



Capital & Coast District Health Board

ŪPOKO KI TE URU HAUORA

Position Description

POSITION:	Registered Midwife (Casual)
LEVEL:	Competent Midwife
SERVICE:	Women's Health Service
HOURS OF WORK:	Hours as negotiated, rostered and rotating
RESPONSIBLE TO:	Charge Midwife Managers
PROFESSIONAL ACCOUNTABILITY:	Associate Director of Midwifery Charge Midwife Manager Clinical Midwifery Specialist Midwifery Educator Clinical Midwife Specialist (lactation)

MISSION:

"Together, Improve the Health of the District"

VALUES:

Innovation
Action
People/Patient Focus
Living the Treaty
Professionalism and Leadership
Excellence

Background

Organisational perspective

The Capital and Coast District Health Board (C&CD HB) covers a region extending from Wellington to Otaki. It comprises key delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital (opened in March 2009); a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Community Hospital. The total operating budget for the provider arm is approximately \$570M.

There is an ongoing change programme begun in 2008 to resolve HHS performance with a target of achieving performance in the top five District Health Boards and a break even operating result.

We are focused on improving the health of our local people, families and communities – and reducing inequalities within our population. To support this we will ensure:

- integrated delivery of services backed by sound infrastructure
- financial and clinical viability of services, facilities and support
- a “culture” that supports health improvement and addresses disability needs locally and across our region
- the development of clinical leadership
- regional collaboration

Priorities in the current year for HHS are:

- Workforce – being an employer of choice, and developing research and education within the organisation
- Primary, secondary and regional and national collaboration
- Focus on infrastructure to support clinical work
- Clinical Governance
- Continuing devolution of authority

Directorate perspective

The key areas of focus for the Surgery, Women and Children's Directorate are:

- To implement a productive operating theatre model that captures efficiencies and delivers highest levels of service.
- The establishment of sustainable nursing models within the in-patient wards and the redevelopment of the paediatric facilities.
- Prove clinical efficiencies and the effectiveness of clinical supply use across the whole Directorate
- To lead expanded collaboration with Hutt Valley and Wairarapa DHBs to establish wider regional clinical services.
- To ensure in the expenditure areas of Nursing Labour, Medical Labour and Management/Administration Labour that we are within benchmark of our peer DHBs.

SERVICE BACKGROUND

Women's Health. The multidisciplinary team in Women's Health Service is dedicated to ensuring excellence in obstetric and gynaecological care. The service provides an integrated mix of inpatient/outpatient/day patient and domiciliary services. Services are delivered in Wellington and Kenepuru hospitals, Kapiti Health Centre, out reach clinics and domiciliary midwifery services.

The Women's Health Service comprises of inpatient cots/beds resourced for 62 women and up to approximately 30 babies. In addition there are 15 delivery beds spread across three facilities. There are two inpatient wards at Wellington, one mixed gynaecology and postnatal, the other antenatal and postnatal, as well as postnatal beds at Kenepuru and Kapiti. Ambulatory services include a comprehensive diagnostic and therapeutic ultrasound service to support our tertiary maternal fetal medicine service, Women's Health Acute assessment service and a wide range of outpatient obstetric and gynaecological services. There is a regional counselling and termination of pregnancy service.

Statement of Practice

Nursing and Midwifery practice within Capital and Coast District Health are specialised expressions of caring, concerned with enhancing the health of individuals and groups, responding to the realities of life situations and committed to the principles of the Treaty of Waitangi.

Relationships

FUNCTIONAL RELATIONSHIPS:

Women and Families
Midwifery Team
Interdisciplinary Team
Director of Nursing and Midwifery
Midwifery Leader
Charge Midwife Manager
LMC midwives
Midwife Educator
Clinical Midwife Specialist
Health Care Assistants
Midwifery Support Workers
GP's

Qualifications

Registration with the Midwifery Council New Zealand and a current annual practising certificate is essential.

Person Specification

- Has consolidated knowledge and skill over a minimum period of 12 months
- The ability to work as a member of a team.
- Ability to work in an efficient and organised way.
- Values consistent with those of C&C DHBs

Midwifery Scope of Practice

The midwife works in partnership with women, on her own professional responsibility, to give women the necessary support, care and advice during pregnancy, labour and the postpartum period up to six weeks, to facilitate births and to provide care for the newborn.

The midwife understands, promotes and facilitates the physiological processes of pregnancy and childbirth, identifies complications that may arise in mother and baby, accesses appropriate medical assistance, and implements emergency measures as necessary. When women require referral midwives provide midwifery care in collaboration with other health professionals.

Midwives have an important role in health and wellness promotion and education for the woman, her family and the community. Midwifery practice involves informing and preparing the woman and her family for pregnancy, birth, breastfeeding and parenthood and includes certain aspects of women's health, family planning and infant well-being.

