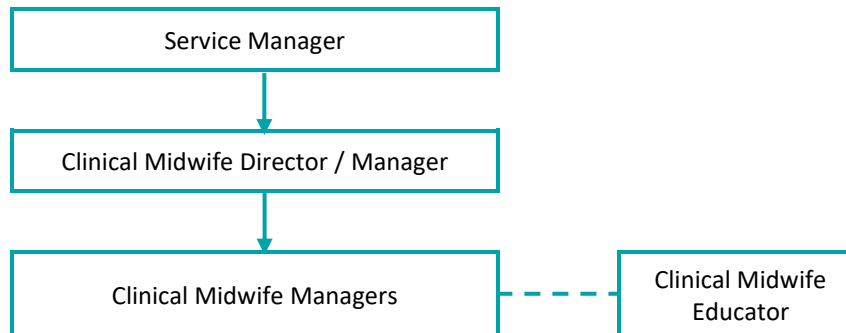
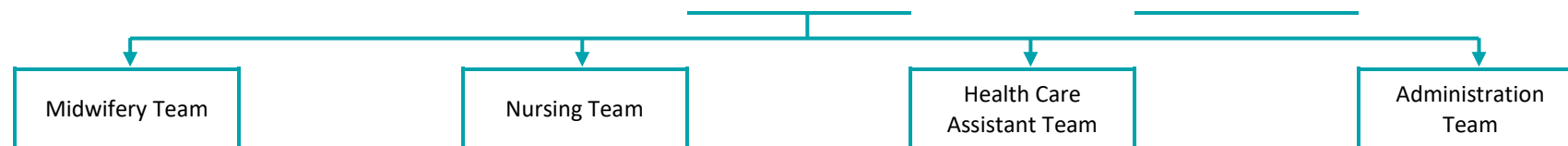


POSITION DESCRIPTION

Position	Midwife	Direct Reports	Nil
Responsible To	Clinical Midwife Manager	Location	Rotorua and Taupō
Financial Delegations	Nil	Date	May 2024
Relationships Internal	Administration Staff Allied Staff Nursing Staff Medical Staff Duty Managers Maori Health Teams Clinical Midwife Director Clinical Midwife Educator Other Departments	Relationships External	Clients / Patients Family, Whanau, Caregivers Community Agencies Other Health Providers Social Services





1. Primary Purpose(s) of the Position

- Midwives in an employed setting work within their scope of practice both as a primary care provider and as part of the secondary maternity services. Midwives recognise child birth as a significant and normal life event, but have additional skills to provide midwifery care in complex clinical scenarios. This position aims to provide services as a Midwife in line with the legislative requirements and service specifications. The area of responsibility will be working with women, babies and family/whanau during pregnancy, labour and birth and the postnatal period up to six weeks.
- Midwifery care will be enhanced through the application of midwifery knowledge, New Zealand College of Midwives Standards of Practice, Midwifery Council competencies, continuing education and best practice guidelines in accordance with Health New Zealand | Te Whatu Ora – Lakes (Lakes) policies and protocols.
- It is also envisaged the Midwife will work closely with LMC Midwives, other Core Midwives and members of the multidisciplinary team within the Maternity and Paediatric Services.

Key Objectives

Expected Outcomes

Partnership

The midwife works in partnership with woman throughout the maternity experience.

- Focus is on woman/person and whanau-centred care.
- Encourages involvement of family/whanau as defined by the woman.
- Facilitates open interactive communication between the woman and her family.
- Provides up to date information and supports the woman/person with informed decision making.
- Demonstrates culturally safe practice and respects the woman/person's ethic, social and religious background.
- Formulates and documents the care plan in partnership with the woman.
- Maintains confidentiality and privacy.

Knowledge & Technical Skill

The midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care.

