Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
Health New Zealand | Te Whatu Ora

This position description 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.

Title	Registered Midwife
Reports to	Charge Midwife Manager
Location	Health New Zealand, Te Whatu Ora Te Tai o Poutini West Coast
Children's Worker role[i]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

The Registered Midwife employed in this role is recognised as an autonomous practitioner who:

- Will work in partnership with women to ensure they receive quality maternity care whilst they are in hospital.
- Has a key role in assisting the Health New Zealand to meet its requirements as a maternity services provider as outlined within the maternity services specifications.
- Provides midwifery services that support the provision of primary, secondary and tertiary services within Health New Zealand.
- Will work in partnership with women, LMCs and other members of the health care team to ensure maternity care plans are developed, implemented and reviewed to meet the needs of the woman and her baby during the inpatient stay.
- Will provide emergency midwifery support as required and facilitate transfers to other maternity services when needed.

Key Result Area	Expected Outcomes / Performance Indicators
Demonstrates professionalism as a Midwife	• Practices within the professional and legal frameworks for midwives in New Zealand. • Is aware and up to date with recertification requirements. • Is up to date with current research and best practice and is able to embed this into practice and articulate this to colleagues and women.

	• Practices within relevant national/ HNZ /professional policies and consensus statements/ guidelines. • Incorporates principles of cultural competence including the Turanga Kaupapa (Turanga Kaupapa, Midwives Handbook for Practice, New Zealand College of Midwives 2015; the MCNZ's "Statement on Cultural Competence for Midwives" (MCNZ, 2011) into clinical practice. • Is aware of national maternity service frameworks and their requirements. (Maternity Facility service specifications, Referral Guidelines, Section 88). • Demonstrates professionalism as a midwife in day to day practice. • Takes a proactive approach to meeting the Midwifery Council recertification requirements. • Demonstrates the midwifery Standards of Practice, the profession's Code of Conduct and also that of the HNZ, Code of Ethics (Midwives Handbook for Practice, NZ College of Midwives 2015) in day to day work. • Actively engages and participates in Midwifery Standards Review (Midwifery Standards Review Handbook, NZ College of Midwives 2012) which is completed within the required timeframe. • Shows evidence that current research and best practice informs practice as demonstrated in their professional portfolio. • Utilises opportunities to share current research and best practice with colleagues and incorporate it into daily work. • Demonstrates in day to day practice the use of relevant hospital guidelines, and policies, national policy statements and consensus statements. • Participates in the development and update of hospital guidelines, and policies and in some instances national policy statements and consensus statements. • Demonstrates an understanding of the midwifery role in relation to national maternity frameworks and utilises these in practice e.g. referral guidelines. • Has a plan for working towards or completing the QLP process. • Demonstrates consistent application of cultural competency and Turanga Kaupapa in every day practice.
Maintains and develops clinical skills and decision making	• Has competent clinical skills and decision making and works within the midwifery scope of practice. • Is proactive in recognising areas for improving theoretical knowledge and skill development. • Is willing to share clinical skills and knowledge with others. Is keen to enhance and develop clinical skills. • In day to day practice demonstrates the skill set and knowledge required to provide competent care to women and families. • Takes a proactive approach to develop and enhance clinical skills • Shares knowledge and supports other midwives, students and/or health professionals to update and further develop their clinical skills.

	• Discusses their plan in relation to the QLP process.
Team Work	• Appreciates the different roles within the maternity service of both internal and external key stakeholders. • Has a collaborative working relationship with key internal and external stakeholders. • Actively participates in and contributes goals and activities within the maternity service. • Ensures women remain involved and at the centre of all care decisions. • Coaches others to develop knowledge and skills to accomplish tasks. • Is willing to take appropriate actions in situations that could compromise the safety of women and babies or staff e.g. adverse clinical event reporting, safe staffing. • Is recognized by others in the team as an effective and positive team member. • Is able to demonstrate participation in maternity service goals, quality activities and other initiatives. • Maintains a positive working relationship with key internal and external stakeholders. • Uses the incident reporting system appropriately and effectively to enhance the quality of care for women and their babies. • Demonstrates professionalism and respect when addressing difficult situations that could compromise the safety of women or their babies or colleagues.
Communication	• Recognizes the importance of clear written and verbal communication when working with women and/ or colleagues. • Responds with respect, empathy, tact and diplomacy in a timely manner to women and colleagues. • Is able to communicate in a professional, respectful way to health professional colleagues and women/ and their supports within the bounds of the Privacy Act. • Provides effective advocacy for women/whanau when required. • Understands and works within privacy and confidentiality requirements. • Is flexible, tolerant and responsive to situations, particularly focusing on effective resolution and de-escalation techniques when dealing with conflict. • Is able to articulate concerns in relation to patient safety or other workplace concerns. • Confidentiality is maintained • Evidence that written documentation meets required standard. • Evidence of integrated health care planning and communication demonstrated in day to day work. • Demonstrates evidence of appropriate skills to report a clinical incident or safety concern related to the care of women and/or their babies. • Demonstrates evidence of knowledge about the appropriate processes to report staffing concerns.

	• Demonstrates appropriate communication with LMCs and other stakeholders taking cognisance of privacy and confidentiality issues. • Evidence that communication is done in a professional, respectful way. • Communicates in a timely manner with LMCs and other health care providers.
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to your manager

- Any matters which are not clearly identified or do not comply with Health New Zealand policies and procedures.

Relationships

External	Internal
• Women and their families • Access Agreement Holders • General Practitioners • Community Agencies • Suppliers • Well child/ Tamariki Ora services • Oranaga Tamariki Services • Maternal mental health services and Mother and Baby Unit • Patient Advocacy Service • Child Youth and Family Service Corrections Department (Women's Prison) • Health and Disability Commissioner	• Clinical Coordinators • Midwifery and nursing colleagues • Hospital aids • Ward Clerks • Quality team • Neonatal Service • People & Capability Advisor • O & G Senior Medical Officers and other medical staff • Allied Health staff • Christchurch Hospital Operating Theatres staff • Lactation Consultants

About you – to succeed in this role

You will have

Essential:

- Registered with the Midwifery Council of New Zealand.
- Has a current Annual Practising Certificate with no conditions.
- 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.
- An understanding of the Treaty of 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 (Graduate, Return to Practice and Midwives new to the particular service area will need support and preceptorship particularly in secondary/tertiary maternity facilities in order that they can meet this requirement).
- Excellent written and oral communication skills.
- The ability to think strategically and communicate and influence at all levels.
- A high level of interpersonal skills.
- Ability to motivate and acknowledge others' skills.
- Ability to delegate.
- Ability to create a team environment.
- Ability to "work together" in a truthful and helpful manner.
- Ability to "work smarter" by being innovative and proactive.
- Accepts responsibility for actions.
- Ability to provide inspirational and motivational leadership.

Desired:

- Innovative/Creative.
- Enthusiastic.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

Desired:

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[i] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.