The midwife may practise in any setting, including the home, the community, hospitals, or in any other maternity service. In all settings, the midwife remains responsible and accountable for the care she provides.

Midwifery Competencies

Competencies	Performance Indicators
1. Partnership with Women	
A. Women and Family Centred Care	<ol style="list-style-type: none"> 1. Centre the woman as the focus of care 2. Facilitates, clarifies and encourages the involvement of family/whanau as defined by the woman. 3. Respects and supports the needs of women and their families/whanau to be self-determining in promoting their own health and well-being 4. Negotiates the midwifery partnership, recognising and respecting the shared responsibilities inherent in it.
B. Effective Communication/Negotiation Skills	<ol style="list-style-type: none"> 1. Communicates effectively with the woman and her family/whanau as defined by the woman. 2. Provides up to date information and supports the woman with informed decision-making 3. Maintains confidentiality and privacy 4. Formulates and documents the care plan in partnership with the woman
C. Social/ Cultural Context of Women and Self	<ol style="list-style-type: none"> 1. Applies the principles of cultural safety to the midwifery partnership 2. Recognises Maori as Tangata Whenua of Aotearoa and honours the principles of partnership, protection and participation 3. Recognises and respects the woman's ethnic, social and cultural context
D. Continuity of Midwifery Care	<ol style="list-style-type: none"> 1. Promotes and provides or supports continuity of midwifery care
E. Childbirth as a Normal Life Event	<ol style="list-style-type: none"> 1. Promotes the understanding that childbirth is a physiological process and a significant life event

2. To Apply comprehensive theoretical and scientific knowledge with the affective and technical skill needs to provide effective and safe midwifery care

A. Assessment Skills	<ol style="list-style-type: none"> 1. Confirms pregnancy if necessary, 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 2. Assesses the health and well-being of the woman and her baby throughout pregnancy, recognising any conditions which necessitates consultation with or referral to another midwife, medical practitioner or other health professional 3. Attends, supports and regularly assesses the woman and her baby and makes appropriate, timely midwifery interventions throughout labour and birth 4. Identifies factors in the woman or her baby during labour and birth which indicate the necessity for consultation with, or referral to, another midwife or a specialist medical practitioner
B. Implementation of Skills	<ol style="list-style-type: none"> 1. Provides and is responsible for midwifery care of the woman and her family/whanau during pregnancy, labour and

	<p>birth and the postnatal period.</p> <p>2. Utilises a range of supportive midwifery skills which facilitate the woman's ability to achieve her natural potential throughout her childbirth experience</p> <p>3. Provides and is responsible for midwifery care when a woman's pregnancy, labour and birth or postnatal care necessitates clinical management by a medical practitioner</p> <p>4. Demonstrates accurate and timely written progress notes and relevant documented evidence of all midwifery decisions made and midwifery care offered and provided</p>
C Emergencies	<p>1. Recognises and responds to any indication of difficulty and any emergency situation with timely and appropriate intervention, referral and resources</p> <p>2. Assess the health and well-being of the baby and initiates necessary screening, consultation and/or referral throughout the postnatal period</p>
D. Discharge/ Community Support	<p>1. Performs a comprehensive end-point assessment of the woman and her baby within the six-week postnatal period, including contraceptive advice and information about and referral into well woman and well child services, including available breastfeeding support and immunisation advice</p> <p>2. Collaborates and co-operates with other health professionals, community groups and agencies when necessary.</p> <p>3. Provides the woman with clear information about accessing community support agencies that are available to her during pregnancy and to her, the baby, and the family/whanau when the midwifery partnership is concluded.</p>
E. Documentation	<p>1. Provides accurate and timely written progress notes and relevant documented evidence of all decisions made and midwifery care offered and provided</p>
F. Shared Decision Making	<p>1. Shares decision-making with the woman and documents those decisions.</p>
3. To Promote practices that enhance the health of woman and her family/whanau and encourage their participation in her health care	
A. Information Sharing	<p>1. Ensures the woman has the information about available services to access other health professionals and agencies as appropriate</p>
B. Informal/ Formal Teaching	<p>1. Demonstrates the ability to offer formal and informal learning opportunities to women and their families/whanau to meet their specific needs</p>
C. Health Promotion Interventions	<p>1. Encourages and assists the woman and her family/whanau to meet their specific needs</p> <p>2. Promotes self-determination for the woman and her family/whanau</p> <p>3. Promotes and encourages exclusive breastfeeding as the optimal way of feeding an infant</p> <p>4. Demonstrates an understanding of the needs of women and their families in relation to infertility, complicated pregnancy, unexpected outcomes, abortion, adoption, loss and grief, and applies this understanding to the care of women and their families/whanau as required</p>

