

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Antenatal Clinic Midwife		
	DIRECTORATE	Whānau & Communities	DEPARTMENT	Maternity
	REPORTING TO (operationally)	Clinical Midwife Manager	REPORTING TO (professionally)	Midwifery Director
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Communities, Women and Children Directorate in the Hawke's Bay District Health Board (HBDHB)			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide timely, high quality, woman focused, safe effective midwifery care to women and their families/whānau accessing Antenatal Clinic Provide continuity of Midwifery Care in the Secondary care system for women and whānau Improve engagement with hard-to-reach women and whanau Maintain an accepted standard of clinical expertise that is based on current research and recommended 'best practice' in accordance with New Zealand Midwifery Standards of Practice. Work in an integrated manner with Medical staff, Administration staff, DHB and LMC Midwives to support a seamless care provision for women and whānau between the primary, secondary and tertiary care systems Provide a midwifery voice and advocacy for women accessing Antenatal Clinic Facilitate follow-up of investigations and plans of care ordered in Antenatal Clinic Develop and support seamless operational systems and processes for women attending Antenatal Clinic Provide information and education to women and whānau to promote health and wellbeing with a focus on pregnancy and birth preparation, immunisation, breastfeeding, smoke free pregnancies, SUDI, family harm and appropriate parenting. In partnership with woman and whānau, provide holistic assessment with appropriate referrals to support and promote wellbeing and effective parenting. Provide a culturally responsive service with a focus on respect, sensitivity, cultural awareness and addressing inequalities in health outcomes 			
KEY DELIVERABLES	<p>Work in partnership with the woman (and whanau) who are accessing Antenatal Clinic.</p> <ul style="list-style-type: none"> Centres the woman as the focus of care Consistently acts as the woman's advocate in the provision of care Promotes and supports continuity of midwifery care within the secondary care system Provides culturally safe and sensitive care Recognises and respects the woman's ethnic, social and cultural context, communicates effectively with the woman and her family/whanau, supports the woman with informed decision-making Formulates and documents the care plan in partnership with the woman, whanau, Lead Maternity Carer and the appropriate medical team. <p>Apply comprehensive theoretical and scientific knowledge with the effective and technical skills needed to provide effective and safe midwifery care</p> <ul style="list-style-type: none"> Provides and is responsible for midwifery care of the woman and her family/whanau for women with complexities accessing the antenatal clinic. 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 Assesses the health and well-being of the woman, recognising any condition which necessitates referral to additional health professionals. Provide information and education to women and whanau to promote health and wellbeing with a focus on pregnancy and birth preparation, antenatal immunisation, breastfeeding, smoke free pregnancy's, SUDI, family harm and appropriate parenting. Utilises evidence-based practice in facilitating midwifery care and informed choice by the woman and her family/whanau Facilitates and documents decisions made by the woman Provides accurate and timely written clinical notes identifying midwifery care offered/ provided or declined Demonstrates an understanding of the legislation related to midwifery prescribing and Ministry of Health referral guidelines and how these are applied in light of clinical decision making <p>Service Improvement focus</p> <ul style="list-style-type: none"> Works in partnership with Medical and Administration staff to develop and support seamless operational systems and process for women attending Antenatal clinic. Look for opportunities to improve engagement with hard to reach women and whanau Supports and manages effective data collection and analysis to shape future service direction participates in development of policies and guidelines that support best practice Involvement with working groups around looking at Antenatal Clinic model of care 			

	<p>Promotes practices that enhance the health of the woman and her family/whanau and which encourage their participation in her health care</p> <ul style="list-style-type: none"> • Encourages and assists the woman and her family/whanau to take responsibility for their health and that of the baby by promoting healthy life-styles • Demonstrates the ability to offer learning opportunities to women and their families/whanau to meet their specific needs • Promotes and provides education to encourage exclusive breast feeding • Supports the woman’s family to participate in the health and wellbeing of the woman and baby as appropriate • Works collegially, collaborates and co-operates with other midwives, health professionals, community groups and agencies when necessary • Ensures the woman has information about available services to access other health professionals and agencies as appropriate <p>Contributes to own self development</p> <ul style="list-style-type: none"> • Actively participates in in-service education and quality initiatives • Demonstrates a commitment to ongoing learning and professional development • Discusses annually with manager at performance review Quality Leadership Progression (QLP) progression with an expectation to complete, at minimum, the confident domain within 18 months of commencing employment • Takes opportunities to learn and develop clinical coordination/ sole charge skills and abilities <p>Teamwork</p> <ul style="list-style-type: none"> • Treats multidisciplinary team members with dignity, respect and honesty • Actively participates in and contributes to department goals and activities • Fosters a team approach to providing solutions in decision making • Recognises the needs of individuals within the whole team and is supportive of others • Promotes and actively seeks integrated team work • Coaches others to develop knowledge and skills, and to accomplish tasks <p>Communication</p> <ul style="list-style-type: none"> • Builds an effective level of rapport with people within a short period of time • Communicates clearly in written and verbal forms, responding with respect, empathy, tact and diplomacy • Provides effective advocacy for women/whanau when required • Understands and works within privacy and confidentiality requirements • Is flexible, tolerant and responsive to situations, particularly focusing on effective resolution and de-escalation techniques when dealing with conflict 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Patients/Consumer • Senior Midwifery Management team (Midwifery Director, MQSP Coordinator, Maori Midwife Consultant, Clinical Midwife Manager, Associate Clinical Midwife Manager, Midwifery Educator) • Clinical Midwife Coordinators • HBDHB Consultants, Registrars, House Officers • DHB Community midwifery team • Midwifery and Nursing staff inclusive of rural centres • Maternal Wellbeing and Child Protection group • Registered Midwives, Registered Nurses, Care Associates, Allied Health incl. Social workers 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Lead Maternity Carers • GP’s • Well Child Providers • External Ultrasound providers • Primary and NGO sector • Regional/other DHB services • HQSC
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>Nil</p>	