- Orders, interprets and accepts relevant investigative and diagnostic tests and initiates screening procedures within their scope of practice and/or guidelines.
- Collects comprehensive information concerning the woman/person's health and well-being.
- Assesses the health and well-being of the woman/person and their baby throughout pregnancy, recognising any condition which necessitates consultation or referral to medical or other health professional.
- Attends, supports and assesses the woman/person and their baby and makes appropriate, timely interventions throughout labour and birth.
- Identifies factors in the woman/person or baby during labour and birth which indicate the necessity for consultation or referral to specialist care.
- Appropriately assesses the health and wellbeing of the newborn and appropriately refers to specialist care as per guidelines.
- Proactively promotes, protects and supports breastfeeding in accordance with Baby Friendly Hospital Initiative (BFHI) guidelines.
- Regularly assesses the health of both the mother and the baby throughout the post-natal period.
- Demonstrates the ability to prescribe, supply and administer medicine, vaccines and immunoglobulins safely and appropriately within her scope of practice and relevant legislation.
- Performs a comprehensive end point assessment of the mother and baby within the six-week period.
- Provides the woman with clear information about accessing community support agencies that are available for her, the baby and family/whanau when the midwifery partnership is concluded.
- Ensures that within six months of commencement date – that Lakes Epidural, IV, Venepuncture Certification and any other certification that may be required, is achieved.

Practice & Care

The midwife promotes practice that enhances the health of the woman and family/whanau and which encourage their participation in her healthcare.




The midwife contributes to service delivery through collaboration and individual responsibility for generating and maintaining accurate TrendCare data.

- Demonstrates the ability to offer formal and informal learning opportunities to women/person and their families/whanau to meet their specific needs.
 - Encourages and assists the woman/person and her family/whanau to take responsibility for their health and that of the baby by promoting self-health and healthy life styles.
 - Actively promotes and encourages exclusive breast feeding as the optimal way of feeding an infant.
 - Uses and refers to appropriate community support agencies and support networks as appropriate.
 - Ensure appropriate handover/transfer of care occurs at every point to facilitate ongoing service provision by the next provider.
 - Must ensure the correct type and predictions are completed for each woman/person on the morning shift for the next 24 hours, or for the remaining shifts if admitted in the afternoon/night.
 - Woman/person and baby care must be actualised for each patient on each shift within the designated time frame.
 - New patients must have correct patient type and care predicted within 30 minutes of admission.
 - Ensure allocate staff screen reflects any worked hours not available to provide inpatient care.
 - The HaaG screen is completed when a change is to be reflected, but at least three times per day, typically at 8-hour shift change-over times (07:30; 15:30; 23:30).
-

Professionalism

The midwife upholds professional midwifery standards and uses professional judgement as a reflective and critical practitioner when providing midwifery care.

- Accepts personal accountability to the woman, to the midwifery profession, the community and the Midwifery Council for her midwifery practice.
 - Assesses practice in relation to current legislation, the Midwifery Scope of Practice and Competencies for entry to the Register of Midwives and the NZCOM “Handbook of Practice” and “Code of Ethics”.
 - Participates in Midwifery Standards Review and reflects on and integrates feedback from clients and peers into midwifery practice.
 - Recognises own values and beliefs and does not impose them on others.
 - Demonstrates a commitment to participate in on going professional development.
 - Assists and supports student midwives in their development of their midwifery knowledge and skills.
 - Works collegially and communicates effectively with other midwives and health professionals.
-

