

MIDWIFE

1. PURPOSE OF POSITION

The midwife provides care for the woman and her family in the antenatal, intrapartum, and postnatal periods to ensure the best possible outcome is achieved for the woman and her family.

The midwife provides midwifery support to medical staff and midwife Lead Maternity Carers.

The midwife ensures that their practice complies with standards, scope of practice and code of ethics set by the New Zealand College of Midwives, New Zealand Midwifery Council, Baby Friendly Hospital Initiative, other relevant legislation and Taranaki District Health Board policies and protocols.

The midwife works as part of a multidisciplinary team.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Clinical Midwife Manager
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

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4. WORKING RELATIONSHIPS

External	Internal
Lead Maternity Carer (LMC's) Private Obstetricians	Senior Medical Officers (SMO's) Associate Directory of Midwifery Clinical Midwife Manager Postnatal Coordinator Antenatal Coordinator Midwife Educator

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
1. Optimum Consumer Management	<ul style="list-style-type: none"> • In a safe, effective, timely and acceptable way in a manner that is appropriate to maximise their well being and complies with N.Z. College of Midwives' philosophy and standards (practise, service and education) . • In a manner which is consistent with ward protocols, the Baby Friendly Hospital principles, protocols and policies and all other Taranaki District Health Board policies. • With regard to consumer's racial, cultural, religious and any other individual need. • Provides appropriate health promotion activities relevant to consumers, their families and the health care setting. • Ensures purposeful ongoing records are maintained and made available to all relevant persons including consumer. • Maintains continuity of advice and midwifery care through utilisation of midwifery processes. • Provides regular assessment and identification of consumer condition. • Allows members of the multidisciplinary team access to the consumer, with consumer consent, to achieve her maximum well being. • Acts as consumer advocate to ensure procedures and care are appropriate. • Maintains infection control standards at all times. • Upholds Taranaki District Health Board breast feeding policy and complies with World Health Organisation Code of Marketing Breast Milk Substitutes.
2. Team Effectiveness & Staff Performance	<ul style="list-style-type: none"> • Utilises the Team concept at all times for the effective management of the consumer (in the provision of consistency of advice and continuity of care).

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	<ul style="list-style-type: none"> • Provides information to other team members as necessary. • Maintains a high level of midwifery practise and expertise with equipment to ensure effectiveness of consumer care and safety. • Provides Individual teaching and orientation of all levels of staff as required by the Midwife or Coordinator. • Updates own knowledge continually and applies new knowledge of techniques and equipment. • Demonstrates commitment to continuing education, including Baby Friendly Hospital education requirements to provide evidence based practise. • Attends Ward meetings and staff tutorials as required.
3. Liaison & Communication	<ul style="list-style-type: none"> • Communicates and exchanges information with other staff, medical staff and other members of the multidisciplinary team in regard to the consumer, in an open, direct and safe manner. • Liaises with other units, services and departmental personnel within the Company as appropriate. • Liaises with Maori Health Providers, Well Child Providers, Public Health Nurses, District Nurses, Independent Midwives and any other relevant consumer groups, i.e., Parents' Centre, La Leche League and Homebirth Association. • Promotes awareness about self-responsibility in regard to health. • Promotes open communication between consumers, families and all involved in their care.
4. Professional Development	<ul style="list-style-type: none"> • Continual development ensures safe and competent care. • Own knowledge is updated continually and new knowledge of techniques and equipment applied.

Organisational Accountabilities	Expected Outcome for all employees
Health Equity	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the "Drivers of ethnic inequalities in health" and the "Pathways to Inequalities" both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori;

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Organisational Accountabilities	Expected Outcome for all employees
	<ul style="list-style-type: none"> ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; ● You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; ● You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	<ul style="list-style-type: none"> ● Maintains a safe and healthy environment ● Complies with health & safety policies and procedures ● Carries out work in a way that does not adversely affect their health and safety or that of other workers ● Complies with procedures and correctly use personal protective equipment and safety devices provided ● Contributes to hazard identification and management process ● Reports accurately near misses/incidents/accidents in a timely manner ● Participates in health and safety matters
Personal Development	<ul style="list-style-type: none"> ● Fully contributes to the individuals team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. ● Participates in the performance appraisal process where personal performance and development is reviewed. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **Base and Hawera Maternity** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making.
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.
Cultural Safety Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.
Teamwork Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.

8. EDUCATION

- Current registration with the Midwifery Council of New Zealand
- Current NZ practising certificate.

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9. SKILLS

- An ability to effectively communicate with consumers and colleagues from a variety of disciplines and work environments.
- Has a commitment to quality and accuracy and is keen to learn and develop new skills.
- Dedicated team player with a willingness to learn new skills.
- Shows a caring but professional manner in all aspects of work. Is aware of and sensitive to all cultural issues.
- Able to cope with a high and varied work load including emergency situations.
- Time management skills and ability to prioritise.
- Demonstrates initiative and flexibility.
- Ability to maintain confidentiality at all times.

10. EXPERIENCE

- Knowledge of Quality Assurance and accreditation principles, and a commitment of continuous quality improvement.
- Clinical experience in antenatal, labour, postnatal and community work (minimum of two years).
- Ability to provide midwifery care for complex (secondary) cases.
- Ability to provide midwifery support services independently to medical Lead Maternity Carer.
- Knowledge of Tikanga Maori.