

Position Description

Position	Midwife Clinical Coach
Team / Service	Women's Health Service
Group / Directorate	Womens and Children's Group
District	Capital, Coast and Hutt Valley District
Responsible to	Midwife Manager
	Regulatory reporting is required to Midwifery Council
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	Wellington Regional Hospital

Health New Zealand | Te Whatu Ora

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

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:

- 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.

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.

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 secondary and tertiary level maternity care at Wellington Regional Hospital and secondary maternity level care at Hutt Hospital. There are also primary Birthing Units available for well women to use at Kenepuru Community Hospital in Porirua and the Kāpiti Health Centre.

The provision of maternity services encompass community-based midwifery Lead Maternity Carers (who are not hospital employees), Community Midwifery Team midwives, breastfeeding support, and tertiary level obstetrics, gynaecology and other specialist 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, Addiction and Intellectual Disability Service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Our Regional Forensic and Rehabilitation Inpatient Mental Health Services are located on site at Rātonga Rua-o-Porirua.

Te Tiriti o Waitangi and Māori Health Outcomes

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 Ao 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

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.

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:

District Responsibility

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 Health New Zealand policy.

Health New Zealand is committed to Te Tiriti o Waitangi principles of Tino Rangatiratanga, Partnership, Equity, Active Protection and Options by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

Women's and Children's Service Group Perspective

The Women's and Children's Service Group is one of six within Capital, Coast and Hutt Valley district's provider services. Services and specialties within the group range from primary to tertiary level with service provision for the district, the central Region and wider Regions. The Group operates from four sites across the district including Wellington Regional, Hutt and Kenepuru hospitals as well as the Kāpiti Birthing unit and Health Centre.

Our services include:

- Obstetrics and Gynaecology
- Maternity
- Maternal Fetal Medicine
- Women's Health Scanning
- Gynaecology Oncology
- Abortion Service
- Neonatal Intensive and Special Care Units
- Child Health
- Child Development
- Genetics
- Violence Intervention Programme

Service/Team Perspective

The Women's Health Service is a secondary and tertiary provider of Obstetrics and Gynaecology care and associated support services on an acute or elective, inpatient, day patient or outpatient basis.

Obstetric services provide for approximately 5,000 births per annum, and include a Maternal Fetal Medicine service and Perinatal Ultrasound department. Primary, secondary, tertiary and some gynaecology are located across three sites - Wellington, Kenepuru and Paraparaumu.

- A multidisciplinary team located in Wellington (Birthing Suite and Antenatal/Postnatal wards) provide comprehensive secondary and tertiary care and support to lead maternity carers.
- A Maternal Fetal Medicine (MFM) service, focusing on the wellbeing of women, pregnant people and newborn infants who have maternal fetal complications or complex health needs.
- A Community Midwifery team who provide primary and secondary antenatal and postnatal midwifery care. Labour and birth care is provided by Birthing Suite midwives.
- Inpatient postnatal care is provided at Wellington and the primary birthing facilities at Kenepuru and Paraparaumu.

- Primary maternity services are also provided by self-employed Lead Maternity Carers (LMCs).

Secondary and Tertiary Gynaecological services

- A regional Gynaecological-Oncology service covering Capital, Coast and Hutt Valley, Wairarapa, Palmerston North, Whanganui, Taranaki and Hawkes Bay (in liaison with Wellington Cancer Centre).
- A general Gynaecological service offering surgery at Wellington and Kenepuru Hospitals, plus outpatient services at Wellington, Kenepuru and Paraparaumu.
- Te Mahoe Unit offers counselling and termination of pregnancy services

Acute Assessment service

- This service operates five days a week for women requiring acute assessment of maternity and gynaecological conditions.

Ultrasound

- A comprehensive diagnostic and therapeutic ultrasound service for Women's Health

Role Purpose

The Midwife Clinical Coach provides practical clinical education in the workplace, demonstrating effective, evidence informed and culturally safe practice. They work closely with new graduate midwives (MFYP), new staff to the maternity service or clinical area, midwives on the 'Return to Practice' (RTP) Programme to support their transition to confident practitioners in the clinical setting. They will also be able to work with midwives who need to refresh their clinical skills or knowledge during a Performance Improvement Plan (PIP).

The Midwife Clinical Coach works in a supernumerary capacity and is responsible for promoting a learning environment within the clinical setting that encourages and supports development of midwives clinical skills and knowledge, reducing staff stress and therefore enabling in staff retention.

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.

Key accountabilities	Deliverables / Outcomes
1. Clinical Coaching	<ul style="list-style-type: none"> ▪ Shares knowledge and skills and provides advice that is consistent with organisational core values, policies and guidelines ▪ Works with midwives to identify and support the achievement of their individual clinical learning needs and develops a support plan with the staff member and their manager ▪ Demonstrates adult learning principles and provides coaching in a positive and supportive manner. ▪ Works in a supernumerary capacity to ensure that adequate time and resource is able to meet the needs of learners

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> Assists in the development of the midwifery new graduate programme and provides practical support for new graduate midwives including one to one clinical support in the workplace. Coaches midwives in developing critical thinking skills Identifies and leads programmes that can improve the transition of new graduates and new midwives into confident practitioners in the clinical setting Is a recognised clinical resource for all staff but particularly those new to the clinical area
2. Professional Development	<ul style="list-style-type: none"> Leads professional conduct by example Practises in accordance with legal, ethical, culturally safe and professional standards Maintains and develops own expertise and knowledge in midwifery practise through continuing professional development
3. Continuous Quality improvement & risk management	<ul style="list-style-type: none"> Provides feedback to Midwifery Educator about possible areas for education sessions
4. Stakeholder engagement	<ul style="list-style-type: none"> Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services. Constructive strategic and tactical relationships and partnerships are developed with a range of groups internal and external to the organisation that supports and enables problem solving and the implementation of solutions A partnering approach is implemented to the delivery of services across the district in a way that facilitates and supports a shared agenda and objectives
5. Continuous improvement and innovation	<ul style="list-style-type: none"> Establish a culture of continuous improvement, ensuring linked and cohesive district view 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.
6. Te Tiriti o Waitangi	<ul style="list-style-type: none"> Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance Cultural competence is grown across the team, supporting inclusion and partnership.
7. Health & Safety	<ul style="list-style-type: none"> Ensure all Health and Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply.

