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	Clinical Midwife Manager / Clinical Midwife Coordinator
Location	Christchurch Women's Hospital
Department	Maternity Service
Date	31/07/2026
Salary band (indicative)[i]	SP
Children's Worker role[ii]	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 is recognised as an autonomous practitioner.

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.
- Assisting Health New Zealand to meet its requirements as a maternity services provider as outlined within the maternity services specifications.
- Providing midwifery services that support the provision of primary, secondary, and tertiary services within Health New Zealand.
- Working in partnership with wāhine, 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 wāhine and her pēpi during her hospital stay.
- Providing emergency midwifery support as required and facilitate transfers to other maternity services when needed.
- Demonstrating professionalism as a midwife.
- Maintaining and developing clinical skills and professional decision making.

- Undertaking clear written and verbal communication when working with wāhine and/or colleagues.

Key Result Area	Expected Outcomes / Performance Indicators
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.
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

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Lead Maternity Carers / LMC Liaison • New Zealand College of Midwives • Whānau Ora • Primary Health Colleagues • Well Child Tamariki Ora Providers • Oranga Tamariki	• Nursing and Midwifery Staff • Obstetric Colleagues • Women's Health Teams • Maternity Quality Team • Supply and Food Services

About you – to succeed in this role

You will have

Essential:

- Registered Midwife with current practicing certificate and no conditions other than Midwifery First Year of Practice (MFYP), Internationally Qualified Midwives (IQM), Return to Practice (RTP) or as agreed with manager and Midwifery Council.
- Evidence of recent midwifery practice OR evidence of enrolment on the MFYP programme OR evidence of a RTW programme.
- The ability to work rostered shifts in a multi-disciplinary team.
- An understanding of Te Tiriti o Waitangi and how it applies to the provision of health care.
- An understanding of maternity care delivery in New Zealand.
- The ability to work effectively within a busy environment with competing demands in keeping with appropriate level of experience.
- A strong commitment to women's and children's health.
- A commitment to the protection, promotion, and support of breastfeeding.
- A good communicator, with the ability to make informed decisions that focus on providing quality maternity care for the women within our services.
- Able to work both autonomously and collaboratively with other professionals.
- After orientation, able to use IT systems used within the maternity facilities.
- Good time management, interpersonal and organisational skills.
- Adaptable, flexible and solution focused.

Desired:

- Innovative, creative, and 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.

[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] 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.