

Position Description | Te whakaturanga o mahi

Title	Midwife
Reporting manager	Associate Director of Midwifery
Department	Women's Health
Location	Women's Health Theatres, L9, Te Toka Tumai (Auckland City Hospital)
Full time equivalent (FTE)	0.5-1.0FTE
Date reviewed	April 2023

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.

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



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

Context for the role

- You are a Registered Midwife with an experience within a large tertiary hospital and are ready to further develop your practice within the Perioperative environment. You will be self-motivated and have evidence of continuing education through a professional portfolio. You will be flexible, resilient and innovative working in partnership with women and their chosen LMC. High dependency midwifery skills are preferred but not essential.

About the role

The primary purpose of the role is to:

- To work in partnership with women, on her own professional responsibility, to give necessary support, care and advice during pregnancy, labour and postpartum up to six weeks. To facilitate births and provide care to the newborn within the NZ Midwifery Council Scope of Practice.

Key result area	Expected outcomes / performance indicators – position specific
Midwifery Care	Meets the 4 competencies for the NZ Midwifery Council entry to the register i.e. <ul style="list-style-type: none">• The midwife works in partnership with the woman throughout the maternity experience.• Applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care.• Promotes practices that enhance the health of the woman and her family/whanau and which encourages her participation in her healthcare• Upholds professional midwifery standards and uses professional judgement as a reflective and critical practitioner when providing midwifery care.• Applies the 10 standards of Midwifery Practice as described in the NZ college of Midwives handbook for Practice, 2005• Meets requirements for BFHI and actively supports accreditation for National Women’s Health.• Takes responsibility for participation in the Midwifery Council Recertification program.• Promotes and supports childbirth as a normal physiological birth.• Participates in National Women’s Health Quality and Leadership Program.

Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Whānau-centric	<ul style="list-style-type: none"> • Supports improved service engagement with whānau • Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	<ul style="list-style-type: none"> • Demonstrates performance improvement and efficiency • Supports the implementation of agreed continuous improvement initiatives
Health & Safety	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Actively participates in Te Toka Tumai's approach to risk management
Digital	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Recordkeeping	<ul style="list-style-type: none"> • Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Charge Nurse/Floor Co-ordinator, L9 Theatres, Associate Director of Midwifery, Flow Co-ordinator Women's Health

- Concerns regarding patient safety (eg patient care, resources, infrastructure) within the clinical area of responsibility
- Adverse events affecting patients and/or staff
- Matters that require escalation as per Medical Council of New Zealand's 'Good Medical Practice' professional guideline

Delegated financial authority	N/A
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External	Internal
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- Well Child Providers
- Health Care Consumers
- Family/Whanau
- Visitors/Members of the public
- Volunteers
- Student Midwives (AUT)
- NZCOM
- NZ Midwifery Council
- NZNO/MERAS
- CYFs
- General Practitioners, LMCs & Access Holders

- Chief Midwife
- Lead Maternity carers
- Midwifery/nursing staff
- Lactation Consultants
- Health Care Assistants
- Senior Management
- Ancillary Support Personnel
- Medical staff/Clinical directors
- Wards/departments
- Social Workers
- Laboratories

Authorities

Relationships

About you – to succeed in this role

You will have	<p>Essential:</p> <ul style="list-style-type: none"> • A commitment to biculturalism • A commitment to achieving equitable outcomes for Māori • NZ Registration for Midwives <p>Desired:</p> <ul style="list-style-type: none"> • Relevant postgraduate education
You will be able to	<p>Essential:</p> <ul style="list-style-type: none"> • Demonstrates 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 • Demonstrates alignment with Te Toka Tumai values <p>Desired:</p> <ul style="list-style-type: none"> • Using resources responsibly • Models Te Toka Tumai values in all interactions

Critical competencies

Experience /Knowledge	<ul style="list-style-type: none"> • Is an autonomous practitioner with clinical skills, which demonstrate expert knowledge in the clinical speciality of antenatal intrapartum and postnatal care of women.
Team Work	<ul style="list-style-type: none"> • Works within ADHB policies procedures and guidelines. • Works flexibly within all areas of the maternity service. • Works within and maintains good communication with the multidisciplinary team.
Communication	<ul style="list-style-type: none"> • Supports and sustains other midwives in their professional roles and actively nurtures their own and others' sense of self-worth
Educational Development	<ul style="list-style-type: none"> • Participates in the teaching of student midwives, preceptoring of new graduates and orientation of new staff.

Document Control

Issued by:	Associate Director of Midwifery Women's Health, Te Toka Tumai
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