



## POSITION DESCRIPTION

<b>Team</b>	Maternity Service
<b>Title</b>	Core Midwife
<b>Reports to</b>	Clinical Midwife Manager
<b>Role Summary</b>	Your position works principally within the department or service specified above; however you may be required to undertake duties in other areas of the organisation which promote the efficient and effective operation of Te Whatu Ora - Whanganui which reasonably fall within the general parameters of this position.
<b>Purpose of the position</b>	To provide safe effective midwifery care for wāhine/women their pēpi/babies and their whānau/families throughout their maternity experience, maintaining an accepted standard of clinical expertise that is based on current research and recommended evidence-based practice.
<b>Direct reports</b>	Nil
<b>Delegated authorities</b>	<b>Financial</b> Nil  <b>Staff</b> Nil
<b>Registration/ scope of practice</b>	You must be able to demonstrate that you are registered with the Midwifery Council of New Zealand and that your scope of practice enables you to undertake the duties of this position.



## **Ngā Moemoeā Me Ngā Tino Whāinga** **Our Vision and Mission**

### **Our Vision**

#### *He Hapori Ora – Thriving Communities*

People in the Whanganui District rohe live their healthiest lives possible in thriving communities

### **Our mission**

#### *Kia tāea e te whānau me te hapori i tōna ake tino rangatiratanga*

Together we build resilient communities, empowering whānau and individuals to determine their own wellbeing

## **Ngā Uaratanga Our Values**



### **Aroha**

The value of love, respect and empathy, demonstrating compassionate and non-judgemental relationships

*Closely interlinked with:*

#### *Rangimārie*

Humility, maintaining composure, peace, accountability and responsibility

#### *Mauri*

Life's essence and balance

### **Kotahitanga**

The value of unity and vision sharing where we demonstrate trust and collaboration

*Closely interlinked with:*

#### *Whanaungatanga*

Spiritual wellness, relationships, beliefs, knowing who you are and what to do

#### *Mana tangata*

Dignity, respect, protections, safety and acceptance.

### **Manaakitanga**

The value of respect, support and caring where we demonstrate doing our very best for others

*Closely interlinked with:*

#### *Kaitiakitanga*

Protection, maintaining values and taking care of people and things

#### *Tikanga Māori*

Guiding protocols and principles for how we do things

### **Tino Rangatiratanga**

The value of self-determination where we empower individual/whānau choice

*Closely interlinked with:*

#### *Wairuatanga*

Spiritual wellness, relationships and beliefs

#### *Whakapapa*

Whānau-centred approach which achieves equity in health outcomes for Māori

<b>My role responsibility</b>	<p>To work in partnership with wāhine/women. To give wāhine/women and their pēpi/babies the necessary support, care and advice during pregnancy, labour and the postpartum period up to six weeks.</p> <p>To promote and facilitate physiological pregnancy and childbirth, identify complications that may arise, accesses appropriate medical assistance, and implements emergency measures as necessary. To provide appropriate referral and collaboration with other health professionals.</p> <p>To provide health and wellness promotion and education for wāhine/women their whānau/families and the community.</p> <p>To provide midwifery care in any setting, including the home, the community, hospital, or in any other maternity service. In all settings, the midwife remains responsible and accountable for the care she provides.</p>
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<b>Key performance indicators</b>		
<b>Key accountabilities</b>	<b>Tasks</b>	<b>Performance indicators</b>
<b>The midwife works in partnership with the woman throughout the maternity experience (in the context of services provided by Te Whatu Ora - Whanganui)</b>	<ul style="list-style-type: none"> <li>Centers the wāhine/women as the focus of care</li> <li>Promotes and supports continuity of midwifery care</li> <li>Is culturally responsive and safe</li> <li>Recognises and respects wāhine/women's ethnic, social and cultural context, communicates effectively with the wāhine/women and their whānau/family, supports them with informed decision-making</li> <li>Formulates and documents the care plan in partnership with wāhine/women</li> </ul>	<ul style="list-style-type: none"> <li>Consistently acts as an advocate in provision of care</li> <li>Demonstrates support of the continuity of care model</li> <li>Provides examples of culturally safe care</li> <li>Provides evidence of effective communication with wāhine/women in the midwifery partnership</li> </ul>
<b>The midwife applies comprehensive theoretical and scientific knowledge with the effective and technical skills needed to provide effective and safe midwifery care</b>	<ul style="list-style-type: none"> <li>Provides and is responsible for midwifery care of wāhine/women and their pēpi/babies during pregnancy, labour, birth and/or the postnatal period especially for wāhine/women with complex needs</li> <li>Orders and interprets relevant investigative and diagnostic tests, carries out necessary screening procedures, and systematically collects comprehensive information concerning the woman's health and well-being</li> <li>Assesses the health and well-being of wāhine/women and their pēpi/babies, recognising any condition which necessitates referral to another health professional</li> <li>Attends, supports and regularly assesses wāhine/women and their pēpi/babies and makes appropriate, timely midwifery interventions</li> <li>Demonstrates the ability to prescribe/dispense and administer medicine, vaccines and immunoglobulins</li> </ul>	<ul style="list-style-type: none"> <li>Consistently acts as an advocate in provision of care</li> <li>Maintains BFHI education requirements</li> <li>Demonstrates ability to work across the midwifery scope of practice</li> <li>Assists women to make informed choices demonstrating evidence-based practice</li> <li>Demonstrates an understanding of the legislation related to midwifery prescribing</li> </ul>

