

## Position Description

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<b>Position</b>	<b>Midwife Educator</b>
<b>Team / Service</b>	Women's Health Service
<b>Group</b>	Women's and Children's
<b>District</b>	Capital, Coast & Hutt Valley
<b>Responsible to</b>	District Chief Midwife
<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>	Capital, Coast & Hutt Valley, primary Wellington Hospital

## 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:

- 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. Kapiti 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.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti 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.

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection 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.

## Maternity 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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The Midwife Educator is primarily responsible for the development, coordination and delivery of education programmes and resources, which augment the competency and capability of the midwifery, nursing and Health Care Assistant (HCA) workforces.

They maintain responsibility for delivering midwifery education to enable midwives to meet Midwifery Council of New Zealand requirements and opportunities for professional development within the profession.

This role is responsible for providing input into the development and delivery of graduate programmes and maintaining practices at an advanced level to enable them to provide expert midwifery advice.

The role supports the development and provision of orientation for new staff, supports students' learning experiences and liaises with tutors.

As a leader within the Womens Health Service, Midwifery Educators will work across the full scope of practice and practice as a skilled professional resource on practice that directly relates to maternity care.

This position will principally be maternity service based in Wellington Hospital but may spend time at Kenepuru Maternity unit and the Kāpiti Health Centre. All employees may be required to undertake duties in other areas of the organisation, which reasonably fall within the general parameters of this position and the employee's scope of practice.

The hours of work are mainly business hours but may include allocated clinical work in times of high acuity or short staffing. The role holder may be asked to support a senior midwife on-call roster as part of the Variance Response Management but on-call is voluntary and you will be asked with as much advanced notice as possible.

## Key Accountabilities

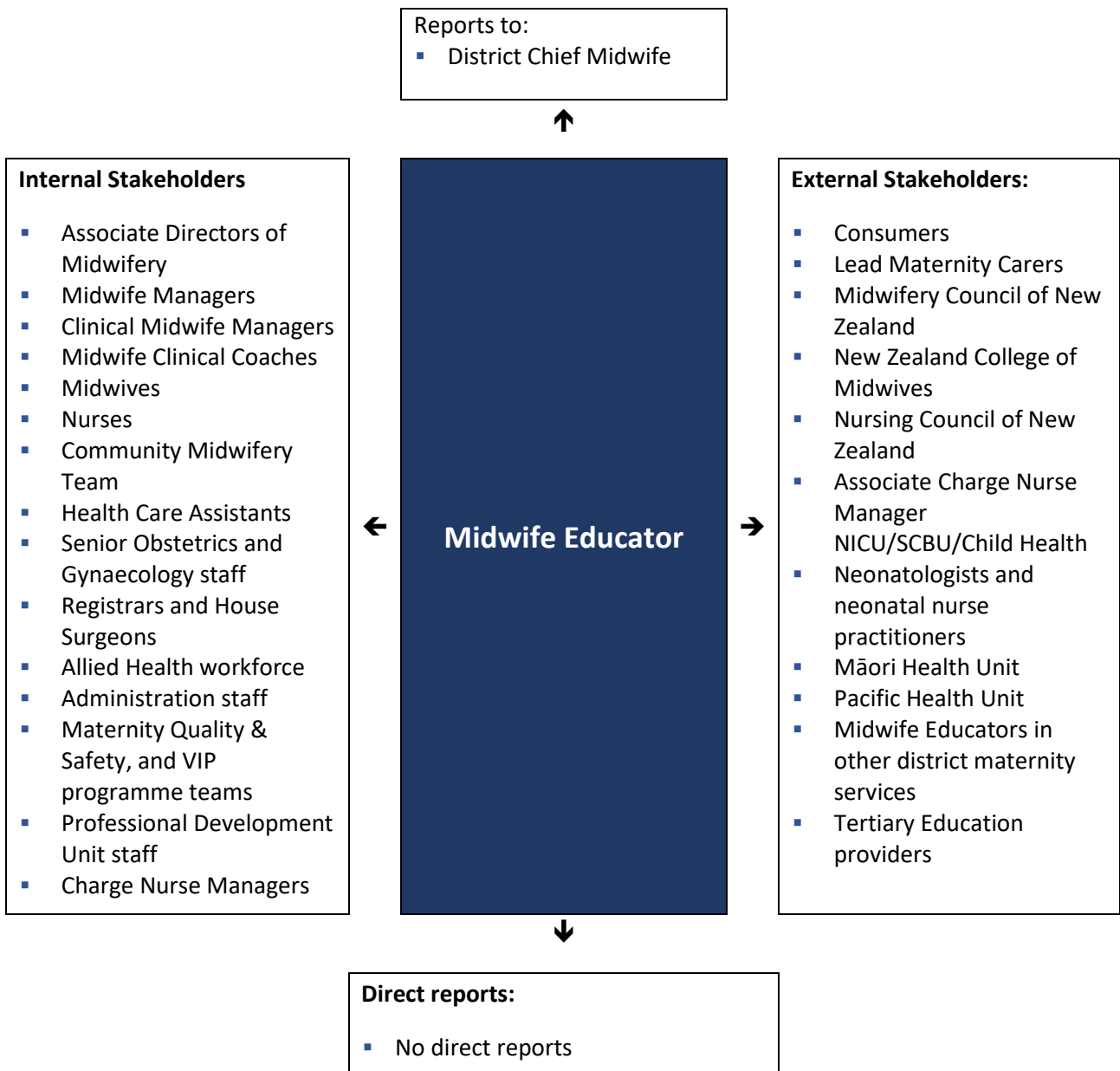
The following accountabilities derive from competencies outlined by Nursing Council of New Zealand. Competence is the combination of skills, knowledge, attitudes, values and abilities that underpin effective performance as a nurse.

