

## Position Description

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| <b>Position</b>            | <b>Registered Midwife</b>                                                                                                                                                                                              |
| <b>Team / Service</b>      | Te Mahoe Unit/Women's Clinics                                                                                                                                                                                          |
| <b>Directorate</b>         | Women's Health Directorate                                                                                                                                                                                             |
| <b>District</b>            | Capital, Coast & Hutt Valley District                                                                                                                                                                                  |
| <b>Responsible to</b>      | Nurse Manager                                                                                                                                                                                                          |
| <b>Children's Act 2014</b> | This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years                                                                          |
| <b>Location</b>            | This role is principally for Te Mahoe, Wellington Hospital, but the position holder can also be expected, when required, to rotate to other areas of the clinic, and within scope areas of the women's health services |

## Te Whatu Ora

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The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

## Context

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Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

[TeWhatuOra.govt.nz](https://www.tewhatuora.govt.nz)

Capital, Coast | Private Bag 7902, Newtown, Wellington 6342 | 04 385 5999 Hutt Valley | Private Bag 31907, Lower Hutt 5010 | 04 566 6999

**Te Kāwanatanga o Aotearoa**  
New Zealand Government

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kāpiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

The provision of maternity services encompasses community-based midwifery Lead Maternity Carers (who are not hospital employees,) Community Midwifery Team midwives, breastfeeding support and specialist level obstetric and gynaecology services.

Kenepuru Community Hospital and Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit

## Te Tiriti o Waitangi and Māori Health Outcomes

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Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## Te Mauri o Rongo

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Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

### Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

### Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

### Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

### Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

## District Responsibility

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The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Service Perspective

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The maternity service across the district provides care to 5,000 birthing people per annum. Primary care is provided at all facilities. Secondary care is provided at Wellington Regional hospital and Hutt hospital. Wellington Regional hospital provides tertiary care to the central region. All Capital, Coast and Hutt Valley facilities are Baby Friendly Hospital Initiative (BFHI) accredited. The district is supported by community midwifery teams with outreach clinics in each locality.

## Purpose of the role

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Within the Te Mahoe service, the staff member will apply midwifery knowledge and expertise to provide advocacy and support for women and others to manage their reproductive and sexual health needs. The midwife will be flexible, compassionate and emphasise partnership in their approach to care. They will provide safe, effective midwifery care, maintaining an accepted standard of clinical expertise that is based on current research and recommended 'best practice'. Although the principal role will be with the Te Mahoe service, the midwife will be expected when required to rotate to other areas of the clinic, and within scope areas of the women's health services.

All midwives employed by Te Whatu Ora – Capital, Coast and Hutt Valley (CCHV) will have registration with the New Zealand Midwifery Council and maintain a current annual practising certificate as a registered midwife.

It is the midwives' responsibility to ensure that they attend the generic orientation, yearly core competencies and maintain area-specific competency requirements. They will access policy and procedures through Capital Doc and work within the Te Whatu Ora Midwifery standards & criteria of care and professional practice.

The registered midwife working for Te Whatu Ora – CCHV will have a desire to develop in midwifery; will have the ability to work using a team approach, demonstrate values consistent with those of Te Whatu Ora – CCHV and will be committed to the principles of the Treaty of Waitangi.

The team approach commits to providing person/whānau centred care, using current evidence to assist people to achieve their optimum health. It considers the midwifery level and staff mix with registered nurses, enrolled nurses, nurse assistants and health care assistants working together as part of the team.

The benefits of a team approach are:

- Improved communication and coordination of care

- Enhanced teaching of clinical decision-making and skills
- Increased patient satisfaction
- Improved patient care
- Increased work satisfaction and staff retention
- Decreased staff turnover

Supporting change implementation is an important aspect of this role. The environment is one of continuing change as we strive for quality practice and improved patient safety. The midwife is a key part of the team's involvement in such change.

