

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Registered Midwife
<b>Reports to</b>	Midwifery Director
<b>Location</b>	Hawkes Bay Hospital
<b>Department</b>	Maternity
<b>Job band (indicative)</b>	MERAS Single Employer Collective Agreement, Step 2 – Step 7 according to qualifications and experience, pro rata for hours worked.

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

### Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

The primary purpose of the role is to:

- 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.
- 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 new-born.
- 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.
- To support the delivery of the Hawkes Bay Health Sector vision and organisational wide KPI's e.g.: MOH targets, financial targets

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> <li>• Work in partnership with the woman (and whanau) throughout the maternity experience (in the context of services provided by Te Matau a Māui, Hawke's Bay)</li> </ul>
	<ul style="list-style-type: none"> <li>• Centres the woman as the focus of care</li> </ul>

	<ul style="list-style-type: none"> <li>Consistently acts as the woman's advocate in the provision of care</li> </ul>
	<ul style="list-style-type: none"> <li>Promotes and supports continuity of midwifery care</li> </ul>
	<ul style="list-style-type: none"> <li>Provides culturally safe and sensitive care</li> <li>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.</li> <li>Formulates and documents the care plan in partnership with the woman.</li> <li>Apply comprehensive theoretical and scientific knowledge with the effective and technical skills needed to provide effective and safe midwifery care</li> <li>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</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 the woman and her baby, recognising any condition which necessitates referral to another health professional</li> <li>Attends, supports and regularly assesses the woman and or her baby and makes appropriate, timely midwifery interventions</li> <li>Maintains BFHI education requirements</li> <li>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</li> <li>Utilises evidence-based practice in facilitating midwifery care and informed choice by the woman and her family/whanau</li> <li>Facilitates and documents decisions made by the woman</li> <li>Provides accurate and timely written clinical notes identifying midwifery care offered/ provided or declined</li> <li>Demonstrates an ability to work across the midwifery scope of practice</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</li> <li>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>

<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.</li> <li>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

## Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Lead Maternity Carers</li> <li>• GP's</li> <li>• Well Child Providers</li> <li>• External Ultrasound providers</li> <li>• Primary and NGO sector</li> </ul>	<ul style="list-style-type: none"> <li>• Midwifery Director</li> <li>• Clinical Midwife Manager/Associate Clinical</li> <li>• Midwife Manager</li> <li>• Midwifery Educator</li> <li>• Clinical Midwife Coordinators</li> </ul>

<ul style="list-style-type: none"> <li>• Regional/other Health New Zealand services</li> <li>• Ministry of Health/National Health Board</li> <li>• HQSC</li> </ul>	<ul style="list-style-type: none"> <li>• Maori midwife Consultant</li> <li>• Senior Medical Officers, Registrars, Senior</li> <li>• House Officers – Obstetrics and Gynaecology,</li> <li>• Paediatrics, Anaesthetics, Mental Health,</li> <li>• Surgical and Medical services</li> <li>• Registered Nurses, Care Associates, Allied</li> <li>• Health</li> <li>• Senior medical staff</li> <li>• Resident medical officers</li> <li>• Health Service Managers and teams across</li> <li>• Te Matau a Māui, Hawke's Bay services</li> <li>• and specialist community and regional</li> <li>• services</li> <li>• Health Service Support services</li> <li>• Hospital Co-ordination Unit</li> <li>• Duty Managers</li> <li>• Chief Nursing &amp; Midwifery Officer</li> </ul>
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## About you – to succeed in this role

### You will have

#### Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- New Zealand Registered Midwife
- A current practising certificate with the Midwifery Council of New Zealand

### You will be able to

#### Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.

- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

**Desired:**

- 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

*This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.*