	<p>safely and appropriately within the midwife's scope of practice and the relevant legislation</p> <ul style="list-style-type: none"> <li>▪ Utilises evidence-based practice in facilitating midwifery care and informed choice for wāhine/women and their whānau/family</li> <li>▪ Facilitates and documents decisions made by wāhine/women</li> <li>▪ Provides accurate and timely written clinical notes identifying midwifery care offered/ provided or declined</li> </ul>	
<b>The midwife promotes practices that enhance the health of the woman and her family/whanau and which encourage their participation in her health care</b>	<ul style="list-style-type: none"> <li>▪ Encourages and assists wāhine/women and their whānau/family to take responsibility for their health and their pēpi/baby's health by promoting healthy lifestyles</li> <li>▪ Demonstrates the ability to offer learning opportunities to wāhine/women and their whānau/family to meet their specific needs</li> <li>▪ Promotes and encourages exclusive breast feeding</li> <li>▪ Supports whānau/family to participate in the health and wellbeing of the wāhine/woman and her pēpi/baby as appropriate</li> <li>▪ Works collegially and collaboratively with other midwives, health professionals, community groups and agencies when necessary</li> <li>▪ Ensures wāhine/women have information about available services to access other health professionals and agencies as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrates practices such as health promotion, education and information sharing across all settings</li> <li>▪ Provides an example of health promotion for the woman or her family; this may be included in the QLP portfolio</li> <li>▪ Promotes breastfeeding despite adversity</li> <li>▪ Demonstrates an awareness of external support agencies for wāhine/women and their pēpi/babies</li> </ul>
<b>The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care</b>	<ul style="list-style-type: none"> <li>▪ Recognises own values and beliefs</li> <li>▪ Demonstrates an accurate and comprehensive knowledge of legislation affecting midwifery practice</li> <li>▪ Recognises personal responsibility and accountability for their practice across the childbirth continuum to the woman, midwifery profession, the community and Midwifery Council of New Zealand (MCNZ)</li> <li>▪ Is aware of and complies with the MCNZ Code of Conduct</li> <li>▪ Is aware of own limitations and consults or seeks advice when appropriate</li> <li>▪ Supports others in developing their practice</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provides evidence of participation in MSR process</li> <li>▪ Provides evidence of reflection and learning in her practice</li> <li>▪ Provides an example of supporting others in their professional development</li> </ul>
<b>Contributes to own self development</b>	<ul style="list-style-type: none"> <li>▪ Actively participates in in-service education and quality initiatives</li> <li>▪ Demonstrates a commitment to ongoing learning and professional development</li> <li>▪ Discusses annually with manager at</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of active participation</li> <li>▪ Evidence of recognition of knowledge deficit and action to address</li> </ul>