To provide evidence-based care, the midwife will be an active member of the nursing and midwifery team in directing and delegating care and role modelling professional, educational and preceptorship behaviours

## Key Accountabilities

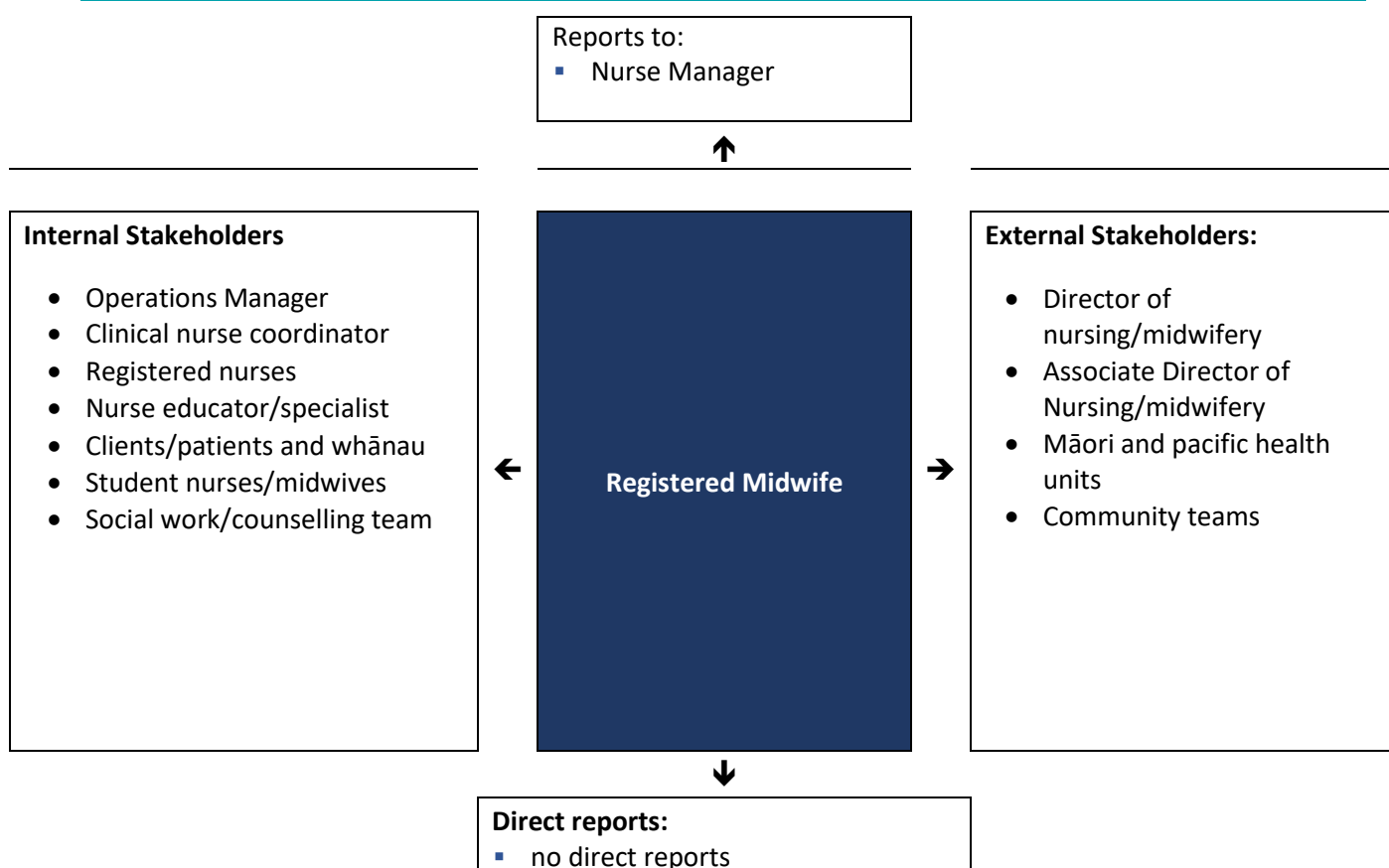
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

