

Position Description | Te whakaturanga ō mahi

Title	Clinical Midwife Manager
Reporting manager	Midwife Manager
Department	Women's Health Directorate
Location	Auckland City Hospital
Date reviewed	November 2022

Kia kotahi te oranga mo te iti me te rahi o te hāpori Healthy communities | World-class healthcare | Achieved together

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

Haere Mai Welcome <i>we see you, we welcome you as a person</i>
Manaaki Respect <i>we respect, nurture and care for each other</i>
Tūhono Together <i>we are a high performing team: colleagues, patients and families</i>
Angamua Aim High <i>we aspire to excellence and the safest care</i>



Our values in action

See me for who I am

When my team understands who I am, and where I come from, I feel accepted

My voice counts

When I know my voice is heard I feel a valued part of the team

Thank you goes a long way

When I'm thanked it motivates me to keep doing great work

Be kind to each other

When I'm respected, I'm happier in the workplace

I have your back

As a team we support each other and lend a helping hand when it's needed

I am part of a team

I give more of myself when we work together as one big whānau

About the role

The Clinical Midwife Manager (CMM) is accountable to support the Midwife Manager

- In delivery of safe quality evidence based maternity care that meets the needs of women and their whanau
- In day to day operational management with optimal use of resources within budget
- Through clinical midwifery leadership, promoting midwifery professional practice standards
- As a leader to enable an environment that makes Women's Health a great place to work and learn.

Key result area	Expected outcomes / performance indicators – position specific
Midwifery Clinical and Professional Leadership	• Promotes pregnancy and birth as normal life events, empowering women and whanau through partnership, participation and protection • Promotes and leads Women's Health priorities and ADHB Values to promote a positive culture • Leads integrated, family centred and safe midwifery care on a day to day basis across the continuum improving perinatal outcomes • Role models the 10 Standards of Midwifery Practice as outlined by NZCOM Handbook for Practice • Contributes to the development, implementation and evaluation of pathways, guidelines/protocols, care models and processes • Contributes to the development of strategic and operational plans for the service and as a lead for improvement initiatives.
Maternity care / operational management	• Actively manages day to day service flows, access, workforce and resources in collaboration with the wider maternity service • Coordinates day to day delivery of maternity care, actively managing and monitoring quality, risks and safety • Coordinates timely transfers and discharge planning • Manages the women's journey across the continuum and where necessary manages the interface between primary and secondary care fostering and supporting collaborative relationships • Follows ADHB handover principles and involves women and whanau at the bedside • On a shift by shift basis, leads a nurturing, supportive team environment (including students) that promotes the retention and recruitment of midwives and nurses • Recognises and acknowledges excellent performance and behaviours and manages of inappropriate behaviour in a timely way to improve team performance and working environment • On a daily basis monitors and evaluates midwifery care and provides clinical supervision to staff. Assists the Midwife Manager in the annual performance review process • Supports the effective use of planned leave and manages unplanned leave.
Quality and Safety	• Participates in developing, implementing and evaluating quality improvements, clinical practice guidelines and clinical audits • Proactively manages risks and complaints (where required), reports appropriately and takes action to ensure a safe environment for all • In partnership with the Maori midwifery team and/or Tikanga advisors leads midwifery care that reflects Turanga Kaupapa standards • Complies with regulatory, OH&S requirements and accreditation processes as required • Actively participates in and/or leads MOS meetings, reviewing performance against standards and KPIs • Effectively uses resources to ensure the delivery of safe quality services at the right time and in the right place • Contributes to clinical governance processes as directed.
Evidence based	• Fosters inquiry, critical thinking and research skill acquisition within the

practice	maternity service to advance midwifery practice and improve outcomes for women and babies • Works to ensure that recommended best practice guidelines/policy are current and evidence based • Participates in and supports research.
Education and Clinical Teaching	• Models expert midwifery skills within the clinical practice area • Demonstrates skilled mentoring/coaching, teaching and supervision of midwifery staff, students and other health professionals • Participates in case review and debriefing as required • Acts as a midwifery resource, providing expert advice and education to women, midwives, and other health care professionals • Identifies and supports staff education and professional development needs • Liaises with internal and external stakeholders of the health service such as mental health, social work, wahine ora, SANDS etc, as required.
Professional Development and Clinical Competency	• Maintains and develops own clinical expertise and knowledge in midwifery practice • Practices in accordance with legal, ethical and professional standards • Participates in professional supervision as required • Participates in own performance development and review • Pursues educational opportunities/conferences relevant to the CMM role, scope of practice, professional interests and goals • Actively engages with other areas within the maternity service, working collaboratively to maintain competence across the scope of practice.

Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	• Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity • Support the expression of hauora Māori models of care and mātauranga Māori
Equity	• Commits to helping all of our residents achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses
Digital	• Supports digital tools that foster organisational effectiveness
Whānau-centric	• Supports improved service engagement with whānau • Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	• Demonstrates performance improvement and efficiency • Supports the implementation of agreed continuous improvement initiatives
Health & Safety	• Takes responsibility for keeping self and others free from harm at work • Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai
Risk	• Actively participates in the DHB's approach to risk management
Digital	• Supports digital tools that foster organisational effectiveness
Recordkeeping	• Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate

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is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the midwife manager in hours /duty manager out of hours

- Identified major risks (quality and safety, reputation)
- Performance issues
- Escalation of access and flows

Authorities

Delegated financial authority	NIL
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Relationships

External	Internal
• Women, families/whanau • LMCs • Other DHBs • Primary health care providers • Ambulance/transport service • Consumer advocates & agencies. • Auckland University Technology School of Midwifery • Other agencies	• Midwife Managers and CMMs • Midwifery Unit Manager • Duty Manager • Midwifery Educators • Medical team • Maori midwifery team • Allied Health Professionals • Kai Atawhai / Cultural Staff • Women's Health Directorate leaders

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- NZ Midwifery registration/ APC
- Expert midwifery practitioner
- Achieved advanced practice qualification such as leadership domain
- Current knowledge and understanding of NZ professional midwifery issues and maternity legislation
- Demonstrated leadership capability
- Minimum 3 years post graduate midwifery experience across the scope of practice
- Knowledge and understanding of the Treaty of Waitangi and its importance in midwifery practice
- Sound understanding of professional midwifery ethics

Desired:

- Masters degree or postgraduate qualification relevant to maternity service provision
- Expertise relevant to clinical area

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Demonstrate alignment with Te Toka Tumai values
- Philosophy of pregnancy and birth as normal life events
- Demonstrated effective delegation and supervision skills
- Demonstrated ability to influence and work

- collaboratively within the
- multidisciplinary team
- Compliance with Section 88
- Commitment to BFHI
- Knowledge of quality improvement principles and processes

Desired:

- Demonstrated ability to facilitate and manage change
- Experience in use of evidence based practice and improvement methodologies including clinical audit, critical appraisal and research skills

Critical competencies

Patient / Client / population focused	• Takes action to fully comprehend the needs of women, whanau and populations • Creates environments where family centred care can flourish • Actively promotes women and whanau needs and priorities
Teamwork	• Collaborates with other key players and work groups to achieve objectives • Seeks out opportunities to support others in achieving goals • Actively contributes to and accepts consensus decisions • Recognises and respects individual differences
Values Diversity	• Displays cultural responsiveness and a willingness to work positively with organisational strategies to improve access and health outcomes for Maori
Self Management	• Sets high personal standards and strives to achieve goals • Displays drive and energy and persists in overcoming obstacles • Is proactive and displays initiative • Is resilient to change • Understands personal limitations
Communication/ Interpersonal Skills	• Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference • Actively listens, drawing out information and checking understanding • Empathises with others and considers their needs and feelings • Creates opportunities to network internally and externally
Innovation	• Actively questions old ways of doing things, thinks outside the square and develops creative and effective solutions to improve outcomes • Applies skilled analysis and sound reasoning in problem solving/decision making
Quality Orientation	• Pays attention to detail and initiates self-checking procedures • Ensures high levels of accuracy and consistent quality • Monitors quality and devises systems to support continuous improvement
Flexibility	• Ability to adapt and work effectively within a variety of situations, and with various individuals or groups
Planning and Monitoring	• Uses action plans to accomplish goals and establishes timeframes • Identifies and removes barriers • Able to monitor progress and address problems to achieve outcomes