	performance review Quality Leadership Progression (QLP) progression with an expectation to complete, at minimum, the confident domain within 18 months of commencing employment	<ul style="list-style-type: none"> <li>Evidence of progression through the QLP</li> </ul>
<b>Statutory &amp; Treaty of Waitangi obligations</b>	<ul style="list-style-type: none"> <li>Demonstrates culturally safe practice, upholds Te Tiriti o Waitangi, and demonstrates commitment to Pae Ora.</li> <li>Contributes to the professional and political integrity of the Organisation by carrying out all functions in compliance with the Te Tiriti o Waitangi.</li> <li>Works to minimize health disparity for Māori and enhance equity of access and outcome.</li> <li>Shows sensitivity to cultural complexity in the population and workforce.</li> <li>Effective engagement with Māori and high needs whānau/ families and communities</li> <li>Applies the principles of cultural safety and integrates Turanga Kaupapa within the midwifery partnership and practice</li> </ul>	<ul style="list-style-type: none"> <li>Practice demonstrates and is informed by health equity knowledge, tools and methodologies.</li> <li>Complete Hapai Te Hoe and He Waka Hourua training and use health literacy principles and hui process when engaging with whānau/families.</li> </ul>
<b>To recognise individual responsibility for workplace Health &amp; Safety under the Health and Safety at Work Act 2015</b>	<ul style="list-style-type: none"> <li>Follow and comply with H&amp;S policies &amp; processes, and apply them to own work activities, including use of/wearing Personal Protective Equipment as required</li> <li>Participate in activities directed at preventing harm &amp; promoting well-being in the workplace</li> <li>Identify, report and self-manage hazards where appropriate</li> <li>Early and accurate reporting of work incidents and raises issues of concern when identified.</li> </ul>	

