



Job Description

Lactation Consultant

Woman, Child and Family Service

Report To: Senior Lactation Consultant/BFHI Coordinator

Liaise With: Midwife Leader – WCF Service
Lead Maternity Carers
Clinical Midwife/Nurse Managers
Midwifery Educator
Midwifery and Nursing staff
Medical Staff
Maori Health Services

Main Purpose

The Lactation Consultant is employed to promote, improve and provide quality breastfeeding practices to assist mothers and babies in accordance with Bay of Plenty District Health Board policies and protocols.

Work in partnership with key operational staff and external providers to improve lactation knowledge and skills, including oversight and advice.

To maintain, evaluate and lead the ongoing development of the Baby Friendly Hospital Initiative (BFHI) district wide.

Principal Accountabilities

1. Clinical Practice

- Provides expert assessment, support, treatment and evaluation of breast feeding women in an appropriate setting.
- Works with all staff and external providers to continuously improve breastfeeding practice and mother and baby outcomes.
- Promotes and role models the use of a problem solving approach based on best practice.
- Promotes a team environment which enhances partnership and cooperation.

- Provides care that is woman focussed and planned with regard to individual cultural needs.
- Incorporates Treaty of Waitangi principles into practice and education to contribute to the improvement of Maori health status.
- Manages ethical dilemmas in a supportive and collaborative manner.
- Develops and maintains key partnerships crucial to the success of the role.
- Communicates effectively, positively and courteously role modelling effective conflict resolution.

Key Performance Indicators

- Treaty partners confirm appropriate consultation and liaison.
- Clinical Midwife Managers (CMMs)/Nurse Managers and staff confirm appropriate availability and support.
- Increase the number of women exclusively breastfeeding on discharge.

2. Professional Development

- Remains current with best practice initiatives in breast feeding and BHFI identifying trends and issues at the unit level.
- Maintains and advances own clinical competence and professional development.
- Maintains mandatory certifications and additional clinical skills relevant to role.
- Actively involved in the development, provision and evaluation of breast feeding and BFHI educational programmes for health professionals.
- Liaises with professional reports, CMMs and CME to identify organisational and individual learning needs for lactation and BFHI.
- Develops and maintains key partnerships crucial to the success of the role including other lactation consultants and the NZ Breast Feeding Authority.

Key Performance Indicators

- Evidence of ongoing professional development and currency with lactation and BFHI trends.
- Required credentialled skills current.
- Evidence of development and ongoing maintenance of professional portfolio.
- Contributes to unit's in-service educational plans.

3. Management of the Environment

- Maintains health and safety for clients and staff.
- Promotes and maintains infection control standards.
- Actively manages clinical risk and contributes to quality and risk planning.
- Able to respond appropriately in an emergency.

Key Performance Indicators

- Evidence of risks identified and action taken
- Evidence of attendance at all relevant/mandatory training sessions
- Promotes and maintains BFHI standards

4. Continuous Quality Improvement/Research

- Participates in the development of relevant breast feeding and BFHI policies/protocols/guidelines as appropriate.
- Is actively involved in clinical audit activities related to lactation and BFHI, providing evaluation, feedback and implementation of agreed improvements.
- Maintains quality standards to meet BFHI accreditation and certification requirements.
- Breast feeding research is critiqued and used to support the development of quality breast feeding practice.

Key Performance Indicators

- Evidence of quality improvements implemented.
- Evidence of audits identified and completed.
- Maintains BFHI accreditation.
- Evidence of contribution/development of clinical policies/guidelines/protocols.

This position description is not exhaustive and the incumbent may be requested to perform reasonable tasks requested by the Senior Lactation Consultant/BFHI Coordinator.

This position description will be reviewed from time to time in consultation with the incumbent.

The key performance indicators are a guide only and the relevant indicators should be agreed at annual performance appraisal.

HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003

1. You are required to maintain your IBELC Certification.
2. You must notify Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

HEALTH AND SAFETY

You are expected to meet the health and safety requirements set out in BOPDHB policies and protocols and any other requirements set out in the Health and Safety in Employment Act 1992.

TREATY OF WAITANGI/CULTURAL COMPETENCIES

BOPDHB is committed to the principles of the Treaty of Waitangi.

The Person

Essential

- International Board Certified Lactation Consultant or undergoing process to be certified.
- Experience with Baby Friendly Hospital Initiative standards.
- Certificate in adult teaching.

Desirable

- Computer literacy.
- Registered Midwife.

Relevant Experience

- Significant clinical experience with mothers and babies - minimum 2 years current breastfeeding experience.
- Previous education experience.
- BFHI accreditation.
- Participated in audit processes.

Personal Attributes

- Well developed problem solving and analytical skills.
- Self motivated.
- Knowledge and understanding of research findings to support evidence based practice.
- Well developed written and verbal communication skills.
- Commitment to Treaty of Waitangi.
- Commitment to providing woman and family centred care.
- Committed to providing a culturally safe environment for clients and whanau.
- Ability to prioritise and cope with high and varied workload.
- Demonstrates a commitment to quality.
- Flexible, adaptable and embraces change.
- Professional demeanour and high level of personal integrity.