

# STATEMENT OF ACCOUNTABILITY

## Midwife Manager <Unit/Ward Name>

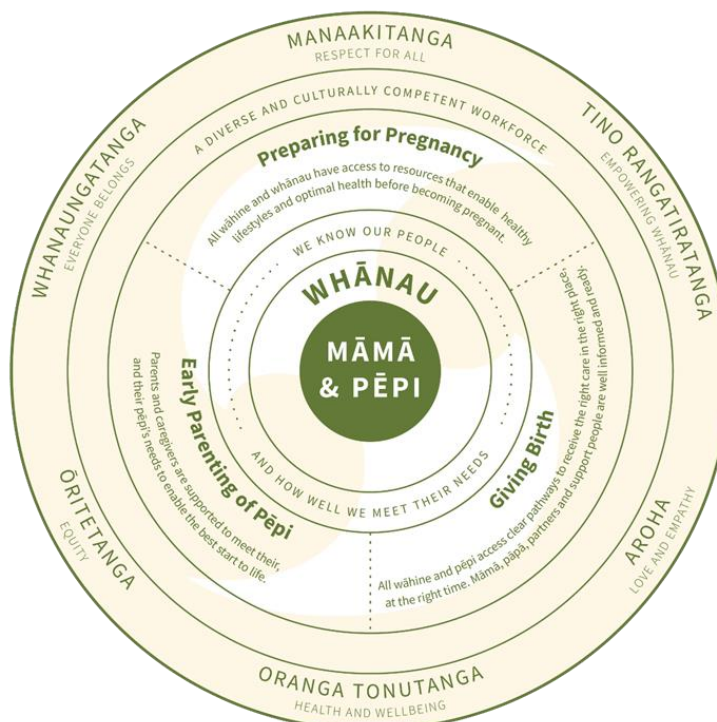
<b>TEAM</b>	Maternity Service, Women’s Health
<b>ROLE TITLE</b>	<b>Midwife Manager &lt;Unit/Ward Name&gt;</b>
<b>REPORTS TO</b>	Operational Reporting Line: Associate Director of Midwifery, Christchurch Women’s Hospital Professional Reporting Line: Executive Director of Midwifery & Maternity Services, Waitaha Canterbury & Te Tai o Poutini West Coast
<b>DIRECT REPORTS</b>	This role has delegated people management responsibilities
<b>BUDGET</b>	This role has budgetary responsibilities

**OUR CULTURE**

At Waitaha Canterbury, we are committed to honouring the principles of Te Tiriti o Waitangi by ensuring our partnership with Māori are at the forefront of all our conversations. We are also committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone’s differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.

**THE MATERNITY STRATEGY FRAMEWORK**

The Maternity Strategy puts māmā and pēpi at the centre of what we do and what we want to achieve. Māmā and pēpi are supported by whānau, who are the people the māmā identifies as her support network.



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)

**Whanaungatanga** (Everyone belongs)

**Tino rangatiratanga** (Empowering whānau)
- Oranga tonutanga** (Health and Wellbeing)

**Aroha** (Love and Empathy)

## OUR TEAM ACCOUNTABILITY

You will have shared accountability for:

- Providing adequate and culturally appropriate guidance to enable māmā, pāpā/partner and support people to feel confident in making informed decisions choices about becoming parents through access to education and improved health literacy and resources.
- Assisting all wāhine and whānau to have access to adequate and culturally appropriate resources that enable healthy lifestyles and optimal health before becoming pregnant.
- Enabling māmā to confidently access the right care, in the right place and at the right time, for themselves and their unborn pēpi.
- Supporting the use of rongoā and other traditional practices within whānau as part of acknowledging the cultural diversity within our community.
- Providing appropriate pregnancy support within the community and/or tertiary setting, and birthing options that meet the needs of māmā and pēpi to receive care in the right place and at the right time.
- Contributing towards implementation of a hub and spoke model for secondary and tertiary level services to improve accessibility across Canterbury and enable timely access when this is needed.
- Supporting parents and caregivers to meet their, and their pēpi's needs to enable the best start to their life.