Key Objectives	Description	Expected Outcomes
<p>Communication and Personal Interaction</p> <p>Te Ringa Hora</p>  <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Openly communicates and cooperates with all levels of Lakes employees, patients and visitors.</p>	<ul style="list-style-type: none"> • Builds and maintains open respectful relationships. • Openly and constructively participates in conversations with multidisciplinary team, patients, managers and visitors. • Accepts differences of opinion can occur but these happen respectfully.
<p>Strategy & Performance</p> <p>Te Ringa Raupā</p>  <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Spends energy on delivering role requirements and meeting objectives.</p> <p>Organises own time to deliver on required tasks and duties.</p>	<ul style="list-style-type: none"> • Has an energetic approach to work and is self-motivated. • Accepts direction and instruction of manager but is able to work effectively without direct guidance. • Maintains expected productivity in line with assigned duties.
<p>Development and Change</p> <p>Te Ringa Ahuahu</p>  <p><i>the hand that shapes or fashions something (refers to someone who is innovative)</i></p>	<p>Accepts change in day to day practices and contributes to decision making of the team.</p> <p>Makes suggestions to increase efficiency of the unit.</p>	<ul style="list-style-type: none"> • Constructively makes suggestions to improve process or practices and gain efficiencies. • Demonstrates positive attitude and responsiveness to opportunities for improvement. • Is solution focused. • Undertakes and manages a specific portfolio of responsibilities as agreed with the CNM.

Personal Accountability

Te Ringa Tōmau



the hand that is trustworthy

Is open with manager and colleagues and open to accepting feedback and critique to improve upon practice.

Looks for and undertakes development activities appropriate for role and career development.

- Offers and receives constructive critique of practice and self.
- Shows respect and establishes rapport when responding to the different needs of people and practice situations.
- Advises manager whenever issues may be impacting on performance.
- Recognises areas that could be improved in own practice and takes action to address those needs.

Culture and Values

Te Ringa Taurima



the hand that nurtures, encourages, supports

Operates in line with Lakes values and expectations and professional codes of conduct.

- Demonstrates manaakitanga, respect, integrity and accountability in every day performance.
- Incorporates the Lakes Way into day to day business activities.
- Demonstrates the culture and the agreed behaviours of Te iti Kahurangi.
- Shows respect for patients, colleagues, managers, Multi-disciplinary team and others.

Compulsory Requirements	Expected Outcomes
<p>Māori Health Māori philosophies and values of health are demonstrated in work practice.</p>	<ul style="list-style-type: none"> • Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Lakes Maori Health division in the planning and delivery of services. • Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori. • Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care. • Māori are enabled to access and participate in cultural activities provided by Lakes. • A commitment to improving the wellbeing of Māori by increasing cultural knowledge in Lakes is shown.
<p>Te Iti Kahurangi The Lakes Way, Our Place, Our Culture.</p>	<ul style="list-style-type: none"> • Works within the Te Iti Kahurangi framework and supporting guide document.
<p>Record Keeping</p>	<ul style="list-style-type: none"> • Complies with the Lakes Corporate Records Management policy to create and maintain full and accurate records.
<p>Quality & Risk Patient safety is paramount to the service we deliver at Lakes. This is to be achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.</p>	<ul style="list-style-type: none"> • Employees are supported to lead by example and implement a culture of continuous quality improvement. • Risks that may prevent Lakes from achieving their goals are identified, reported, and managed. • Māori patients are provided patient-centred care to achieve positive Māori health outcomes. • Needs of Māori are reviewed and reported in the further development of practice, process and or policy. • Evidence-based methodologies are used to support improvements, e.g. Kaupapa, Māori methodology. • Quality care is provided to certification standards.
<p>Health & Safety Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.</p>	<ul style="list-style-type: none"> • Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Lakes policy and legislative requirements. • Healthy lifestyles are actively promoted and participated in, within the work area. • Employees participate in Health and Safety within areas of work. • Health and Safety activities are appropriately documented within specified timeframes. • Health and Safety policies have been read and understood and are applied in the workplace. • Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately. • Any opportunities for improving Health and Safety are reported and acted upon in a timely manner. • All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.

Signatures:

Line Manager:

Position Description Approved: _____

Employee:

Acceptance of Position Description: _____

(Please also initial all other pages to show acceptance of position description.)

