

Statement of Accountability

Te whakaturanga ō mahi

Team Name	Maternity Service, Kurawaka: Waipapa Community Unit		
Role Title	Registered Midwife		
Reports to	Midwife Manager Kurawaka: Waipapa		
Date	Dec 23	Salary Band	To be discussed
Location	Kurawaka: Waipapa	Department	

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 whānau, 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>
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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 Registered Midwife is recognised as an autonomous practitioner

Role Responsibilities

Specifically, the role is responsible for:

- Working in partnership with wāhine to ensure they receive quality, evidence informed maternity care whilst they are in hospital.
- Working to the NZCOM Standards of Practice and Turanga Kaupapa www.midwife.org.nz/midwives/professional-practice/standards-of-practice/
- Understanding and practicing the principles of evidence based best practice that acknowledges a Te Ao Māori framework and continual quality improvement.
- Providing expert midwifery clinical support and advice within this community birthing service to support LMC kaimahi accessing the service, 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
- Providing emergency midwifery support as required and facilitate transfers to other maternity services when needed.

- Demonstrate professionalism as a midwife and midwifery practice.
- Maintaining and developing clinical skills and professional decision making.
- Undertaking clear written and verbal communication when working with wāhine and/or colleagues.
- Midwifery practice that is safe, legal, effective and responsive to the needs of the hapū whānau.
- Have 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.
- Facilitate Manakitanga, Whanaungtanga, Arohātanga, Tino Rangatiratanga when supporting and facilitating hapū whānau care and promote excellence in service delivery.

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.

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.
Self-Aware	Understands their impact on others and strengthen personal capability over time.
Engaging others	Connect with people; to build trust and become a leader that people want to work with and for.
Resilient and Adaptive	Show composure, resolve, and a sense of perspective when the going gets tough. Help others maintain optimism and focus.
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.
Achieving Goals	Demonstrate drive, optimism, and focus; to make things happen and achieve outcomes.
Managing Work Priorities	Plan, prioritise, and organise work; to deliver on short, medium and long-term objectives across the breadth of their role.
Curious	Seeks and integrates ideas, information, and different perspectives.

My Qualifications, Experience, Knowledge, Skills:

You will have:

Essential

- Registered with the Midwifery Council of New Zealand.
- Has a current Annual Practising Certificate with no conditions other than MFYP, overseas midwife requirements, RTP or as agreed with Manager and Midwifery Council.
- Evidence of recent midwifery practice; or
 - for recent midwifery graduates, evidence of enrolment on the Midwifery First Year of Practice Programme.
 - or evidence of a Return to Practice Programme.
- Should have the ability to work rostered shifts in a multi-disciplinary team.

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- An understanding of Te Tiriti o Waitangi and how it applies to the provision of health care.
- Demonstrated understanding of maternity care delivery in New Zealand.
- Demonstrated ability to work effectively within a busy environment with competing demands in keeping with their level of experience.
- Strong commitment to women’s and children’s health.
- A commitment to the protection, promotion and support of breastfeeding.
- Good communicator, with the ability to make informed decisions that focus on providing quality maternity care for the women within our services.
- Demonstrate the ability to work both autonomously and collaboratively with other professionals.
- Ability with orientation to use IT systems used within the maternity facilities
- Excellent time management, interpersonal and organisational skills.
- Ability to be adaptable, flexible and solution focused.

Desired

- Innovative/creative.
- Enthusiastic.

Key Relationships to Nurture

Internal	External
<ul style="list-style-type: none"> - Midwifery and Kurawaka:Waipapa Maternity Unit Staff - Other maternity services in Waitaha and across Te Waipounamu - Obstetric 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"> - Lead Maternity Carers and LMC Liaison - New Zealand College of Midwives - Oranga Tamariki - Te Runanaga o Maori Midwives ki Waitaha - Whānau Ora - Maternity Consumer Council - Primary health colleagues - Well Child Tamariki Ora providers - Local community groups - Screening services - MERAS

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.