<b>My capability &amp; personal qualities</b>	<p>To be effective and succeed in this role it is expected that you will have the following proven capabilities:</p> <p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>New Zealand registered midwife</li> <li>Hold a current practicing certificate with no conditions</li> <li>Evidence of recent effective, competent midwifery practice or, for recent midwifery graduates, evidence of enrolment on the Midwifery First Year of Practice Programme</li> <li>Demonstrate clinical and cultural competence to a high standard</li> <li>Ability to work effectively in a busy environment with competing demands</li> </ul> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>Current driver's license</li> <li>Demonstrate understanding of maternity care in New Zealand</li> </ul> <p><b>Personal attributes:</b></p> <ul style="list-style-type: none"> <li>Mature, positive, proactive and enthusiastic attitude</li> <li>Demonstrated initiative, innovation and flexibility in practice</li> <li>Committed to own professional and personal development</li> <li>Receives and processes constructive feedback related to own performance</li> </ul>
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	<ul style="list-style-type: none"> <li>▪ Kind, empathic and committed to the learning needs of others</li> <li>▪ Seeks out opportunities to support others in achieving goals</li> <li>▪ Strong teamwork, collaboration and inclusive of colleagues</li> <li>▪ Can manage conflict constructively</li> <li>▪ Recognises and respects individual differences</li> <li>▪ Develops positive working relationships</li> <li>▪ Upholds confidentiality, behaves with integrity and discretion</li> <li>▪ Makes effective decisions within appropriate timeframes and levels of responsibility</li> <li>▪ Escalates issues appropriately, and seeks assistance when needed</li> <li>▪ Demonstrates strong written and verbal communication skills</li> <li>▪ Ability to proactively manage conflicting demands on time</li> <li>▪ Has resilience to cope effectively with situations that involve emotional strain and seeks support and guidance as appropriate</li> </ul>
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<b>My relationships to nurture</b>	<p>It is the responsibility of each Te Whatu Ora employee to establish and maintain positive, healthy, collaborative and constructive partnerships with leaders, managers, clinicians, support staff and administrators and relevant external networks; stay abreast of, and contribute to local, regional and national health care activities and initiatives.</p> <table> <tr> <td><b>Internal</b></td><td><b>External</b></td></tr> <tr> <td> <ul style="list-style-type: none"> <li>▪ Clinical Midwife Manager</li> <li>▪ Director of Midwifery</li> <li>▪ Midwifery Educator</li> <li>▪ The maternity unit team: <ul style="list-style-type: none"> <li>○ Midwives/LMC's</li> <li>○ Nurses</li> <li>○ Clinical Coach</li> <li>○ O&amp;G team</li> <li>○ Support staff</li> </ul> </li> <li>▪ SCBU paediatric &amp; nursing team</li> <li>▪ Other Te Whatu Ora health care providers</li> </ul> </td><td> <ul style="list-style-type: none"> <li>▪ Wāhine/women and whānau/families</li> <li>▪ Well Child providers</li> <li>▪ Other agencies involved in maternal/newborn care</li> <li>▪ Iwi providers</li> <li>▪ Midwifery Council</li> <li>▪ College of Midwives</li> </ul> </td></tr> </table>	<b>Internal</b>	<b>External</b>	<ul style="list-style-type: none"> <li>▪ Clinical Midwife Manager</li> <li>▪ Director of Midwifery</li> <li>▪ Midwifery Educator</li> <li>▪ The maternity unit team: <ul style="list-style-type: none"> <li>○ Midwives/LMC's</li> <li>○ Nurses</li> <li>○ Clinical Coach</li> <li>○ O&amp;G team</li> <li>○ Support staff</li> </ul> </li> <li>▪ SCBU paediatric &amp; nursing team</li> <li>▪ Other Te Whatu Ora health care providers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Wāhine/women and whānau/families</li> <li>▪ Well Child providers</li> <li>▪ Other agencies involved in maternal/newborn care</li> <li>▪ Iwi providers</li> <li>▪ Midwifery Council</li> <li>▪ College of Midwives</li> </ul>
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<b>My wellbeing, health &amp; safety</b>	<p><b>Safety starts with each of us:</b></p> <ul style="list-style-type: none"> <li>▪ No business objective will take priority over health and safety</li> <li>▪ Most incidents are preventable</li> <li>▪ While management have ultimate accountability, each of us is responsible for our own health &amp; safety as well as that of our colleagues, patients, visitors and contractors</li> <li>▪ Every individual should feel safe in their workplace</li> <li>▪ It is everyone's responsibility to work safely. This requires us to be proactive, flexible and resilient; anticipate hazards and events and: <ul style="list-style-type: none"> <li>▪ resolve risks and hazards yourself if that's the right thing to do</li> <li>▪ speak up so that we can resolve this as a team</li> <li>▪ report all health and safety concerns</li> <li>▪ if you're not sure what to do refer to the relevant policy and procedure</li> </ul> </li> <li>▪ Our people prevent incidents and determine whether we work safely. Our people therefore are the solution to ensure as many things as possible go right, that we learn from events and adjust the way we work for the conditions. Staying safe only succeeds because individuals and teams adjust to and meet the conditions at work</li> <li>▪ Each of us is responsible to take care of ourselves and each other so we can take care of others</li> </ul>
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<b>Physical attributes</b>	<p>We will make all reasonable efforts to provide a safe and healthy workplace for all, including persons with disability. Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from the occupational health unit/infection control teams.</p> <ul style="list-style-type: none"> <li>▪ Must be able to function in rapidly changing and demanding conditions when required</li> <li>▪ Hearing capacity and speech should be sufficient to communicate with clients and caregivers enabling direct and telephone (including cellphone) communication</li> <li>▪ Ability to wear face masks and rubber gloves for protection against infectious disease</li> <li>▪ Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than usual</li> <li>▪ Skin condition should allow frequent contact with water, soap/disinfectant soap, chemicals and latex rubber</li> <li>▪ Skin should not be fissured, scaly, cracked on hands, forearms, face or neck</li> <li>▪ The appointee must not have infection or colonisation with MRSA</li> <li>▪ The appointee must not have a health condition that will put others at risk</li> <li>▪ Manual dexterity sufficient to drive, enter and load a motor vehicle and operate necessary equipment including pens, scissors, computer including syringes and administration of drugs and more complex relevant clinical equipment</li> <li>▪ A high degree of physical capacity is required as the work can be physically demanding, involving standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently. Stature extremes may increase hazard of shared activities</li> <li>▪ Ability to move about and undertake necessary duties (sometimes in restricted spaces) in wards/departments/community settings within Te Whatu Ora - Whanganui</li> <li>▪ Visual ability sufficient to safely administer medication, remove sutures, assess patient status and drive a motor vehicle</li> <li>▪ Successful interviewees will need to know their "Hepatitis B" status and have available recent documented MRSA clearance.</li> <li>▪ Vaccinated against COVID</li> </ul>
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<b>Accepted:</b>	<b>Employee</b>		<b>Date</b>	

<b>Approved:</b>	<b>Manager</b>		<b>Date</b>	