are 37.5 and earnings are above average.
- Midwives are employed across several industries including: Health Care and Social Assistance; Public Administration and Safety; Administrative and Support Services.
- 6.3% of midwives leave the occupation annually, compared to the average for all occupations of 13.1% (DEEWR Job Outlook Australia, 2009).


OCCUPATIONS AND ROLES

CLINICAL

Midwifery services include

- Assessments and care throughout pregnancy. This includes arranging any necessary blood tests or investigations.
- Information and education either individually or in groups.
- Support and professional care throughout labour and birth, in a place the woman chooses.
- Support advice, and professional care for the newborn and infant.
- Support, advice and assistance with breastfeeding and the transition to parenting.
- Consultation with an obstetrician or other health professional if complications arise at any time during pregnancy, labour, birth or the weeks following. (Graduate Careers Australia, 2009)

MANAGEMENT

Different levels of management exist, ranging from management of a particular area of midwifery within a health service, the operational management of a health service, to directing an entire midwifery service within a health service. (Becoming a Nurse or Midwife: Management, 2009).

Some management roles include:

- Developing strategies and services to enhance core business while responding to the changing needs of the organisation.
- Human resource management, including recruitment of staff, personal management and providing professional development for current employees.
- Information management using suitable technology.
- Business planning and budget management.
- Project management.


OCCUPATIONS AND ROLES

EDUCATION

Midwifery education may be provided within health services in a clinical setting or within a clinical setting within a university (Nurse Info, 2009).

CLINICAL SETTING

Midwife educators are normally experienced clinicians with more than five years of clinical experience, and may have completed postgraduate studies e.g. Master of Midwifery. Whilst postgraduate study is not mandatory, it is beneficial to your ability to take on such a role. Suitable qualifications to equip you with these the skills and knowledge to be an effective educator include: a Masters of Nursing, postgraduate certificate or diploma in midwifery education or a Certificate IV in Training and Development from a TAFE.

In the provision of optimal patient care, the Midwife educator’s knowledge of evidence based practice is integral within the clinical setting.

• A midwife educator is responsible for the design, implementation and assessment of teaching and learning within the clinical environment.

• Coordinates clinical learning activities and assessment of clinical competencies.

• Facilitates the planning of professional development with practicing and student midwives.

ACADEMIC SETTING

Career planning and management is essential if your ambition is to work as a university academic. Positions available to midwives in the academic sector proceed in the hierarchical order of tutor, associate lecturer, lecturer, senior lecturer, associate professor and professor. A postgraduate qualification in a specialised area such as clinical, management or research is usually required to work within academia. University academics provide expert knowledge to undergraduate and postgraduate students. Many university academics develop a strong research and publication background, in conjunction with their teaching roles, as this assist with career advancement within the university academic setting.

Universities also employ clinical facilitators who provide guidance and supervision to midwifery students on their clinical placement. Many of the university clinical facilitators are currently employed by the clinical placement facility. However, there may be opportunity to become a clinical facilitator within the university sector. Information about this role can be obtained by asking midwife educators within a clinical facility or the clinical coordinator at each university (Nurse Info, 2009).

Some of these career pathways may require further study at postgraduate level. Further study at postgraduate level will strengthen your knowledge, skills and ability to undertake the roles and duties required of you in that position and also make you a more employable candidate for higher midwifery positions. Check with the Midwifery Board and the State Government website in the relevant state for further information about the courses available and if postgraduate qualifications are required to work in that specialisation. Some private organisations, non-profit organisation, hospitals or State Governments offer scholarships or other forms of assistance for you to undertake further study.
GAUGING SALARIES

What are you worth? Students often are not sure of merit and awards and, in some cases, what their degree has prepared them for. A good indicator for starting salaries is the WA Department of Health Government pay points for different nursing positions within the government system: http://www.nursing.health.wa.gov.au/working/career.cfm

Also look at the pay points for the higher level promotion positions for further advancement in your midwifery career: http://www.nursing.health.wa.gov.au/working/promotional.cfm

Registered Nurses, Midwives and Enrolled Mental Health Nurses Australian Nursing Federation WA Health Industrial Agreement 2007 (WA Department of Health, 2007)

RATE ON AND FROM 1 JULY 2009

Level 1.1 $49,325
Level 1.2 $51,298
Level 1.3 $53,350
Level 1.4 $55,484
Level 1.5 $57,703
Level 1.6 $60,011
Level 1.7 $62,412
Level 1.8 $64,908
Level 1.9 $64,908
Level 2.1 $66,948
Level 2.2 $68,314
Level 2.3 $69,708
Level 2.4 $71,131

This document also has information about shiftwork, overtime, leave allowances as well as other guidelines in regard to flexible working options and employment conditions. http://www.health.wa.gov.au/circularsnew/attachments/324.pdf


While initially you may be applying for a hospital graduate program, later in your career you may be applying for a position in a private or Non-Government Organisations (NGO’s) or Non-for-Profit Organisations. They may not be able to offer a truly competitive salary but will offer the opportunity to command one through additional experience.