In this Role Description the terms person or patient are used to refer to those who use health services, who in different settings may be referred to as tangata whaiora, health consumer or client.

Key accountabilities	Deliverables / Outcomes
<b>1. Leadership</b>	<ul style="list-style-type: none"> <li>▪ Provide visible and accessible professional leadership, support, mentoring and advocacy</li> <li>▪ Lead and develop evidence based clinical practice in the specialty</li> <li>▪ Lead and introduce practice innovation, new technologies/procedures</li> <li>▪ Role model high standards of professionalism</li> <li>▪ Share accountability for leading and motivating the team within the specialty</li> <li>▪ Professional practice specialty standards are maintained and monitored</li> </ul>
<b>2. Clinical Expertise</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate highly developed clinical practice across the full scope of midwifery practice</li> <li>▪ Demonstrate ability to work with complex women / people and their babies</li> <li>▪ Identify practice issues from within the clinical environment</li> <li>▪ Provides customised education programme for individualised staff</li> <li>▪ Works directly with women/pregnant people to role model best practice</li> </ul>
<b>3. Education, Teaching and Research</b>	<ul style="list-style-type: none"> <li>▪ Education, teaching and research is focused on delivery in both clinical and classroom settings</li> <li>▪ Facilitate learning to develop the competency and capability of the midwifery, nursing and HCA workforce</li> <li>▪ Anticipate and develop evidence-based education and training in response to the needs of the clinical area or external stakeholder groups</li> <li>▪ Provide initial and ongoing education</li> </ul>
<b>4. Interpersonal Skills/Communication</b>	<ul style="list-style-type: none"> <li>▪ Network with midwives, nurses, HCAs and managers to improve service outcomes</li> <li>▪ Responsive and accessible to staff</li> <li>▪ Promote and support the midwifery contribution in multidisciplinary team (MDT)</li> <li>▪ Identify conflict issues and resolve appropriately</li> <li>▪ Establish effective relationships with a range of stakeholders within service and across service boundaries</li> </ul>
<b>5. Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Advise management of resources needed for midwives and nurses professional development</li> <li>▪ Assume responsibility for continuing development of own practice</li> </ul>

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> <li>▪ Takes active responsibility for professional development needs and negotiates appropriate resources</li> <li>▪ Attends advanced / postgraduate educational opportunities / conferences / forums relevant to the role</li> </ul>
<b>6. Quality Initiatives/Risk Management</b>	<ul style="list-style-type: none"> <li>▪ Facilitate learning to meet quality and safety standards</li> <li>▪ Inform and contribute to the development of organisational policy</li> <li>▪ Actively contribute to continuous quality improvement activities within the service</li> <li>▪ Anticipate and manage clinical risk in area</li> <li>▪ Work collaboratively with the MDT to meet service KPIs</li> <li>▪ Actively contribute to risk minimisation activities within the service</li> <li>▪ Identify issues and undertake audit and practice review</li> </ul>
<b>5. Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>▪ Work in partnership with stakeholders to achieve 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> <li>▪ Support the development, implementation and delivery of education programmes and practice that enhance Te Ao Māori, cultural competence and support inclusion and partnership</li> </ul>
<b>6. Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>▪ Ensure all Health &amp; Safety obligations under the legislation are applied and managed 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.

