

Job Description

Registered Midwife

Te Kotuku Maternity Unit

Position Title:	Registered Midwife
Organisation Unit:	Te Kotuku Maternity Unit
Location:	Whangarei Hospital, Te Whatu Ora – Health New Zealand Te Tai Tokerau
Responsible to:	Clinical Midwifery Manager, Te Kotuku, Te Whatu Ora
Primary Functions of the Position:	<p>Utilises professional knowledge and skill to provide a holistic approach to midwifery care that is safe, of the highest quality possible and in accordance with:</p> <ul style="list-style-type: none"> • Northland District Health Board policies • Registered Midwife Scope of Practice • NZCOM Standards for Midwifery Practice and Turanga Kaupapa • Midwifery Council of NZ Registered Midwife competencies • Midwifery Council code of conduct <p>The registered midwife employed in this role is recognised as an autonomous practitioner who:</p> <ul style="list-style-type: none"> • will work in partnership with women to ensure they receive quality maternity care whilst they are in hospital • has a key role in assisting the DHB to meet its requirements as a maternity services provider as outlined within the maternity services specifications • provides midwifery services that support the provision of primary, secondary and tertiary services within the DHB • will work in partnership with women, LMCs and other members of the health care team to ensure maternity care plans are developed, implemented and reviewed to meet the needs of the woman and her baby during the inpatient stay • will provide emergency midwifery support as required and facilitate transfers to other maternity services when needed

Functional Relationships

The Registered Midwife will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Clinical Midwife Manager Associate Clinical Midwife Manager Service Manager Maternity Services General Manager, CYMPHOS O & G Consultants and other medical staff Ward staff and other members of the multidisciplinary team Midwifery Educator, Maternity Quality Facilitators Duty Nurse Managers, ward staff of other areas. Chaplains, Maori Liaison Officer and Clinical support staff Patients and their families/whanau Staff at Te Puawai Ora 	<ul style="list-style-type: none"> Community Midwife LMCs District hospital staff Members of the Public New Zealand College of Midwives local region Te Kahu Wāhine

Key Responsibilities and Expected Outcomes

Te Whatu Ora has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Registered Midwife encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Demonstrates Professionalism as a Midwife
- Maintains and develops clinical skills and decision making
- Teamwork
- Communication
- Quality Assurance
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora Te Tiriti o Waitangi Training
Demonstrates Professionalism as a Midwife	<ul style="list-style-type: none"> • Demonstrates professionalism as a midwife in day-to-day practice • Takes a proactive approach to meeting the Midwifery Council recertification requirements² • Demonstrates the midwifery Standards of Practice, Code of Conduct, Code of Ethics³ in day to day work • Actively engages and participates in Midwifery Standards Review⁴ which is completed within the required timeframe • Evidence that current research and best practice informs practice as demonstrated in their professional portfolio • Opportunities to share current research and best practice with colleagues and incorporate it into daily work are taken • Demonstrates in day-to-day practice awareness of relevant hospital guidelines, and policies, national policy statements and consensus statements • Participates in the development and update of hospital guidelines, and policies, national policy statements and consensus statements • Demonstrates an understanding of the midwifery role in relation to national maternity frameworks and utilises these in practice e.g., referral guidelines • Is working towards or has completed the QLP process • Demonstrates consistent application of cultural competency and Turanga Kaupapa in everyday practice

Key Responsibility Area	Expected Outcomes
Maintains and develops clinical skills and decision making	<ul style="list-style-type: none"> • In day-to-day practice demonstrates the skill set required to provide competent care to women and families. • Takes a proactive approach to develop and enhance clinical skills • Share's knowledge and supports other midwives, students and/or health professionals to update and further develop their clinical skills • Is progressing through the QLP process
Teamwork	<ul style="list-style-type: none"> • Is recognised by others in the team as an effective and positive team member • Can demonstrate participation in departmental goals, quality activities and other initiatives • Maintains a positive working relationship with key internal and external stakeholders • Uses the incident reporting system appropriately and effectively to enhance the quality of care • Demonstrates professionalism and respect when addressing difficult situations that could compromise the safety of women or their babies or staff
Communication	<ul style="list-style-type: none"> • Evidence that written documentation meets required standard. • Evidence of integrated health care planning and communication • Demonstrated in day-to-day work • Demonstrates an awareness of the appropriate processes to report a clinical incident or safety concern related to the care of women or their babies. • Demonstrates an awareness of the appropriate processes to report staffing concerns • Demonstrates appropriate communication with LMCs and other stakeholders taking cognisance of privacy and confidentiality issues • Evidence that communication is done in a professional, respectful way • Communicates in a timely manner with LMCs and other health care providers
Quality Assurance	<ul style="list-style-type: none"> • Participates in the quality assurance process which leads to the adoption of improved policies / protocols for the Service. • Adhere to the standards that govern nursing practice and Northland District Health Board policies and protocols.

Key Responsibility Area	Expected Outcomes
Health & Safety	<ul style="list-style-type: none"> Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> Practicing and observing safe work methods; <ul style="list-style-type: none"> The use of safety equipment; Reporting unsafe conditions or equipment; and Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> New Zealand Registered Midwife Current Practicing Certificate with Midwifery Council of New Zealand 	<ul style="list-style-type: none"> Engaged in QLP, District health Board Quality and Leadership Programme for Midwives covered by the MERAS and NZNO employment agreements, http://www.midwife.org.nz/meras-quality-and-leadership or NDHB intranet http://sharepoint/DDS/nursingandmidwifery/PDRPQLP/QLPresources/default.aspx Working towards post graduate qualifications

Experience

Essential	Desirable
<ul style="list-style-type: none"> Evidence of recent midwifery practice, or <ul style="list-style-type: none"> or recent midwifery graduates, evidence of enrolment on the Midwifery First Year of Practice Programme or evidence of a Return to Practice Programme An understanding of the Treaty of Waitangi and how it applies to the provision of health care Demonstrated understanding of maternity care delivery in New Zealand Demonstrated ability to work effectively within a busy environment with competing demands in keeping with their level of experience 	

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> Te Tiriti o Waitangi and its application to the health setting Privacy Act (2020) and Health Information Privacy Code (2020) Health and Safety at Work Act 2015 	<ul style="list-style-type: none"> Te Tiriti o Waitangi and its application to the health setting Privacy Act (2020) and Health Information Privacy Code (2020) Health and Safety at Work Act 2015 Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none"> To have an awareness of current trends in midwifery To have people orientated interests Demonstrated leadership skills Computer operation ability

Personal Attributes
<ul style="list-style-type: none"> Ability to work within a multidisciplinary team Good communication skills Demonstrated ability to practice in a culturally safe manner

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of
employee: _____

Date: _____