The Iolanthe Midwifery Trust. (2005).
THE JOB SEARCH AND GETTING STARTED

JOB SEARCHING

Set up a Desktop Folder and add a Favorite Internet Explorer folder.

Download jobs of interest for future reference. NOTE: Don’t just save the link as the details will disappear once the position has been filled. Copy the advertisement or any additional files onto Word and keep in your desktop folder; this allows you to keep a track of who is hiring in your field and the types of positions available.

Look at positions available around the country and not just in Perth. This will give an idea of who is recruiting and where and differing salary scales.


Pay scale: http://www.payscale.com (Free Salary Report)

REGISTER WITH WEBSITES FOR SPECIFIC JOB ALERTS

Register with websites for specific job alerts this will ensure that email alerts of appropriate jobs are sent directly to you.

If positions on Seek, Health and Community Jobs (HACs Jobs) or Career one etc., give the name of the recruiting company go directly to their website and check for other employment opportunities. Apply directly from the company website.


Nursing Australia: http://www.nursingaustralia.com/


Health Staff Recruitment: http://www.healthstaffrecruitment.com.au/


Plexus Recruitment: http://www.plexusrecruitment.com/


PRIVATE SECTOR HEALTH


St John of God: www.sjog.org.au/ Click onto Careers tab
GRADUATE PROGRAMS

Newly qualified midwives are can apply for a graduate program at the following Western Australian public hospitals or health services:

- Kaleeya Hospital- Fremantle
- King Edward Memorial Hospital- Subiaco
- Swan Kalamunda Health Service
- Rockingham Hospital
- Western Australian Country Health Service

Graduate programs are a 12 or 18 month full paid position (Level 1.1- see salary information). Within a graduate program, you are given support that assists with your transition into the midwifery workforce in a supportive clinical environment. You will gain exposure to a variety of settings, while consolidating theoretical learning and critical clinical skills and judgement. For information and applications please contact the relevant hospitals and health services directly (WA Department of Health, 2010).

Graduate Programs in other State Health systems or Private Health Sector

Queensland:

Victoria:

South Australia:
http://www.nursingsa.com/nursing_career.php

New South Wales:

Tasmania:

Northern Territory:

ACT:

Nurse Info:

Ramsay Health have a graduate program for Registered Midwives:

St John Of God:
http://www.sjog.org.au/pls/portal/docs/PAGE/SUBIACO/CONTENT/NURSING_AT_SJGHC_CONTENT/EDUCATION_PROGRAMS_CONTENT/GRADUATE%20BROCHURE%202009%202010%20SJG%202009%20BROCHURE%202010%20SJG%20BROCHURE%202010%202010%20SJG%2019763_GRAD_NURSE_BROCH.PDF

The Daily Telegraph. (2010)
VOLUNTEERING

As a student midwife, you will undertake practical placements as part of your course that will give you invaluable experience to assist with becoming more knowledgeable about the different work environments within midwifery. Effective reflection and evaluation of what you learnt on a practical placement and what areas you have identified that you need to work on, will assist you with writing job applications for graduate positions and also to develop an action plan of how and where you can develop your skills further. Completing a work experience placement or volunteer work abroad can also be a very rewarding experience that will enable you to learn and apply your skills in a culturally and linguistically different environment with different practices and technologies.


Volunteers can attend information sessions, held each month in East Perth.


Curtin Volunteers (Citizenship Group Award Winner at the 2008 WA Youth Awards for the outstanding help and support it has provided to the community) http://cv.curtin.edu.au/


ADDITIONAL RESOURCES

Each year the Australian Royal College of Nursing facilitates the Nursing and Health Careers Expo in each state between April and July each year. For further information on dates, time and location for your state go to: http://www.rcna.org.au/development/expos

These expos are also usually advertised in the state newspaper Health and Medical employment section in the two weeks leading up to the event.

SCHOLARSHIPS


Nurses and Midwives Board of WA: http://www.nmbwa.org.au/2/2128/50/grants.pm
JOIN YOUR PROFESSIONAL ASSOCIATION

Australian College of Midwives:

The ACM is a national, not-for-profit organisation that serves as the peak professional body for midwives. It provides a unified political voice for the midwifery profession, supports midwives to reach their full potential, and sets professional practice and education standards. It is also committed to ensuring all childbearing women have access to continuity of care by a known midwife.