DELEGATION AND DECISION	<ul style="list-style-type: none"> • Works autonomously within the Midwifery Scope of practice as dictated by the New Zealand Midwifery Council to achieve the plan and problem solve complex issues as they arise. • Works with Multidisciplinary team to provide care for women outside midwifery scope of practice • Supervision of unregulated workforce
DATE	June 2022
HOURS OF WORK	Monday to Friday 08:00-16:30
EMPLOYMENT AGREEMENT & SALARY	In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement or the DHBs/MERAS Multi Employer Collective Agreement, Step 2 – Step 7 according to qualifications and experience, pro rata for hours worked. (This position is best suited for a midwife with 2 years or more experience).
SCOPE & COMPLEXITY	<p>The midwife will be based in Te Kakano – Antenatal Clinic, but will be required to be familiar with the whole of HBDHB maternity facility. The midwife remains responsible and accountable for the care she provides.</p> <p>This includes understanding, promoting and facilitating the physiological processes of pregnancy and childbirth, identifying complications that may arise in mother and baby and accessing appropriate medical assistance and emergency measures as necessary.</p> <p>This role requires the ability to objectively examine and improve systems, inefficiencies and inconsistencies in Antenatal Clinic processes around referral, triage booking, patient waiting times, coordination of care, continuity of carer (medical and midwifery)</p> <p>This role requires a quality improvement focus around ensuring equitable access to secondary care outpatient services for Maori, Pacific and other vulnerable populations which may be hard to engage and ensuring a seamless pathway for women through the Maternity Service</p> <p>This midwife also plays an important role in health and wellness promotion and education for the woman, her family and the community.</p>

ESSENTIAL CRITERIA

Qualifications

- New Zealand Registered Midwife
- A current practising certificate with the Midwifery Council of New Zealand

Experience

- At least 2 years of midwifery experience in a New Zealand or equivalent setting
- Ability to work effectively within a busy environment with competing demands

Vulnerable Children's Act 2014

- Meets the statutory and organisational requirements for working with children as per the Vulnerable Children's Act 2014 and Hawkes Bay DHB policy, including satisfactory police check and other safety checking processes

Communication and Technology Skills

- Sound written communication skills
- Pitch, style and tone of message is appropriate for context and purpose required
- Ability to learn a range of specialist terminology
- Proficient keyboard/computer skills
- Willingness to learn and incorporate new technology into practice

Key Attributes

- Good communication/interpersonal skills ensuring the ability to interact positively and enable cooperation/coordination between:
 - women who use maternity services and their families/whanau
 - all maternity practitioners
- Positive, enthusiastic and proactive manner that instils confidence in clients and colleagues
- Demonstrated initiative, innovation and flexibility in practice
- Awareness of and sensitivity to individual and cultural differences

Physical requirements for role:

In good physical and mental health including:

- Ability to assist with breastfeeding/expressing
- Ability to stand for prolonged period
- Ability to assist women who are unconscious, anaesthetised or collapsed using safe manual handling practices
- Able to lift 7kg comfortably
- Able to perform fine motor work such as writing, inserting IV's, typing, manipulating equipment
- Agility:
 - Able to kneel
 - Able to get 1 knee up on bed
 - Able to squat
 - Able to raise arms above head
 - Able to reach arms out in front
- Fitness: Able to walk up 2 flights of stairs without stopping
- Strength: Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination, whooping cough and full COVID vaccinations as mandated by the Ministry of Health

DESIRABLE CRITERIA

Experience

- Demonstrated understanding of maternity care delivery in New Zealand

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.



Our Vision and Values

Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing *respect* for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous *improvement* in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP
Working together in *partnership* across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality *care* to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.