| Deliverables / Outcomes                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| 1. Works in partnership with the woman and her whānau (in the context of services provided by CCHV)                                         | <ul style="list-style-type: none"> <li>▪ Centres the woman as the focus of care</li> <li>▪ Promotes and supports continuity of midwifery care</li> <li>▪ Is culturally safe</li> <li>▪ Is aware of the role of equity in healthcare outcomes</li> <li>▪ Recognises and respects the woman's ethnic, social and cultural context</li> <li>▪ Communicates effectively with the woman and her whānau and promotes three way conversations when needed</li> <li>▪ Supports the woman with informed decision-making</li> <li>▪ Care is planned in partnership with the woman and her whānau</li> </ul>                                                                                                                                                                                                                                                                                                                                                  |
| 2. Applies comprehensive theoretical and scientific knowledge with the technical skills needed to provide effective and safe midwifery care | <ul style="list-style-type: none"> <li>▪ Provides and is responsible for midwifery care of the woman and her whānau when accessing the service</li> <li>▪ Orders and interprets relevant investigative and diagnostic tests, carries out necessary screening procedures, and systematically collects comprehensive information concerning the woman's health and well-being</li> <li>▪ Assesses the health and well-being of the woman and her baby, recognising any condition which necessitates referral to another health professional</li> <li>▪ Demonstrates the ability to prescribe/ dispense and administer medicines, vaccines and immunoglobulins safely and appropriately within the midwife's scope of practice and the relevant legislation</li> <li>▪ Facilitates and documents decisions made by the woman</li> <li>▪ Provides accurate and timely written clinical notes identifying care offered, provided or declined</li> </ul> |

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| <p>3. Promotes practices that enhance the health of the woman and her whānau and which encourage their participation in her health care</p>                           | <ul style="list-style-type: none"> <li>▪ Encourages and assists the woman and her whānau to take responsibility for their health and that of the baby by promoting healthy life-styles</li> <li>▪ Demonstrates the ability to offer learning opportunities to women and their whānau to meet their specific needs</li> <li>▪ Supports the woman's whānau to participate in the health and wellbeing of the woman and baby as appropriate</li> <li>▪ Works collegially, collaborates and cooperates with other midwives, health professionals, community groups and agencies when necessary</li> <li>▪ Ensures the woman has information about available services to access other health professionals and agencies as appropriate</li> </ul>                                                                                                                                          |
| <p>4. The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care</p> | <ul style="list-style-type: none"> <li>▪ Reflects the district's values in care provided to women and their whānau and interactions with colleagues</li> <li>▪ Demonstrates an accurate and comprehensive knowledge of legislation affecting midwifery practice</li> <li>▪ Recognises personal responsibility and accountability for their practice across the pregnancy, childbirth and postpartum continuum to the woman, midwifery profession, the community and the Midwifery Council of New Zealand</li> <li>▪ Is aware of and complies with the Midwifery Council of New Zealand and Health New Zealand   Te Whatu Ora Code of Conduct</li> <li>▪ Is aware of own limitations and consults with others, or seeks advice when appropriate</li> <li>▪ Participates in Midwifery Standards Review (MSR) process</li> <li>▪ Supports others in developing their practice</li> </ul> |
| <p>5. Stakeholder engagement</p>                                                                                                                                      | <ul style="list-style-type: none"> <li>▪ Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services.</li> <li>▪ Constructive strategic and tactical relationships and partnerships are developed with a range of groups and individuals both internal and external to the district that supports and enables problem solving and the implementation of solutions</li> <li>▪ A partnering approach is implemented to the delivery of services to the districts in a way that facilitates and supports shared agenda and objectives.</li> </ul>                                                                                                                                                                                                                                      |
| <p>6. Continuous improvement and innovation</p>                                                                                                                       | <ul style="list-style-type: none"> <li>▪ Establish a culture of continuous improvement, ensuring linked and cohesive district views of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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| 7. Te Tiriti o Waitangi | <ul style="list-style-type: none"> <li>Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to</li> <li>Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance</li> <li>Cultural competence is grown across the team, supporting inclusion and partnership.</li> </ul>                                                                                                                                 |
| 8. Health & Safety      | <ul style="list-style-type: none"> <li>Ensure all Health &amp; Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature</li> <li>Actively support and ensure compliance with Health &amp; Safety policy and procedures; ensuring staff also support and comply.</li> <li>Maintain a proactive culture of Health &amp; Safety supported by systems.</li> <li>Ensure providers are aware of and have processes to comply with their health and safety responsibilities</li> </ul> |