Nurses and Midwifes Board of Western Australia.

NMBWA is an independent statutory body that regulates nursing and midwifery in Western Australia. In accordance with the WA Nurses and Midwives Act 2006, NMBWA is responsible for protecting the community by ensuring safe standards of nursing and midwifery practice. We achieve this through setting the standards in education, registration and professional conduct. You must be registered with NMBWA to be able to practice in Western Australia.

Australian Nursing and Midwifery Council

The ANMC is a peak body established in 1992 to facilitate a national approach to nursing and midwifery regulation:

Royal College of Midwives UK:
http://www.rcm.org.uk/

Midwifery Council of New Zealand:
http://www.midwiferycouncil.org.nz/

International Confederation of Midwives
http://www.internationalmidwives.org/

The ICM supports, represents and works to strengthen professional associations of midwives on a global basis. At present ICM has 97 Member Associations in 86 countries:

On successful completion of an accredited pre-registration program such as a Bachelor of Midwifery, a Post-Graduate Diploma in Midwifery or Masters Program, the student applies to the Board for registration as a nurse or midwife. Go to http://www.nmbwa.org.au/3/2107/50/wa_graduate_applicant.pm to download the Western Australian Graduate Application form.

The Department of Health WA Government website also has a list of links to many other related industry bodies:

REGISTERED MIDWIFE - MIDWIFERY TEAM

Southern Flinders Health, Crystal Brook & Port Pirie, Midwifery Team
Indicative Total Remuneration: $67,525 - $88,489 (pro rata) - RM1; $76,660 - $94,578 (pro rata) - RM2 -
Multiple Positions: Perm P/T

This role offers the opportunity to work within an innovative model of midwifery care in an environment of strong community spirit. Working as part of a supportive health care team, you will practice all areas of midwifery through pregnancy, birth and the postnatal period. You will strive to achieve optimal outcomes for your allocated caseload, and contribute to the ongoing development of midwifery practice standards.

Registered or eligible for registration as Midwife with the Nurses Board of South Australia, you will hold or be eligible to hold a current practising certificate. You will have a sound understanding of the needs of women in pregnancy and childbirth. With excellent interpersonal abilities, you will promote productive working relationships across the health unit and the wider community. Job Ref: 7848.
NEW GRADUATE MIDWIFERY PROGRAMME - WAITEMATA DISTRICT HEALTH BOARD

Are you a new graduate midwife looking for an exciting and challenging but supportive position?

North Shore Hospital is a leading secondary care provider in Auckland. We provide primary maternity and secondary obstetric services to the population of North Shore, Whangaparoa and Hibiscus Coast. This purpose built maternity facility also includes a Level 2 Special Care Baby Unit.

We can offer you a part time or full time position, working 64 - 80 hours per fortnight. You will become part of our exciting new graduate programme and get the exposure to all our maternity services, spending three months in each area. Our team is friendly and encouraging and we support the Midwifery First Year of Practice (MFYP) Programme.

All we ask from you is dedication and a commitment to helping us provide a quality service. For further information about our New Graduate Midwifery Programme please contact: North Shore Hospital - Lucy Casey, Midwifery Manager on 09 486 8920 ext. 3837 or 2898 lucy.casey@waitematadhb.govt.nz

Essential
- A range of midwifery experiences in a variety of settings
- Strong focus on providing holistic woman centered care
- Excellent communication skills.
- Completed undergraduate degree in Midwifery

Desired
- Understanding of and commitment to the principles of the Treaty of Waitangi
DEPARTMENT OF HEALTH

NORTH METROPOLITAN AREA HEALTH SERVICE
Incorporating Sir Charles Gairdner Hospital, Osborne Park Hospital, Joondalup Hospital, Swan Kalamunda Health Service, King Edward Memorial Hospital and North Metropolitan Area Mental Health Services including Graylands Hospital

Department: Metropolitan Health Service
Position: Clinical Midwife - Family Birth Centre
Position Number/Pool Ref: WN100507
Location: King Edward Memorial Hospital
Classification: ANF Level 2 $86,219 - $91,606 annualised pa

Are you looking for a job that is challenging and rewarding?

About NMAHS
The North Metropolitan Area Health Service (NMAHS) is the largest health service in Western Australia. With over 10,000 staff, we deliver a comprehensive range of community, mental health and specialist hospital services to a population of more than 870,000 north of the Swan River.
Join us at an exciting time as we build new hospitals and introduce innovative programs to cater for our rapidly growing population and to enable more patients to receive care closer to home and in the community.