4. The Midwife Upholds Professional Midwifery standards and Uses Professional Judgement as a Reflective and Critical Practitioner when Providing Care	
A. Accountability	<p>1. Accepts personal accountability to the woman, to the midwifery profession, the community, and the Midwifery Council of New Zealand for midwifery practice</p> <p>Recognises the midwife's role and responsibility for understanding, supporting, and facilitating the physiological processes of pregnancy and childbirth</p>
B. Legislation	<p>1. Accesses practice in relation to current legislation, the Midwifery Scope of Practice and Competencies for Entry to the Register of Midwives and the New Zealand College of Midwives Handbook for Practice and the code of Ethics</p>
C. Recognition of Limits	<p>1. Recognises the midwife's role and responsibility for understanding , supporting, and facilitating the physiological processes of pregnancy and childbirth</p>
D Assessment/ Evaluation	<p>1. Participates in Midwifery Standards Review using professionally recognised standards and reflects on and integrates feedback from clients and peers into midwifery practice</p>
E. Commitment to Ongoing Professional Development	<p>1. Demonstrates a commitment to participate in ongoing professional development</p> <p>2. Participates in cultural safety education and development</p>
F. Values and Beliefs	<p>1. Recognises own values and beliefs and does not impose them on others</p> <p>2. Is aware of the impact of gender, race and social policies and politics on women, midwives and the maternity services</p> <p>Note: Cultural awareness and safe practice</p>
G. Works with Colleagues	<p>1. Works Collegially and collaboratively, and communicates effectively with other midwives and health professionals</p>
H. Supervision and Training	<p>1. Directs, supervises, monitors and evaluates the obstetric nursing care provided by registered obstetric nurses, enrolled nurses, registered general nurses or registered comprehensive nurses</p> <p>2. Assists and supports student midwives in the development of their midwifery knowledge and skills in the clinical setting</p>
I Autonomy	<p>1. Demonstrates the ability to provide midwifery care on her own responsibility throughout pregnancy, labour and birth and the postnatal period,.</p>

Women's Health Service Competencies

A. Is actively engaged in midwifery recertification programme and meets requirements for and annual practicing certificate	1. Books and undertakes midwifery standards review in first and third year of practice. (3 yearly there after) 2. Maintains midwifery portfolio.
B. Actively engages in learning the responsibilities, priorities, policies, standards and practices of the organization.	1. Completes organizational and area specific core competencies, and keeps evidence of this in midwifery portfolio.

Generic Organisational Competencies

A. Continuous Quality Improvement Actively contribute to Continuous Quality Improvement activities within the service.	Identifies improvement opportunities and notifies the manager of these. Participates in the service's quality improvement activities. Provides good woman centred service and is responsive to women's or families requests or complaints. Complies with standards and works to improve women's satisfaction.
B. Risk Minimisation Actively contributes to risk minimisation activities within the service.	Identifies risks and notifies the manager of these. Participates in the service's risk minimisation activities. Complies with C&C DHB Reportable Events policy and other policies and procedures. Participates in audits.
C. Health and Safety Complies with responsibilities under the Health & Safety in Employment Act 1992	Has read and understood health and safety policy and procedures. Actively supports and complies with health and safety policy and procedures. Uses protective clothing and equipment. Actively participates in the hazard management and identification process. Proactively reports and remedies any unsafe work condition, accident or injury.

Commitment to Health and Independence Improvement Goals

- Is committed to the values and goals of C&C DHB.
- Is committed to continuous learning and performance development.
- Encourages the development of all team members.

Teamwork

- Develops and maintains positive relationships and works in partnership with other team members.
- Develops rapport and builds networks of constructive working relationships with key people.
- Effectively uses team dynamics and individual operating styles to build team processes and strengths.
- Shares knowledge and works cohesively with the team.

Innovation

- Is innovative in the development of business initiatives and projects.
- Is proactive and motivated and responds positively to new challenges and opportunities.
- Develops new and/or more effective work processes and systems through lateral thinking and creativity.

Work Approach

- Is results focussed and committed to making a difference.
- Plan and organise own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected.
- Adjusts work style and approach to fit in with requirements.
- Focuses on quality improvement and customer satisfaction.
- Perseveres with tasks and achieves objectives despite obstacles.

Communication

- Listens with a preparedness to understand.
- Is confident and appropriately assertive in dealing with others.
- Deals effectively with conflict.

Partnership with Maori

- Understands the Principles of Te Tiriti o Waitangi and how these apply within the context of health service provision.

- Applies the notion of partnership and participation with Maori within the workplace and the wider community.
- Promotes and participates in targeted Maori health initiatives by which Maori health gains can be achieved.
- Implements strategies that are responsive to the health needs of Maori.

C&C DHB may change the position description with the agreement of the position holder as the needs of the business change.

Name

Signature

Date