Person Specification	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Registered Midwife • Recent clinical experience in midwifery practice • Awareness and understanding of the Midwifery framework within New Zealand • Current Midwifery Practising Certificate • Current NZ drivers licence 	<ul style="list-style-type: none"> • Qualification relating to area of practice. • Current drivers' license.
Experience	•	•
Knowledge	<ul style="list-style-type: none"> • Awareness and understanding of the Midwifery framework within New Zealand • Maternity Services – Section 88 Notice • Nurses Act (1977) and Amendments • Treaty of Waitangi and its application to the health setting • Misuse of Drugs Act (1977) and Regulations • NZCOM Standards of Practice • Privacy Act (1993) and Health Information Privacy Code (1994) 	•

Person Specification	Essential	Desirable
	<ul style="list-style-type: none"> Health and Safety in Employment Amendment Act (2002) Health Practitioners Competence Assurance Act (2003) 	
Skills	<ul style="list-style-type: none"> Proven commitment to the provision of quality midwifery care for women and their families/whanau. Excellent interpersonal skills and proven ability to be an effective team member. Can problem solve and relates effectively to a wide range of people. 	
Personal Attributes	<ul style="list-style-type: none"> Effective communication. Self motivated and uses initiative. Proven ability to be flexible. Effective team leader. Demonstrates commitment to own professional development. Adaptive and innovative. Open to learning and alternative approaches. 	<ul style="list-style-type: none"> Non-smoker preferred. Member of NZCOM. Evidence of an interest in post registration study. Current certificates in Neonatal Resuscitation, CPR, Cannulation, Venepuncture, IV Certificate, Epidural.

2. National Framework for a Midwifery Professional Development and Recognition Programme/Quality and Leadership Programme

- Definitions of levels of practice on Lakes Quality and Leadership programme.
- Midwifery staff will all have a thorough understanding of work within their scope of practice as defined by the Midwifery Council of New Zealand.

General Requirements

Competent Practitioner	Proficient/Confident Practitioner (Domain A)	Expert/Leadership Practitioner (Domain B)
<ul style="list-style-type: none"> i. Meets Midwifery Council requirements for an Annual Practising Certificate as a midwife. ii. Is learning the responsibilities, priorities, standards and practices of the organisation. iii. Meets the requirements of the position description. iv. Practises autonomously on the basis of evidence-informed practice. v. For new graduate midwives; is undertaking the MFYP programme vi. For overseas midwives new to New Zealand; is undertaking the Midwifery Council programme for overseas midwives. 	<ul style="list-style-type: none"> i. Has completed a Midwifery Standards Review in the past two/three years and holds an annual practicing certificate with no conditions. ii. Meets the requirements of the position description. iii. Practises autonomously on the basis of evidence-informed practice. iv. Has consolidated their midwifery knowledge and skills over a minimum period of 12 months. v. Is confident in handling complex clinical situations. vi. Demonstrates confidence in midwifery practice within current role. 	<ul style="list-style-type: none"> i. Has completed a Midwifery Standards Review in the past two/three years and holds an annual practicing certificate with no conditions. ii. Meets the requirements of the position description. iii. Practises autonomously on the basis of evidence-informed practice. iv. Has significant midwifery experience. Is able to communicate this to colleagues and demonstrate this clinically. iv. Demonstrates contextual knowledge and professional understanding. v. Is a role model and resource for her workplace within the maternity service. vi. Undertakes midwifery-related education, additional to compulsory requirements. vii. Takes a midwifery leadership role in quality improvement and innovation in her workplace. viii. Takes a midwifery leadership role in her workplace.

Note: Achievement of the above demonstrates clinical practice is at the agreed level, it does not demonstrate achievement of the level of practice as per the requirements of the QLP.

3. About Health New Zealand | Te Whatu Ora – Lakes

At Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

Vision

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well-being, and ora - describing the state of wellness.

Strategic Mission

- Achieve equity in Māori health.
- Build an integrated health system.
- Strengthen people, whanau and community wellbeing.

