

Health New Zealand Te Whatu Ora	POSITION TITLE	Midwife Clinical Coach		
	GROUP	Specialist & Communities	DEPARTMENT	Maternity
	REPORTING TO (operationally)	Director of Midwifery	REPORTING TO (professionally)	Director of Midwifery
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Maternity Services in Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay - No direct or indirect reports			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> Provides practical clinical education in the workplace, demonstrating effective, evidence informed and culturally safe practice They work closely with new graduate midwives (MFYP), new staff to the maternity service or clinical area, and midwives on the 'Return to Practice' (RTP) programme to support their transition to confident practitioners in the clinical setting They will also be able to work with midwives who need to refresh their clinical skills or knowledge during a Performance Improvement Plan/Professional Development Review (PIP/PDR) The Midwife Clinical Coach works in a supernumerary capacity and is responsible for promoting a learning environment within the clinical setting that encourages and supports development of midwifery clinical skills and knowledge, reducing staff stress and therefore enhancing in staff retention 			
KEY DELIVERABLES	<p>Clinical Coaching</p> <ul style="list-style-type: none"> Takes a supportive role in enabling and motivating midwives to develop skills and confidence, and is available for clinical support and advice in all areas of midwifery practice Shares knowledge and skills and provides advice that is consistent with organisational core values, policies and guidelines Works with midwives to identify and support the achievement of their individual clinical learning needs and develops a support plan with the staff member and their manager Role model's clinical excellence and culturally safe midwifery practice Is a recognised clinical resource for all staff but particularly those new to the clinical area Demonstrates adult learning principles and provides coaching in a positive and supportive manner Works in a supernumerary capacity to ensure that adequate time and resource is available to meet the needs of learners Works closely with the tertiary education providers to develop relationships with students who will become new graduate midwives Assists in the development of the midwifery new graduate programme and provides practical support for new graduate midwives including one to one clinical support in the workplace Orientates new staff and provides one to one clinical support in the workplace during the orientation period Provides orientation and clinical support to midwives who are new maternity access holders Identifies Māori and Pacific midwives who may require additional cultural support and connects them with this support and with peers Identifies and leads programmes that can improve the transition of new graduate and new midwives into confident practitioners in the clinical setting Coaches midwives in developing critical thinking skills <p>Midwifery Council requirements</p> <ul style="list-style-type: none"> The Midwife Clinical Coach role will not have a managerial or reporting relationship in relation to any of the midwives completing a return to practice programme. If that is unavoidable, Te Matau a Māui, Hawke's Bay undertakes to inform the Council immediately so that other arrangements may be made in respect of any midwives with whom that managerial or reporting relationship exists. The Midwife Clinical Coach will sign an agreement with the Council outlining the responsibilities in respect of their role as supervisor to midwives undertaking the Return to Practice programme. <p>Professional Development</p> <ul style="list-style-type: none"> Practices in accordance with legal, ethical, culturally safe and professional standards. Maintains and develops own expertise and knowledge in midwifery practice through continuing professional development. Pro-actively participates in own performance development and review. Develops and sustains productive working relationships with the multi-disciplinary team to facilitate best practice. 			

	<p>Continuous Quality improvement and risk management</p> <ul style="list-style-type: none"> • Demonstrate clinical leadership in identifying and proposing quality improvement. • Encourage midwives to attend and/or participate in maternity specific case review meetings • Provides feedback to Midwifery Educator about possible themes for education sessions <p>Statutory & Treaty of Waitangi obligations</p> <ul style="list-style-type: none"> • Demonstrates culturally safe practice, upholds Te Tiriti o Waitangi, and demonstrates commitment to Pae Ora. • Contributes to the professional and political integrity of the organisation by carrying out all functions in compliance with the Te Tiriti o Waitangi. • Works to minimize health disparity for Māori and enhance equity of access and outcome • Shows sensitivity to cultural complexity in the workforce and population 	
HEALTH & SAFETY RESPONSIBILITIES	<p>Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay 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>	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> • Midwifery Leadership team • Director of Midwifery/ Māori Midwife Lead • Midwifery Staff • Midwife Educator (s) • Obstetric staff • Neonatal staff • Theatre staff • Learning and Development staff • Quality staff • Other hospital staff that midwives refer to 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Community midwives • Midwifery Council • NZCOM • Ngā Maia Maori Midwives • Tertiary education providers
DELEGATION AND DECISION	<ul style="list-style-type: none"> • Makes decisions within Education plan and requirements of return to practice midwives to Midwifery Council • Works autonomously with a high degree of independence within the unit to achieve the role purpose and education plan. • Enables and strengthens working relationships across the maternity workforce. 	
HOURS	40 hour's per fortnight (0.5 FTE)	
EMPLOYMENT AGREEMENT & SALARY	In accordance with Health NZ / MERAS Single Employer Collective Agreement (SECA) – Designated Senior Midwife - Grade 4, Step 1-3 according to qualifications and experience pro rata for hours worked.	
DATE	February 2025	
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> ▪ N/A 	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Works across maternity services within scope of practice • Effectively managing time and prioritising workload to ensure meeting the key deliverables of the role • Enables a supportive culturally safe learning and training environment 	

ESSENTIAL CRITERIA

Qualifications

- Registered midwife with full APC with NZ Midwifery Council
- Minimum 5 years' post qualifying clinical experience
- Hold a current practising certificate with no conditions on their scope of practice or practising certificate
- Has never been the subject of any adverse finding of any professional disciplinary body
- Demonstrate clinical and cultural competence to a high standard
- Be fully engaged in the Midwifery Council recertification programme

Experience & Skills

- Skills, knowledge and ability to provide education and coaching
- Ability to demonstrate clinical leadership, and maintain contemporaneous evidence informed practice
- Experience in adult learning principles and practice
- NZCOM preceptor or mentor training course
- Completed or participating in postgraduate education
- Knowledge of programme development
- Ability to plan, implement and evaluate an individual coaching plan
- Evidence of strong commitment to quality improvement
- Demonstrated confident collaborative approach, enhancing the capability and contribution of the team
- Confident and able computer skills

Leadership Competencies

- Credibility and integrity (embraces professionalism and ethical practice).
- Ability to grasp implications of a situation quickly

Key Attributes

- Mature, positive, proactive and enthusiastic attitude
- Ability to work under own direction without oversight
- Committed to own professional and personal development
- Receives and processes constructive feedback related to own performance
- Kind, empathic and committed to the learning needs of others
- Seeks out opportunities to support others in achieving goals
- Strong teamwork, collaboration and inclusive of colleagues
- Is able to manage conflict constructively
- Recognises and respects individual differences
- Develops positive working relationships
- Upholds confidentiality, behaves with integrity and discretion
- Makes effective decisions within appropriate timeframes and levels of responsibility
- Escalates issues appropriately, and seeks assistance when needed
- Demonstrates strong written and verbal communication skills
- Communicates without engendering conflict

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience

DESIRABLE CRITERIA

Experience

- Adult learning qualification or working towards
- QLP Leadership portfolio or working towards



Our Vision and Values

Te hauora o te Matau-a-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.

- Actively facilitates the participation of whānau in the care and support of their whānau member

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.

Due to the physical nature of this role the following physical requirements are essential:

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