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Relationships & Authorities

Reports to:

- Director of Midwifery

External Stakeholders

- Learning and Development staff
- Lead Maternity Carers
- Midwifery Council of New Zealand
- New Zealand College of Midwives
- Tertiary Educational providers / institutions (as required)

Midwifery Clinical Coach

Internal Stakeholders:

- Associate Director of Midwifery
- Midwifery staff
- Midwife Educator(s)
- MQSP Coordinator(s)
- Obstetric staff
- Neonatal staff
- Theatre staff
- Learning & Development staff
- Quality Staff
- Other hospital staff that midwives refer to

Direct reports:

No direct reports

Capability Profile

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

Competency	Behaviours
1. Equity	<ul style="list-style-type: none"> ▪ Commits to helping all of our people to 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 ▪ Supports Disability-focused responses
2. Commitment to Kawa Whakaruruhau	<ul style="list-style-type: none"> ▪ Demonstrates understanding and application of the principles of Te Tiriti o Waitangi Treaty of Waitangi to practice; ▪ Works towards achieving equitable health outcomes for Māori; ▪ Supports tangata whenua/mana whenua led change to deliver mana motuhake 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
3. Planning	<ul style="list-style-type: none"> ▪ Accurately scopes out length and difficulty of tasks and projects ▪ Sets objectives and goals ▪ Breaks down work into the process steps ▪ Develops schedules and task/people assignments ▪ Anticipates and adjusts for problems and roadblocks ▪ Measures performance against goals ▪ Evaluates results
4. Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important ▪ Can quickly sense what will help or hinder in accomplishing a goal ▪ Eliminates roadblocks ▪ Creates focus
5. Conflict Management	<ul style="list-style-type: none"> ▪ Steps up to conflicts, seeing them as opportunities ▪ Reads situations quickly ▪ Good at focused listening ▪ Can hammer out tough agreements and settle disputes equitably
6. Motivating Others	<ul style="list-style-type: none"> ▪ Creates a climate in which people want to do their best ▪ motivate many kinds of direct reports and team/project members ▪ Pushes tasks and decisions down ▪ Empowers others ▪ Invites input from each person and shares ownership and visibility ▪ Makes each individual feel his/her work is important
7. Integrity and trust	<ul style="list-style-type: none"> ▪ Is widely trusted ▪ Is seen as a direct, truthful individual ▪ presents the unvarnished truth in an appropriate and helpful manner ▪ Keeps confidences ▪ Admits mistakes ▪ Doesn't misrepresent her/himself for personal gain
8. Communication	<ul style="list-style-type: none"> ▪ Practices active and attentive listening

Competency	Behaviours
	<ul style="list-style-type: none"> Explains information and gives instructions in clear and simple terms Willingly answers questions and concerns raised by others Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged Is confident and appropriately assertive in dealing with others Deals effectively with conflict Missing health and Safety

Experience and Capability

Essential qualifications, skills and experience

Midwifery Clinical Requirements

The Midwife Clinical Coach role will not have a managerial or reporting relationship in relation to any of the midwives completing a return to practice programme. If that is unavoidable, the hospital undertakes to inform the Council immediately so that other arrangements may be made in respect of any midwives with whom that managerial or reporting relationship exists.

The Midwife Clinical Coach will sign an agreement with the Midwifery Council outlining the responsibilities in respect of their role as supervisor to midwives undertaking the return to practice programme.

Knowledge and Experience:

The successful applicant for the Midwife Clinical Coach role must:

- be a registered midwife;
 - have a minimum of five years' post-qualifying clinical experience;
 - hold a current practising certificate with no conditions on their scope of practice or practising certificate;
 - have never been the subject of any adverse finding of any professional disciplinary body;
 - demonstrate clinical and cultural competence to a high standard;
- be fully engaged in the Midwifery Council Recertification Programme.

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

- Skills, knowledge and ability to provide education and coaching.
- Ability to demonstrate clinical leadership, and maintain contemporaneous evidence informed practice
- Experience in adult learning principles and practice
- NZCOM preceptor or mentor training course
- Completed or participating in postgraduate education
- Knowledge of programme development
- Ability to plan, implement and evaluate an individual coaching plan
- Evidence of strong commitment to quality improvement
- Demonstrated confident collaborative approach, enhancing the capability and contribution of the team
- Confident and able computer skills

Personal Attributes

- Mature, positive, proactive and enthusiastic attitude
- Ability to work under own direction without oversight
- Committed to own professional and personal development
- Receives and processes constructive feedback related to own performance
- Kind, empathic and committed to the learning needs of others
- Seeks out opportunities to support others in achieving goals
- Strong teamwork, collaboration and inclusive of colleagues
- Is able to manage conflict constructively
- Recognises and respects individual differences
- Develops positive working relationships
- Upholds confidentiality, behaves with integrity and discretion
- Makes effective decisions within appropriate timeframes and levels of responsibility
- Escalates issues appropriately, and seeks assistance when needed
- Demonstrates strong written and verbal communication skills
- Communicates without engendering conflict

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