Position Description
Midwife

Report to: Clinical Midwife Manager
            Whakatane / Tauranga Hospital

Liaise with:
            Midwife Leader
            Midwife Educator
            Allied Health
            Women, Families / Whanau
            Duty Manager
            Medical staff
            Regional Maori Health Services
            Midwifery staff
            Lactation Consultant/ BFHI Coordinator
            Lead Maternity Carer (LMC)

The Bay of Plenty District Health Board:
The District Health Board’s fundamental purpose is to work within the resources allocated to it to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities
Mission: Enabling communities to achieve good health and independence and ensure access to high quality services.
Values: C Compassion
            A Attitude
            R Responsiveness
            E Excellence

Main Purpose
This is a position within the Bay of Plenty District Health Board Maternity Units, (Whakatane /Tauranga) where a midwife is a practitioner in her own right, working with a team of midwives providing resource and care in all aspects of women centered care.

The Registered Midwife is employed to:
  • Provide safe, effective midwifery care using professional knowledge and skills in accordance with Bay of Plenty District Health Board:
    o Policies and protocols
    o Registered Midwife Scope of Practice
    o Midwifery Practice Standards.
    o Quality Leadership Programme (QLP)

  • Provide appropriate delegation and direction to Registered Nurses, Registered Obstetric Nurses and Health Care Assistants working within the department team.
  • Provide Secondary Midwifery Care.
  • Support the Lead Maternity Carer (LMC)
  • Practise in accordance with the partnership inherent in the Treaty of Waitangi.
Principal Accountabilities

1. **The midwife works collaboratively with all other Health Professionals and in partnership with the woman/wahine throughout the maternity experience**
   - Undertakes a comprehensive and accurate midwifery assessment of women using suitable assessment tools underpinned by evidenced based knowledge including health assessments and support e.g. smoking, family violence. Communicates any identified concerns with appropriate other
   - Contributes to care planning, involving women, and the LMC and demonstrates an understanding of women’s rights to make informed decisions
   - Provides midwifery care according to plan and undertakes clinical practice procedures and skills in a competent and safe way
   - Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework
   - Demonstrates computer skills necessary to organise data for essential care delivery and TrendCare
   - Takes appropriate midwifery actions in emergency situations and other situations that compromise woman safety
   - Takes responsibility for maintaining own professional development updating knowledge to reflect best practice, and to respond in emergency situations.
   - Maintains a professional portfolio
   - Duties are rostered and rotating where a 24 hour, 7 day service is provided

2. **The midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care**
   - Practices safely based on professional, ethical and legal standards in accord with relevant legislation, codes, and policies and upholds woman rights derived from that legislation
   - Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice, and the improvement of Maori health status
   - Practices midwifery in a manner that the woman determines as culturally safe
   - Demonstrates accountability for directing, monitoring and evaluating midwifery care that is delegated to Registered Nurses, Obstetric Nurses and Health Care Assistants (HCA).
   - Participates in regular Performance Reviews and contributes to peer review
   - Maintains infection control principles.
   - Ensures Breastfeeding education is up to date for BFHI recertification
   - Evaluates environmental safety, completes hazard identification and risk assessments
   - Proactive and responsible in maintaining health and safety for women, staff and public

3. **The midwife promotes practices that enhance the health of the woman/wahine and her family/whanau and which encourage their participation in her health care**
   - Initiates, maintains and concludes therapeutic interpersonal interactions with women and all others involved in providing care for the woman and her family.
   - Communicates effectively, positively and courteously with women and the health care team
   - Resolves problems and conflicts effectively using organisational structures and processes
4. The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care
   1. Evaluates appropriateness and effectiveness of care on transfer to the secondary service from the Primary Lead Maternity Carer (LMC).
   2. Makes appropriate referrals to other health team members
   3. Recognises and values the roles and skills of all members of the health care team in the delivery of care
   4. Demonstrates a knowledge of community services and resources
   5. Participates in continual quality improvement activities to monitor and improve standards of midwifery
   6. Participates in review and audit of practice and policies based on research

A function of BOPDHB is to provide a 24-hour service. This may at times necessitate you being required to change duties or undertake additional duties (such as transfer of women to other facilities).

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task within the scope of the position as requested by the Clinical Midwife Manager.

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

HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003
1. You are required to maintain your current competency based practicing certificate
2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority)
3. You must complete the requirements of any competency and recertification programme
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. You are required to 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 Bay of Plenty District Health Board is a smokefree environment.
The Person
The Bay of Plenty DHB Maternity Units are committed to innovative, high quality care that empowers and supports all women and their families. You will provide sensitive, culturally safe and skilled midwifery care.

Essential
- Registered Midwife with current practicing certificate.
- Commitment to Breastfeeding and support the BFHI Initiative.

Desirable
- Computer literate

Personal Attributes
- Show mutual respect - positively contributing to the good of the department.
- Able to communicate effectively with all staff, LMCs, women, and families
- Ability to delegate
- Good health, physically strong and tidy presentation.
- Keen to learn and develop new skills
- Have a commitment to quality and the provision of quality care
- Show cultural sensitivity and work in partnership with woman/family/whanau
- Dedicated team player, participate in team meetings.
- Show a caring but professional manner in all aspects of work
- Flexible and adaptable
- Able to prioritise work requirements