

 <p>HAWKE'S BAY District Health Board Whakawāteatia</p>	POSITION TITLE	Registered Midwife		
	DIRECTORATE	Communities, Women and Children Directorate	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	<p>The midwife works in partnership with patients and their families/whanau and collaborates with the multi-disciplinary team in both the primary and secondary health settings, to provide safe, effective, cost effective, evidence based: midwifery care and in accordance with professional, organisational standards, policy and procedures</p> <p>The midwife works in partnership with women, on her own professional responsibility, to give women the necessary support, care and advice during pregnancy, labour and the postpartum period up to six weeks, to facilitate births and to provide care for the newborn.</p> <p>The midwife understands, promotes and facilitates the physiological processes of pregnancy and childbirth, identifies complications that may arise in mother and baby, accesses appropriate medical assistance, and implements emergency measures as necessary. When women require referral, midwives provide midwifery care in collaboration with other health professionals.</p> <p>To support the delivery of the Hawkes Bay Health Sector vision and organisational wide KPI's e.g.: MOH targets, financial targets.</p>			
KEY DELIVERABLES	<p>Work in partnership with the woman (and whanau) throughout the maternity experience (in the context of services provided by the DHB)</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 ▪ 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 <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 during pregnancy, labour, birth and/or the postnatal period especially for women with complexities ▪ 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 and her baby, recognising any condition which necessitates referral to another health professional ▪ Attends, supports and regularly assesses the woman and or her baby and makes appropriate, timely midwifery interventions ▪ Maintains BFHI education requirements ▪ Demonstrates the ability to prescribe/dispense and administer medicine, vaccines and immunoglobulins safely and appropriately within the midwife's scope of practice and the relevant legislation ▪ 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 ability to work across the midwifery scope of practice <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 encourages 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

Upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care

- Recognises own values and beliefs
- Demonstrates an accurate and comprehensive knowledge of legislation affecting midwifery practice
- Recognises personal responsibility and accountability for their practice across the pregnancy, childbirth and postpartum continuum to the woman, midwifery profession, the community and New Zealand Midwifery Council
- Is aware of and complies with the New Zealand Midwifery Council Code of Conduct
- Is aware of own limitations and consults with others, or seeks advice when appropriate
- Participates in MSR process
- Supports others in developing their practice

Contributes to own self development

- 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

Teamwork

- 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

Communication

- 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

HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:

- 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
(You have the right to cease work if you believe that you, or others, are at risk of serious harm).

HEALTH & SAFETY RESPONSIBILITIES

<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Midwifery Director ▪ Clinical Midwife Manager/Associate Clinical Midwife Manager ▪ Midwifery Educator ▪ Clinical Midwife Coordinators ▪ Maori midwife Consultant ▪ Senior Medical Officers, Registrars, Senior House Officers – Obstetrics and Gynaecology, Paediatrics, Anaesthetics, Mental Health, Surgical and Medical services ▪ Registered Nurses, Care Associates, Allied Health ▪ Senior medical staff ▪ Resident medical officers ▪ Health Service Managers and teams across ▪ HBDHB services and specialist community and regional services ▪ Health Service Support services ▪ Hospital Co-ordination Unit ▪ Duty Managers ▪ Chief Nursing & Midwifery Officer 	<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 ▪ Ministry of Health/National Health Board ▪ HQSC
<p>DELEGATION AND DECISION</p>	<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 	
<p>EMPLOYMENT AGREEMENT & SALARY</p>	<p>In accordance with the DHB's / NZNO Nursing & Midwifery Multi Employer Collective Agreement or the DHBs/MERAS Multi Employer Collective Agreement, \$54,034 - \$77,386 annum pro rata for hours worked according to qualifications and experience, pro rata for hours worked.</p>	
<p>DATE</p>	<p>August 2020</p>	
<p>EXPENDITURE & BUDGET ACCOUNTABILITY</p>	<p>Nil</p>	
<p>SCOPE & COMPLEXITY</p>	<p>The midwife works in partnership with women, on her own professional responsibility, to give women the necessary support, care and advice during pregnancy, labour and the postpartum period up to six weeks, to facilitate births and to provide care for the newborn.</p> <p>The midwife understands, promotes and facilitates the physiological processes of pregnancy and childbirth, identifies complications that may arise in mother and baby, accesses appropriate medical assistance, and implements emergency measures as necessary. When women require referral, midwives provide midwifery care in collaboration with other health professionals.</p> <p>Midwives have an important role in health and wellness promotion and education for the woman, her family and the community. Midwifery practice involves informing and preparing the woman and her family for pregnancy, birth, breastfeeding and parenthood and includes certain aspects of women's health, family planning and infant well-being.</p> <p>The midwife may practise in any setting, including the home, the community, hospitals, or in any other maternity service. In all settings, the midwife remains responsible and accountable for the care she provides.</p>	

ESSENTIAL CRITERIA

Qualifications

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

Experience

- Evidence of recent effective, competent midwifery practice or, for recent midwifery graduates, evidence of enrolment on the Midwifery First Year of Practice Programme
- 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

Written Communication 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

Excellence Focus

- Demonstrated adaptability and personal accountability
- Demonstrated problem solving skills
- Ability to work rostered and rotating duties
- Ability to proactively manage conflicting demands on time
- Has resilience to cope effectively with situations that involve emotional strain and seeks support and guidance from others as appropriate
- Has a sound level of insight into own strengths and weaknesses, and is committed to addressing areas where development is required
- Commitment to ongoing education that leads to continuous improvement of clinical work practices and communication
- Demonstrates fit with the DHB's values:
 - Is enthusiastic and committed to caring for the community
 - Is enthusiastic and committed to working in a team environment
 - Is positive about focusing on safety issues at work
 - Applies the principles of the Treaty of Waitangi to their job
- Completes hospital certifications within the timeframe required by the DHB (e.g. BFHI, IV etc.)

Computer literacy and technology

- Proficient keyboard/computer skills
- Willingness to learn and incorporate new technology into practice

Key Attributes

Interpersonal/Communication Skills

- 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

DESIRABLE CRITERIA

Experience

- Current full drivers licence
- 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.

- 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 respond quickly to emergencies including perform CPR on adult or neonate
- 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
- Acceptable level of vision and hearing to perform role to an acceptable standard.
- 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