Competency	Behaviours
<b>Interpersonal Savvy</b>	<ul style="list-style-type: none"> <li>▪ Develops rapport and maintains positive relationships with other team members</li> <li>▪ Builds constructive and effective relationships</li> <li>▪ Reads situations effectively</li> <li>▪ Empowers other to feel the importance of their work and contributions</li> <li>▪ Good at focused listening</li> <li>▪ Has excellent written and verbal communication skills</li> <li>▪ Effectively communicates in situations that require tact and diplomacy</li> <li>▪ Can inspire and motivate by creating a climate in which people want to do their best</li> </ul>
<b>Organising</b>	<ul style="list-style-type: none"> <li>▪ Able to identify growth potential of others, assisting them to set stretching objectives</li> <li>▪ Willing and able to initiate verbal discussion/dialogue to ensure goals are met</li> <li>▪ Effectively uses team dynamics and operating styles to facilitate learning opportunities</li> <li>▪ Plans and organises workload, allocating time to priority issues, meeting deadlines and coping with the unexpected</li> </ul>
<b>Planning</b>	<ul style="list-style-type: none"> <li>▪ Accurately scopes out length and difficulty of tasks and projects</li> <li>▪ Sets objectives and goals</li> <li>▪ Evaluates results</li> <li>▪ Works flexibly to fit in with requirements</li> <li>▪ Establishes clear direction and effectively communicates this</li> <li>▪ Eliminates roadblocks to achieving desired outcomes</li> </ul>
<b>Decision Quality</b>	<ul style="list-style-type: none"> <li>▪ Makes good decisions based upon a mixture of analysis, wisdom, experience, and judgement</li> <li>▪ Sought out by others for advice and solutions</li> <li>▪ Is able to identify strong ideas of others, and support them to fruition</li> </ul>
<b>Problem Solving</b>	<ul style="list-style-type: none"> <li>▪ Solutions and judgement are supported by honest and reasoned analysis</li> <li>▪ Uses rigorous logic and methods to solve difficult problems with effective solutions</li> <li>▪ Can see hidden problems, implications and potential risks and is able to identify and critically evaluate solutions</li> <li>▪ Is cool under pressure, and can handle stress</li> </ul>
<b>Quality &amp; Innovation</b>	<ul style="list-style-type: none"> <li>▪ Provides quality service to those who rely on one's work</li> <li>▪ Looks for ways to improve work processes - suggests new ideas and approaches</li> <li>▪ Explores and trials ideas and suggestions for improvement made by others</li> <li>▪ Shows commitment to continuous learning and performance development</li> <li>▪ Commitment to customer focus in service delivery</li> </ul>
<b>Negotiating</b>	<ul style="list-style-type: none"> <li>▪ Identifies and proactively de-escalates tensions between people, and escalates actions to maintain a safe environment</li> <li>▪ Steps up to conflicts, seeing them as opportunities for learning</li> </ul>

Competency	Behaviours
	<ul style="list-style-type: none"> <li>▪ Maintains two-way dialogue with others on work and results</li> <li>▪ Gains trust quickly of other parties to the negotiations</li> <li>▪ Has a good sense of timing</li> <li>▪ Can provide a calming influence in stressful situations</li> </ul>

## Experience and Capability

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Essential qualifications, skills and experience

**A. Knowledge, Skills & Experience:**

- Comprehensive understanding of the New Zealand midwifery model of care
- Demonstrates knowledge and skills required to work across the scope of midwifery practice, including with complex women / people and their babies

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

- Current Midwifery Council of NZ registration as an RM
- A minimum of five years' experience across the scope in the provision of midwifery care
- Relevant post-graduate qualification or working towards this
- Certificate in Clinical Teaching would be an advantage

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

- Midwifery practice aligns with the philosophical and professional standards set by the Midwifery Council of New Zealand (MCNZ) and the New Zealand College of Midwives (NZCOM).
- Strives for excellence and delivers high quality care that prioritises the needs of women/people, babies and whānau.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.
- Excellent interpersonal skills and proven ability to create effective working relationships
- Excellent computer skills and experience in seeking and using research
- Ability to facilitate learning in both the clinical and classroom setting to a high standard
- Proven leadership and team building ability
- Ability to lead and influence standards
- Ability to work in an efficient and organised way

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

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