

Job Description

Registered Midwife

Bay of Islands Hospital

Position Title:	Registered Midwife
Organisation Unit:	Maternity Department
Location:	Bay of Islands Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Midwife Manager, Maternity Department, Bay of Islands Hospital, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<ul style="list-style-type: none"> • Provide full scope of midwifery care to women/whanau across the service. • Support LMC midwives accessing the unit. • Provide maternity education, screening, and contraception options. • Be supportive of breastfeeding and baby friendly environment • Have the ability to work autonomously and collaboratively with the multidisciplinary team. • Consumer focused and committed to ongoing professional development. • Be committed to maintain clinical excellence and continuous quality improvement.

Functional Relationships

The Registered Midwife will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Clinical leaders and educators • Nursing & Midwifery Staff • Obstetricians • Pediatricians • Maternity Social Worker • Lactation Consultant • Clinical Risk Manager • Quality Resource Unit Co-ordinator • Infection Control Nurse • Health & Safety Rep 	<ul style="list-style-type: none"> • Woman / Family / Whanau • Well child organizations • PHO's & GP's

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Registered Midwife encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Apply clinical knowledge and theory to the practice of midwifery
- Practice in a clinically safe manner
- Demonstrates appropriate professional midwifery development
- Demonstrate appropriate and effective collaborative practice
- Demonstrate legal safety and include ethics as a core component of professional and educational development
- Demonstrates appropriate documentation and information sharing skills
- Demonstrates Qualitative practice
- Provides health promotion as part of their practice within a midwifery focus
- Practices Midwifery in a cultural safe manner
- Demonstrates appropriate resources management
- Demonstrates integration of theory and practice
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora Te Tai Tokerau management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Northland District Health Board Te Tiriti o Waitangi Training
Apply clinical knowledge and theory to the practice of midwifery	<ul style="list-style-type: none"> • Evaluates and assesses care plans • Performs clinical skills specific to area of practice competency • Plans discharge using appropriate resources • Demonstrates autonomous development of midwifery care plans • Demonstrates an ability to understand client data/information and its implications to practice
Practice in a clinically safe manner	<ul style="list-style-type: none"> • Demonstrates an awareness of Te Whatu Ora Te Tai Tokerau service policies and procedures • Demonstrates an acceptable standard of clinical practice • Incorporates health and Safety policies and procedures in own practice • Evaluates the work environment from a health and safety perspective • Maintains quality assurance standards for unit
Demonstrate appropriate professional Midwifery development	<ul style="list-style-type: none"> • Participates in Ward/ Unit and other internal based education sessions relevant to area of practice. • Participates in external courses relevant to area of practice. • Complete compulsory E-Learn on line training modules
Demonstrates appropriate and effective collaborative practice	<ul style="list-style-type: none"> • Recognises and understands the need to collaborate effectively • Demonstrates an ability to act as an advocate for women • Initiates or participates in goal setting with women to achieve optimum wellness. • Utilises appropriate resources to provide constructive support to women/ whanau/family and team • Demonstrates an ability to act autonomously • Actively shares new knowledge gained with colleagues
Demonstrates legal safety and include ethics as a core component of professional and educational development	<ul style="list-style-type: none"> • Engages in ethical reflection and decision making using practice based experience. • Identifies the components of an ethical dilemma, and seeks guidance to achieve resolution • Includes ethics as a core component of professional and educational developments • Is conversant with organisational policies and procedures in specific area of practice