## Key Relationships & Authorities



## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

|                                           | Behaviours                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>Team Work</b>                          | <ul style="list-style-type: none"> <li>Collaborates with fellow team members and work groups to achieve service objectives</li> <li>Seeks out opportunities to support others in achieving goals</li> <li>Recognises and respects individual differences</li> <li>Actively contributes to and accepts consensus decisions</li> </ul>                                                                                                                                                                                                                                                                     |
| <b>Commitment to Kawa Whakaruruhau</b>    | <ul style="list-style-type: none"> <li>Demonstrates understanding and application of the principles of Te Tiriti O Waitangi   Treaty of Waitangi in midwifery practice</li> <li>Works towards achieving equitable health outcomes for Māori</li> <li>Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care</li> <li>Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity</li> <li>Supports the expression of hauora Māori models of care and mātauranga Māori</li> </ul> |
| <b>Equity</b>                             | <ul style="list-style-type: none"> <li>Commits to helping all of our people to achieve equitable health outcomes</li> <li>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</li> <li>Supports the dismantling of policies, procedures and practices that cause inequity</li> <li>Supports Māori-led responses</li> <li>Supports Pacific-led responses</li> <li>Supports Disability-focused responses</li> </ul>                                                                       |
| <b>Self-Management</b>                    | <ul style="list-style-type: none"> <li>Sets high personal standards and strives to achieve goals</li> <li>Is proactive and displays initiative</li> <li>Is resilient and able to adapt to change</li> <li>Understands and acknowledges personal and professional limitations</li> <li>Ability to work to deadlines to achieve outcomes</li> </ul>                                                                                                                                                                                                                                                        |
| <b>Communication/Interpersonal Skills</b> | <ul style="list-style-type: none"> <li>Demonstrates compassion</li> <li>Empathises with others and considers their needs and feelings</li> <li>Actively listens, drawing out information and checking understanding</li> <li>Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference</li> </ul>                                                                                                                                                                                                          |
| <b>Professionalism</b>                    | <ul style="list-style-type: none"> <li>Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct.</li> <li>Is aware of professional boundaries</li> <li>Shows courtesy, respect, caring for people and their whānau in all aspects of midwifery practice</li> </ul>                                                                                                                                                                                                                                                                          |
| <b>Flexibility</b>                        | <ul style="list-style-type: none"> <li>Ability to flex within the scope of Registered Midwife practice to meet the changing needs of people and their whānau and the population</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                               |

|  | Behaviours                                                                                                                            |
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|  | <ul style="list-style-type: none"> <li>▪ Responds positively and collegially, to requests for help from other team members</li> </ul> |

## Experience and Capability

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Essential qualifications, skills and experience

### A. Knowledge, Skills & Experience:

- Evidence of effective, competent midwifery practice or, for recent midwifery graduates, evidence of enrolment in the Midwifery First Year of Practice Programme
- 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 the midwifery role
- A commitment to achieving equitable outcomes for Māori
- Record of working successfully in a range of environments including secondary /tertiary services
- Experience providing grief and loss care is desirable

### B. Essential Professional Qualifications / Accreditations / Registrations:

- New Zealand Registered Midwife
- A current practising certificate with the Midwifery Council of New Zealand

### C. Someone well-suited to the role will place a high value on the following:

- Living the District values
- Respect and collaboration in practice
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Commitment to sustainable practice

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**Ma tini, ma mano, ka rapa te whai**  
**By joining together we will succeed**