

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

Title	Registered Midwife
Reports to	Midwife Manager
Location	Capital, Coast & Hutt Valley (CCHV) District - Wellington
Department	Maternity
Date	21/07/2026
Salary band (indicative)*	HNZ NZNO/ PSA Collective Agreement
Children's Worker role¹	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provision of safe effective midwifery care with pregnant people and their whānau throughout the maternity experience, maintaining an accepted standard of clinical expertise that is based on current research and recommended 'best practice'. Midwives will work principally within the maternity services at either Wellington, Kenepuru, Paraparaumu or Hutt Valley. However, all employees at Capital, Coast and Hutt Valley District may be required to undertake duties in other areas of the organisation which reasonably fall within the general parameters of the employee's scope of practice e.g. neonatal intensive care unit or antenatal/ postnatal women located in other areas of the hospital

Key Result Area	Expected Outcomes / Performance Indicators
Works in Partnership with the woman and her whānau (in the context of services provided)	- Centres the woman as the focus of care - Promotes and supports continuity of midwifery care - Is culturally safe - Is aware of the role of equity in healthcare outcomes - Recognises and respects the woman's ethnic, social and cultural context - Communicates effectively with the woman and her whānau and promotes three way conversations when needed - Supports the woman with informed decision-making - Care is planned in partnership with the woman and her whānau
Applies comprehensive theoretical and scientific knowledge with the technical skills needed to provide effective and safe midwifery care	- Provides and is responsible for midwifery care of the woman and her whānau when accessing the service - 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 - Assesses the health and well-being of the woman and her baby, recognising any condition which necessitates referral to another health professional - 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 - Facilitates and documents decisions made by the woman - Provides accurate and timely written clinical notes identifying care offered, provided or declined
Promotes practices that enhance the health of the woman and her whānau and which encourage their participation in her health care	- Encourages and assists the woman and her whānau to take responsibility for their health and that of the baby by promoting healthy life-styles - Demonstrates the ability to offer learning opportunities to women and their whānau to meet their specific needs - Supports the woman's whānau to participate in the health and wellbeing of the woman and baby as appropriate. - Works collegially, collaborate and cooperates with other midwives, health professionals, community groups and agencies when necessary - Ensures the woman has information about available services to access other health professionals and agencies as appropriate
The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical	- Reflects the district's values in care provided to women and their whānau and interactions with colleagues - Demonstrates an accurate and

practitioner when providing midwifery care	comprehensive knowledge of legislation affecting midwifery practice • 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 • Is aware of and complies with the Midwifery Council of New Zealand and Health New Zealand Te Whatu Ora Code of Conduct • Is aware of own limitations and consults with others, or seeks advice when appropriate • Participates in Midwifery Standards Review (MSR) process Supports others in developing their practice
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.

Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.
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Matters which must be referred to the Midwife Manager

- Clinical or operational matters that require escalation regarding patient safety, service, continuity and compliance with organizational and legislative requirements

Relationships

External	Internal
• LMC • Iwi providers • Well Child Providers/GPs/any other agencies involved with the woman and whanau • Women • Whānau	• District Chief Midwife • Associate Director of Midwifery • Operations Manager • Midwife Managers • Clinical Midwife Manager • All Maternity Unit staff (including O&Gs, RMOs, Midwives, RNs, LMCs, support staff) • Other Te Whatu Ora health care providers e.g. Māori and Pacifica Health Team, neonatal staff, Theatre staff, social workers, maternal mental health

About you – to succeed in this role

You will have

Essential:

- New Zealand Registered Midwife
- A current practising certificate with the Midwifery Council of New Zealand
- 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 towards achieving equitable health outcomes for Māori
- 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

Desired:

- 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
- Supports the expression of hauora Māori models of care and mātauranga Māori
- Models respect and collaboration in practice
- Delivers an exemplary standard of care
- Understands practice informed by research evidence
- Innovation and critical thinker
- Demonstrates commitment to sustainable practice
- Ability to flex within the scope of Registered Midwife practice to meet the changing needs of people and their whānau and the population

You will be able to

Essential:

- Demonstrate an understanding of the significance of and
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate

Desired:

- Ability to work effectively within a busy environment with competing demands

- Personal commitment to ongoing learning and development including attainment/maintenance of QLP

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

II The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.