## MY ROLE RESPONSIBILITY

The **Midwife Manager** is responsible for leadership and management of the midwifery/nursing team and support staff as well as oversight on a day to day basis of any auxiliary staff working in the unit. At the maternity ward level, the role is to ensure māmā, pēpi, and whānau are provided with excellent care.

Specifically, the role is responsible for:

- Positively and effectively interacting with effectively with māmā, pēpi, whānau, and health team members.
- Facilitating and supporting professional and workforce development 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 and clinical outcomes, coordination of resources including time, equipment and staff, development of budgets and expenditure management. Ensuring that all midwifery/nursing practice is safe, legal, effective and responsive to the needs of the wāhine/pēpi and their significant others.
- Ensuring that all midwifery/nursing practice is safe, legal, effective and responsive to the needs of the wāhine/pēpi and their significant others.
- Developing an environment which encourages professional responsibility and accountability for the care provision and decision making for māmā and pēpi.
- Demonstrating effective management of complaints, incidents and the organisation's policies and procedures.
- Navigating conflict and change management to support and facilitate improved patient care and promote excellence in service delivery.
- Understanding and practicing the principles of evidence based best clinical practice and continual quality improvement. 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.
- Encouraging all midwifery staff to work to the NZCOM Standards of Practice and Turanga Kaupapa: [www.midwife.org.nz/midwives/professional-practice/standards-of-practice/](http://www.midwife.org.nz/midwives/professional-practice/standards-of-practice/)

## MY CAPABILITY (INCLUDING

**To be effective and succeed in this role it is expected the person will have proven capabilities against the Leads People leadership focus:**

## CLINICAL CAPABILITIES)

A person with this leadership focus is someone that either has direct line management responsibilities for team members or coordinates or supervises others. Their core focus is to support, enable and develop our people.

- **Cultural Responsiveness** – works proactively with Māori to uphold the principles of the Te Tiriti o Waitangi and implements Waitaha Canterbury’s vision of ensuring equitable outcomes for Maori.
- **Enhancing People Performance** - Improve performance and bring out the best in people; to deliver high quality results for patients.
- **Enhancing Team Performance** - Build cohesive and high performing teams; to deliver collective results that are more than the sum of individual efforts.
- **Achieving Through Others** - Effectively delegate and maintain oversight of work responsibilities; to leverage the capability of people to deliver outcomes for the people we care for.
- **Identifying and Developing Talent** - Encourage and support diversity and build the people capability required to deliver outcomes.
- **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. Helps 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.

### Qualifications, experience, knowledge and skills:

#### Essential:

- 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.
- Knowledge of Microsoft Suite and general computer literacy including Waitaha Canterbury programmes e.g. Microster, Trendcare/CCDM.

#### Desirable:

- Ability to manage a budget, with experience in financial planning preferred.
- Relevant postgraduate qualification or working towards one.

## MY RELATIONSHIPS TO NURTURE

### Internal

- Midwifery and Nursing staff
- 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

### External Partnerships

- Te Rūnanga o Ngāi Tahu
- Manawhenua ki Waitaha
- Te Rūnanga o Ngā Maata Waka
- Te Pūtahitanga o Te Waipounamu
- Lead Maternity Carers and LMC Liaison
- New Zealand College of Midwives
- Whānau Ora
- Maternity Consumer Council
- Primary health colleagues
- Well Child Tamariki Ora providers
- Local community groups

## OUR WELLBEING, HEALTH AND SAFETY

At Waitaha Canterbury, we're committed to promoting a culture where our people's wellbeing, health and safety is at the core of everything we do. We're committed to a healthy and safe working environment to enable everyone to return home safe and well

every day. We're driving for a positive, inclusive, engaging culture where our people feel safe and engaged in their work.

We know that it's important to look after yourself, in order to provide the best possible care to our community. We are all responsible for the health and safety of ourselves and each other. We need to work together to ensure wellbeing, health and safety risks do not put our people at risk of harm.