Employee Benefits

In addition to a competitive salary, our employees enjoy an amazing range of benefits. These can include (in line with operational requirements):

• 9% employer contributed superannuation

• Access to generous salary packaging arrangements (eg hospital based workers can salary sacrifice up to approx. $9000.00 of their mortgage repayments as well as entertainment expenses)

• Professional development opportunities and study leave/assistance

• Flexible working hours (eg accrued days off, time off in lieu, flexible start and finish times, 19 day month, 9 day fortnight etc)

• Flexible leave arrangements (eg availability of purchasing additional leave dependent on conditions in the various industrial awards/agreements)
ARTMENT OF HEALTH (CONT)

Job Description

We are seeking to appoint a suitably experienced and motivated Clinical Midwife to join the Family Birth Centre team at King Edward Memorial Hospital for Women.

In this role, as a member of a midwifery-led model of care within a family orientated setting in the birth centre and the community, you will provide continuity of care during pre-natal, intrapartum and postpartum phases. Emphasis is on the provision of safe, effective care which is culturally sensitive and meets the needs of individual women.

As an autonomous, independent practitioner you will also provide leadership and care for women and their families in accordance with the ANMC Competency Standards for Midwives (2006), the Code of Ethics and professional conduct for midwives (2008.)

SELECTION CRITERIA

ESSENTIAL MINIMUM REQUIREMENTS

1) Eligible for registration in the category of Midwife by the Nurses and Midwives Board of Western Australia (NBWA).
2) Demonstrated commitment to midwifery led, women-centred models of care.
3) Knowledge of and practices within the boundary of the ANMC Competency Standards for Midwives 2006.
4) Advanced level of midwifery skill in a low risk setting.
5) Demonstrated leadership skills with proven ability to work within a health care team.
6) Takes an active role in the education of colleagues, women and their families.
7) Evidence of commitment to own professional development.
8) Proven commitment to Quality Improvement Activities and Customer Service.
9) Demonstrates understanding of the principles of Governance within the Healthcare sector.
10) Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

DESIRABLE REQUIREMENTS

1) Relevant postgraduate qualifications.
2) Basic computer skills
EXAMPLES OF POSITIONS

REGISTERED MIDWIVES - PERMANENT POSITIONS

Excellent remuneration packages!
International candidates welcome!
Private and Public Hospitals!

We are looking for qualified enthusiastic Midwives, to fill full time permanent positions. We work across both the Public and Private sectors in all locations across Perth. If you are thinking about relocating or just considering a career change, this is the time to do it!!!

Our clients deliver first-class health care to women and infants in WA and they are currently recruiting experienced Registered Midwives to join their friendly team.

You will be involved in at the very basic level to the most complex, offered training and support.

In order to be considered for these positions you will need to demonstrate competency in the following areas:

Registration with the WA Nurses Board, or application lodged or alternative registration board in Australia (essential)

Minimum of 2 years working experience as a midwife

Minimum of 2 contactable professional references

Overseas candidates who are eligible for Western Australian registration will also be considered as this hospital can sponsor!

Our clients are looking to fill these roles as soon as possible, therefore any interested applicants are strongly encouraged to send a detailed CV to Peita on peita.lindsay@randstad.com.au or call 08 9320 1633
EXCITING OFFER FOR GRADUATING MIDWIVES

St John of God Health Care is a leading provider of Catholic Health Care in Australia and bases its care on the Christian values of Hospitality, Compassion, Respect, Justice and Excellence.

Registered Midwife Graduate Program commencing February 2010

Applications are invited from student midwives graduating in 2009 to undertake a 12 month Registered Midwife Graduate Program.

St John of God Hospital, Bunbury is committed to making the transition from student midwife to registered midwife interesting, stimulating and rewarding.

The one year program is aimed at providing a career pathway from the transition of student to graduate midwife in a supportive and structured learning environment.

The program commences in February 2010 with permanent full-time and part-time positions available and negotiable hours.

To obtain application packages please telephone Joyce White on 9722 1607 or apply online www.sjog.org.au. Please address the selection criteria.

Please send your application to: marked “Private and Confidential”, to the Payroll/Human Resources Officer, St John of God Hospital, PO Box 5007, Bunbury, WA 6231.

Closing date, Friday 27th November, 2009.

For further information, please contact Lindy Giddy, Nurse Unit Manager, 97 221795.
REFERENCES


Contacting the Careers Centre...

Feel free to visit us at Building 303
Email us at careers@curtin.edu.au
Give us a call on (08) 9266 7802
Or check out our website at www.careers.curtin.edu.au

Stay connected to the Careers Centre with Jobs and Events Connect. Access new jobs posted daily, workshop information, special events and employer presentations.

Explore • Connect • Grow