Key Responsibility Area	Expected Outcomes
Demonstrates appropriate documentation and information sharing skills	<ul style="list-style-type: none"> • Includes relevant and accurate clinical information in verbal and written reports • Formulates birth plans with women, this is action orientated process.
Demonstrates qualitative practice	<ul style="list-style-type: none"> • Demonstrates a beginning understanding of women covert needs • Recognises barriers that may inhibit communication • Demonstrates an understanding of the factors involved in women's choices/ actions • Helps the women validate the Midwives understanding of their needs • Demonstrates empathic touch and body language • Acts on insight in a safe manner, and demonstrates a responsible attitude
Provides health promotion as part of their practice with a midwifery focus	<ul style="list-style-type: none"> • Demonstrates a working knowledge of resources available in hospital and community • Clarifies health promotion aims/ goals for specific women/ client/ family/ whanau • Develops own network of support people and resources to meet/ women's educational needs • Effectively plans immediate and ongoing care to meet identified health promotion needs for women & their families
Practice midwifery in a culturally safe manner	<ul style="list-style-type: none"> • Demonstrates an awareness of the women's/ whanau/ families cultural and spiritual beliefs and values • Interacts with women/ whanau/ family, in a way that is non threatening and establishes a functional working relationship in order to include them in planning care • Supports women/ whanau/ family in making choices with regard for their cultural practice • Identifies culturally safe practice, policies and environment • Continues to develop knowledge in relation to Te Tiriti o Waitangi and Maori health status
Demonstrates appropriate resource management	<ul style="list-style-type: none"> • Can effectively accesses and replace relevant physical resources • Contributes to teaching sessions on the ward and with women/ whanau/ family • Identifies areas or processes within which resources may be used more effectively or efficiently • Manages own time, work load planning, and task completion within appropriate limits
Demonstrates integration of theory and practice	<ul style="list-style-type: none"> • Demonstrates critical thinking which identifies links between theory and practice • Uses knowledge of midwifery theory to provide quality care

Key Responsibility Area	Expected Outcomes
Health & Safety	<ul style="list-style-type: none"> Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> Practicing and observing safe work methods; The use of safety equipment; Reporting unsafe conditions or equipment; and Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau Complete mandatory induction training on Privacy responsibilities

Variation of 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 may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> Midwifery Registration in New Zealand Current Annual Practicing Certificate Be computer literate Understanding of New Zealand legislation, regulations and codes of practice 	

Experience

Essential	Desirable
<ul style="list-style-type: none"> Relevant knowledge and clinical experience in midwifery/maternity. The ability to work independently and be a member of a team Knowledge of current issues within midwifery. Knowledge and understanding of medico / legal and ethical responsibilities 	<ul style="list-style-type: none"> Experience in a secondary service Experience with providing Long Acting Reversible Contraceptives

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> • Te Tiriti o Waitangi and its application to the health setting • Privacy Act (2020) and Health Information Privacy Code (2020) • Health and Safety at Work Act 2015 	<ul style="list-style-type: none"> • Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) • New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<p>Interpersonal Skills</p> <ul style="list-style-type: none"> • Effectively communicates in situations requiring tact and diplomacy • Reads situations effectively and tailors their responses to reflect the needs of the situation • Flexible approach to work, readily adaptable to new challenges • Skilled at relating to and building a rapport with others demonstrated by effective working relationships with the multidisciplinary team at all levels of the organisation. <p>Written Communication Skills</p> <ul style="list-style-type: none"> • Has sound written documentation & communication skills <p>Fit with Te Whatu Ora Te Tai Tokerau</p> <ul style="list-style-type: none"> • Respects the rights of individuals • Understands the need for confidentiality and is prepared to keep information (e.g. about clients and/or staff) confidential • Acts with integrity, honesty and observes high professional standards at all times <p>Excellent Focus</p> <ul style="list-style-type: none"> • Sets challenging goals and targets and is motivated to achieve these • Is self-motivated (i.e. does not require direction/encouragement from external sources) • Has a flexible approach to work showing ready ability to adapt to new challenges <p>Problem Solving</p> <ul style="list-style-type: none"> • Has sound analysis and problem-solving skills with an ability to make sense of a wide range of information • Able to critically evaluate the pros and cons of alternative solutions • Solutions and judgements are supported by reasoned analysis and take into account causes and consequences. Comes up with some innovative solutions • Considers the wider implications of their actions and decisions. Balances taking a short and medium-term perspective

Personal Attributes
<p>A strong women / family focus</p> <p>A strong commitment and genuine interest in our service</p> <p>The ability to communicate effectively with women and their family / whanau</p> <p>A commitment to cultural awareness and its application to midwifery practice</p> <p>A professional development plan</p>

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of
employee: _____

Date: _____