



## Position Description

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<b>Position title:</b>	Ward Clerk
<b>Department:</b>	Maternity
<b>Classification:</b>	Admin Officer Grade 1, Transitional Level – Level 2 (AO10 – AO12)
<b>Agreement:</b>	Health and Allied Services, Managers and Administrative Workers Single Enterprise Agreement 2021 - 2025
<b>Reporting to:</b>	Midwifery Unit Managers

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### About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

### Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is '**Creating healthier futures for women and babies**'. Our values are:



Courage



Passion



Discovery



Respect

The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

### Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

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## About the department/unit

The Women's is a centre of excellence for perinatal care, research and education, with more than 7,000 births per year. The Maternity Service at the Women's is structured to provide quality care to women and families across the pregnancy continuum. There are three main inpatient settings, which include the high risk antenatal ward (5 South), Birth Centre (BC), and Postnatal wards (4 East & 4 South).

## Position purpose

Ward Clerks are responsible for the provision of customer service and administration services for the Women's. Specifically, they will:

- Provide friendly and welcoming customer service to patients and their families
- Deliver high quality data entry, word processing and general administration
- Ensure the efficient and effective service operations by performing all the responsibilities and duties outlined

## Key responsibilities

### Professional practice

- Booking, scheduling and registration of patients
- Facilitating real time patient movement through the use of IPM and EPIC, ensuring that accurate information and records are maintained
- Assisting in all aspects of reception duties
- General administration including photocopying, filing and word processing
- Assisting in maintenance and tidiness of the waiting area and unit
- Ordering and restocking supplies as required
- Providing respectful and positive interactions with patients, families and staff, effectively managing challenging situations with a professional demeanour
- Ensuring patient confidentiality is maintained at all times
- Completing all relevant mandatory competencies and professional development planning
- Any other duties as required that meet relevant standards and recognised practice

### Communication and teamwork

- Working collaboratively with other team members, sharing knowledge and adapting to varying workloads
- Contributing to a positive and cohesive workplace culture, resolving issues constructively
- Providing a high level of customer service to patients and their families, colleagues, medical staff and ancillary staff
- Communicating respectfully and effectively with patients and their families from diverse backgrounds

## Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

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## Key selection criteria

### Experience/qualifications/attributes

#### Essential:

- Previous experience in administrative duties
- Excellent communication and interpersonal skills, with a strong customer focus
- Computer literacy and proficiency
- Strong attention to detail
- Excellent time management and the ability to prioritise
- The ability to communicate effectively and build rapport with people from diverse cultures and backgrounds
- Embodiment of the Women's values
- A demonstrated 'can do', flexible approach and attitude to work

#### Desirable:

- Working knowledge of IPM and Epic
- Previous experience in a medical setting
- An interest in continuous improvement and professional development

## Organisational relationships

### Internal relationships

- All RWH departments and clinics
- Oncology Unit
- Outpatients Departments
- Day Surgery Unit

### External relationships

- General Practitioners and referring agencies.

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## Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

<b>Physical demands</b>	<b>Frequency</b>
<b>Shift work</b> – rotation of shifts – day, afternoon and night	NA
<b>Sitting</b> – remaining in a seated position to complete tasks	Frequent
<b>Standing</b> - remaining standing without moving about to perform tasks	Frequent
<b>Walking</b> – floor type even, vinyl, carpet,	Frequent
<b>Lean forward/forward flexion from waist</b> to complete tasks	Rare
<b>Trunk twisting</b> – turning from the waist to complete tasks	Rare
<b>Kneeling</b> – remaining in a kneeling position to complete tasks	NA
<b>Squatting/crouching</b> – adopting these postures to complete tasks	Rare
<b>Leg/foot movement</b> to operate equipment	NA
<b>Climbing stairs/ladders</b> – ascending and descending stairs, ladders, steps	Rare
<b>Lifting/carrying</b> – light lifting and carrying less than 5 kilos	Rare
– Moderate lifting and carrying 5 – 10 kilos	NA
– Heavy lifting and carrying – 10 – 20 kilos.	NA
<b>Push/pull of equipment/furniture</b> – light push/pull forces less than 10 kg	Rare
– moderate push / pull forces 10 – 20 kg	NA
– heavy push / pull forces over 20 kg	NA
<b>Reaching</b> – arm fully extended forward or raised above shoulder	Rare
<b>Head/neck postures</b> – holding head in a position other than neutral (facing forward)	Rare
<b>Sequential repetitive actions in short period of time</b>	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
<b>Driving</b> – operating any motor-powered vehicle with a valid Victorian driver's license.	NA
<b>Sensory demands</b>	<b>Frequency</b>
<b>Sight</b> – use of sight is integral to most tasks completed each shift	Prolonged/Constant
<b>Hearing</b> – use of hearing is an integral part of work performance	Prolonged/Constant
<b>Touch</b> – use of touch is integral to most tasks completed each shift	Prolonged/Constant
<b>Psychosocial demands</b>	<b>Frequency</b>
<b>Observation skills</b> – assessing/reviewing patients in/outpatients	Prolonged/Constant
<b>Problem solving</b> issues associated with clinical and non-clinical care	Prolonged/Constant
<b>Working with distressed people and families</b>	Occasional
<b>Dealing with aggressive and uncooperative people</b>	Occasional
<b>Dealing with unpredictable behaviour</b>	Occasional
<b>Job demands</b> – high workload, tight deadlines, and competing priorities	Rare/Occasional
<b>Exposure to traumatic or distressing content or situations</b> – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events.	Rare/Occasional
<b>Role specific considerations</b> Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager.	
<b>Definitions used to quantify frequency of tasks/demands as above</b>	
<b>Prolonged/constant</b>	70 – 100 % of time in the position
<b>Frequent</b>	31 – 69 % of time in the position
<b>Occasional</b>	16 – 30% of time in the position
<b>Rare</b>	1 – 15% of time in the position
<b>Not applicable</b>	0% of time in the position

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## Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.
- We are committed to the safety, wellbeing and empowerment of all children and young people. We prioritise an environment where children are protected and heard. We commit to safeguarding the social and emotional wellbeing of First Nations children, understanding that their connection to country, culture, kin and community is critical to their safety.

## Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

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## Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

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**Developed date:** May 2026

**Developed by:** Administration

**Date of next review:** (12 months from now)

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