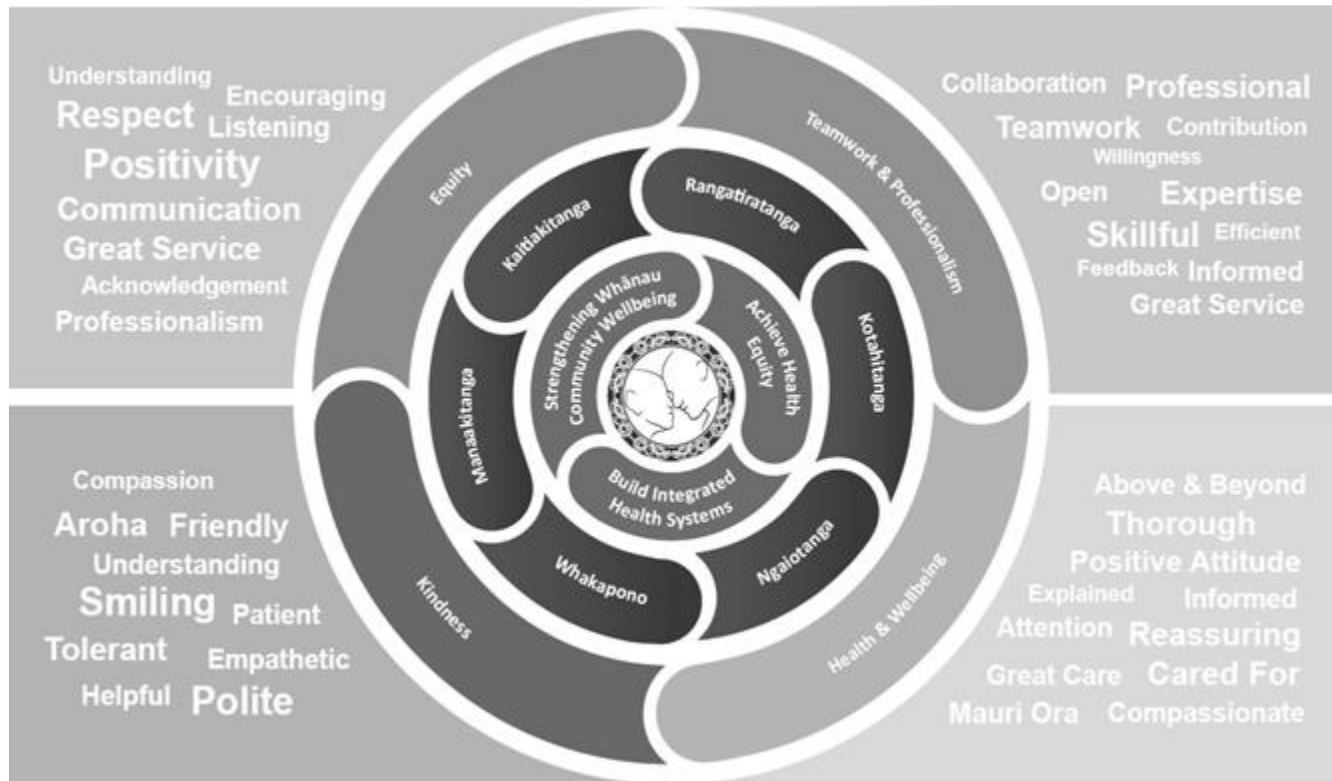
Three Core Values

Manaakitanga Respect and acknowledgment of each other’s intrinsic value and contribution.

Integrity Truthfully and consistently acting collectively for the common good.

Accountability Collective and individual ownership for clinical and financial outcomes and sustainability.

4. **Te Iti Kahurangi – The Lakes Way, Our Place, Our Culture – We Will**



5. Te Tiriti O Waitangi

Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

Mana motuhake

Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives and to live on Māori terms and according to Māori philosophies, values and practices, including tikanga Māori.

Mana tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.