Te Whatu Ora
Health New Zealand
Te Tai Tokerau

Job Description

Lactation Consultant

Maternity Services

Position Title:	Lactation Consultant
Organisation Unit:	Maternity Services
Location:	Te Whatu Ora Te Tai Tokerau
Responsible to:	Midwife Manager / Community Maternity Manager
Primary Functions of the Position:	To provide full comprehensive support and education to the women of Northland, regardless of admission area within Te Whatu Ora Northern Region (TWO). Educate all staff and the multidisciplinary, ancillary staff to meet required levels under the Breastfeeding Authority guidelines and the Baby Friendly Hospital Initiative specifications. To support and educate all staff within TWO who come in contact with women who are breastfeeding to give consistent information and support.

Functional Relationships

The Lactation Consultant will develop and maintain excellent relationships with:

Internal	External
• Midwife Manager • Community Maternity Manager • CMMs Te Kotuku • Members of the multi-disciplinary team within Maternal & Child Health Services. • Midwifery Professional Advisor. • Clinical Directors/General Managers of other services.	• Clients, their families/whanau and significant others. • Well Child Providers. • Key community agencies. • General Practitioners • Community groups, voluntary and support agencies and Iwi groups. • Lead Maternity Carers

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Lactation Consultant encompasses the following major functions or key result areas:

- To promote best breastfeeding practices within Maternal & Child Health Services
- Maintain Baby Friendly Hospital Initiative status throughout TWO
- Provide a community focused service
- Quality assurance
- Treaty of Waitangi
- Health and Safety

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within TWO management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora Te Tiriti o Waitangi Training

Key Responsibility Area	Expected Outcomes
To promote best breastfeeding practices within Maternal & Child Health Services	• To assist, educate and support staff/clients/whanau with breastfeeding. • Liaise with ward staff and LMC's to initiate feeding plans in complex situations. • To support and promote and initiate research that assists in the delivery of services to women and infants. • To provide orientation for all Maternity staff as to best breastfeeding practice. • To assist breastfeeding women/babies and women that may be admitted to other areas and are having breastfeeding problems, identified by staff and women. • To ensure that we promote, protect and support breastfeeding women/whanau throughout TWO.
Maintain Baby Friendly Hospital Initiative status throughout Te Whatu Ora Te Tai Tokerau	• To plan and develop programmes to enhance staff training and development in best breastfeeding practice. • Audits yearly and keep accurate records. • BFHI assessments for NZBA to assist with networking and increasing knowledge. • To assist in the formulation of policies and protocols that are based on current knowledge and research with regard to infant feeding.
Provide a community focused service	• To provide community clinics • To liaise with interested consumer groups and other professional agencies/groups that are involved in infant feeding in order to ensure seamless delivery of service to women and infants in Northland and to facilitate feedback mechanisms from the wider community and interested groups.
Quality assurance	• Participate in Service's functions and activities to ensure a culture of continuous quality improvement and ensure the Service supports TWO commitment to accreditation.
Health & Safety	• Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents
Privacy and Confidentiality	• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and

responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
• Certified Lactation Consultant in conjunction with either: • Registered Midwife or • Registered Nurse or • Enrolled Nurse	

Experience

Essential	Desirable
• Demonstrate practical, professional experience in providing assistance to women and infants in the area of breastfeeding support and infant nutrition.	•

Awareness and Understanding of

Essential	Desirable
• Te Tiriti o Waitangi and its application to the health setting • Baby Friendly Community Initiative and Baby Friendly Hospital Initiative Service Specifications • NZBA • Maternity Services in New Zealand	• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) • New Zealand Council of Healthcare Standards • Privacy Act (2020) and Health Information Privacy Code (2020)

Skills & Personal Attributes

Skills
• Demonstrate practical, professional experience in providing assistance to women and infants in the area of breastfeeding support and infant nutrition. • Ensure requirements are met to maintain 5 yearly IBCLC accreditation and annual practising certificate

Personal Attributes
• Assume responsibility for acquiring knowledge and meeting own learning needs • To work independently and maintain monthly reports to manager

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: ----------

Signature: ----------

Date: ----------

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title ----------

Signature of employee: ----------

Date: ----------