

Statement of Accountability

Te whakaturanga ō mahi

Team Name	Maternity Services, Te Whatu Ora Waitaha		
Role Title	Midwife Manager Kurawaka: Waipapa		
Reports to	Operational Reporting Line: Director of Midwifery & Maternity Services Professional Reporting Line Director of Midwifery & Maternity Services, Te Whatu Ora Waitaha Canterbury & Te Tai o Poutini West Coast		
Date	24 October	Salary Band	Grade 6
Location	Waitaha Canterbury	Department	648 Kurawaka
Direct Reports	This role has delegated people management responsibilities	Total FTE	1.0

About us

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

In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>“When we come to work, we are able and supported by others to be our whole selves. When we return home, we are fulfilled”.</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>“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”</i>

Whanaungatanga	We are a team, and together a team of teams	<i>Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

Our Team Accountability

As a member of the Maternity Service, Women's Health Team, you are committed to act and behave in alignment with our values at all times:

Ōritetanga (Equity)

Tino rangatiratanga (Empowering whānau)

Aroha (Love and Empathy)

Whanaungatanga (Everyone belongs)

Oranga tonutanga (Health and Wellbeing)

Expected Outcomes / Activities – Team Specific

- Ensuring kaimahi are enabled and supported to provide culturally safe care to all whānau. Kaimahi support whānau in a way that respects the needs of the hapū whānau to be confident and achieve tino rangatiratanga.
- Assisting all hapū whānau to have access to adequate and culturally appropriate resources that enable Pae Ora.
- Encouraging well hapū whānau to confidently plan their labour and birth in a community maternity unit.
- Supporting the use of rongoā and other traditional practices within whānau as part of acknowledging the cultural diversity within our community.
- Providing appropriate information, support and pathways as we work alongside LMC midwives to support them to provide pregnancy support within the community and/or if a transfer to the secondary/ tertiary setting is required
- Provision of birthing options that meet the needs of hapū whānau to receive care in the right place and at the right time.
- Working to create a hub and spoke model for access to secondary and tertiary level maternity services when required and enabling timely access when these are needed.
- Supporting parents and caregivers to meet their, and their pēpi's needs within the cultural frameworks they identify with to enable the best start to that pēpi's life.

My Role Responsibilities

The Midwife Manager of Kurawaka; Waipapa is the clinical leader and manager for the team who work here including the support staff and auxiliary staff working in the unit.

Within the unit there are expressed Te Ao Maori values for the benefit of all those who use the unit but specifically for our Maori whānau. The values within our Maternity Strategy will be expressed and felt by those who use the unit, including the staff who work there.

The role is to ensure māmā, pēpi, and whānau of all ethnicities are provided with excellent care that is clinically and culturally safe.

Role Responsibilities

- Understanding and practicing the principles of evidence based best practice that acknowledges a Te Ao Māori framework and continual quality improvement.

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- Providing expert clinical support and advice within this community birthing service to kaimahi accessing the service, those working within it as well as whānau using it
 - Positively and effectively interacting with hapū whānau, visitors, staff and external health team members. Ensuring the environment enables positive and effective interaction with hapū whānau, visitors, kaimahi and hauora services
 - Facilitating and supporting professional workforce development of the staff through facilitation of recruitment and retention processes, including success and development conversations and implementation of growth and development plans, as well as management of staff departures.
 - Effectively managing, supporting and delegating within the healthcare team, including effective planning and improvement of care, flow through our services, clinical outcomes, coordination of resources, development of budgets and expenditure management.
 - Ensuring that all midwifery practice is safe, legal, effective and responsive to the needs of the hapū whānau.
 - Developing an environment which encourages professional responsibility and accountability for the care provision and decision making for hapū whānau by strong working/ professional relationships with our community workforces and the whānau who use the unit.
 - Demonstrating effective management of complaints, incidents and the organisation's policies and procedures.
 - Navigating conflict and change management to support and facilitate improved hapū whānau care and promote excellence in service delivery.
 - Active participation in quality improvement planning, including support of quality, safety and care programmes, policies and practices development and implementation and evidence and data gathering for audit purposes with specific focus on equity across all of the above.
 - This role also requires the ability to be available for emergency issues after hours for Maternity Services.
 - An expectation that all staff who work in the unit to work to the NZCOM Standards of Practice and Nga Maia Maori Midwives Aotearoa Turanga Kaupapa: www.midwife.org.nz/midwives/professional-practice/standards-of-practice/
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My Capability

To be effective and succeed in this role it is expected the person can describe how to work within a Te Ao Maori framework and has previous both in this way of working within a management role:

A person with this leadership focus is someone that has direct line management responsibilities and experience or has experience coordinating/ overseeing others. Their core focus is to support, enable and develop our people both staff and community.

Therefore, critical capabilities for this role are:

Capability Area	Behavioural Descriptor
Cultural Responsiveness	Works proactively with Māori to uphold the principles of Te Tiriti o Waitangi and implements the organisational vision of ensuring equitable outcomes for Māori.
Leading with Influence	Leads and communicates in a clear, inclusive and inspiring way; to influence others to embrace change and take action.
Leads Strategically	Thinks, plans, and acts strategically; engages others and partner with Māori in the vision and values, and position teams/the organisation/the sectors to meet future needs of the people we care for.

Enhancing Organisational Performance	Drives innovation and continuous improvement; to sustainably strengthen organisational performance, ensure equitable outcomes for Māori and improve outcomes for our patients.
Engaging others	Shows composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
Resilient and Adaptive	Seeks and integrates ideas, information, and different perspectives.
Honest and Courageous	Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.
Clinical Leadership	A high level of clinical Midwifery expertise and clinical experience managing within a primary care environment

My Qualifications, Experience, Knowledge, Skills:

	<p>Essential</p> <ul style="list-style-type: none"> – Experienced Registered Midwife with current practising certificate and no conditions. – Relevant managerial/clinical leadership experience with the ability to think strategically. – Has the ability to provide direction for and evaluate midwifery care within the service. – Commitment to and demonstrated history of both an understanding and application of the Te Tiriti O Waitangi and Turanga Kaupapa, the Pae Ora legislation and Te Pae Tata specifically in relation to Kahu Taurima. – Knowledge of Microsoft Suite and general computer literacy including Waitaha Canterbury programmes e.g. Microster, Trendcare/CCDM. <p>Desired</p> <ul style="list-style-type: none"> – Ability to manage a budget, with experience in financial planning preferred. – Relevant postgraduate qualification or working towards one.
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Key Relationships to Nurture

Internal	External
<ul style="list-style-type: none"> – Midwifery staff – Kurawaka Maternity unit staff – Other maternity services in Waitaha and across Te Waipounamu – O&G colleagues – Women's Health: Allied Health Staff, Clinical Support Department, Neonatal Service Staff, Lactation Consultants, Maori Health Staff, Gynaecology Service Staff – Maternity Quality Team – Services supplied by the greater campus and external services e.g. supply and food services – Support Services such as Quality, Finance, Health & Safety, People & Capability 	<ul style="list-style-type: none"> – Te Rūnanga o Ngāi Tahu – Te Rūnanga o Ngā Maata Waka – Te Pūtahitanga o Te Waipounamu – Lead Maternity Carers and LMC Liaison – Nga Maia Maori Midwives Aotearoa – Te Runanaga o Maori Midwives ki Waitaha – MERAS – New Zealand College of Midwives – Whānau Ora – Maternity Consumer Council – Primary health colleagues – Well Child Tamariki Ora providers – Local community groups – Screening services

This Statement of Accountability 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.