Job Description

Lactation Consultant
Women, Child and Family Service

Report To: Midwife Leader
Professional Link: BFHI Coordinator/Lactation Consultant
Liaise with: Lead Maternity Carers, Clinical Midwife and Nurse Managers, Midwifery Educator, Midwifery and Nursing Staff, Medical Staff, Maori Health Services

THE BAY OF PLENTY DISTRICT HEALTH BOARD
The District Health Board’s fundamental purpose it 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
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 the BFHI Coordinator/ Senior Lactation Consultant and all key operational staff and external providers to improve lactation knowledge and skills, including oversight and advice.

Maintain, evaluate and lead the ongoing development of the Baby Friendly Hospital Initiative (BFHI).

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

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
• Supports 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

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

4. Continuous Quality Improvement/Research
• Participates and supports the development of relevant breast feeding and BFHI policies/protocols/guidelines as appropriate
• Identifies and 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

This position description is not exhaustive and the incumbent may be requested to perform reasonable tasks requested by the Midwife Leader, Women, Child & Family.

HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003
• You are required to maintain your current competency based practicing certificate and your IBELC Certification.
• You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority)
• You must complete the requirements of any competency and recertification programme
• 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.
• 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

BAY OF PLENTY DISTRICT HEALTH BOARD IS A SMOKEFREE ENVIRONMENT
You will be expected to promote this and offer support to women who wish to become smokefree.

VULNERABLE CHILDREN ACT 2014
Due to the this role having contact with children and BOPDHS’s commitment to child protection the incumbent will be subject to ‘safety checks’ under the Vulnerable Children Act 2014, at the time of hire and thereafter as per the relevant legislation. Those currently in the role are subject to periodic checks in accordance with the relevant legislation.

THE PERSON
The Bay of Plenty DHB is committed to innovative, high quality care that empowers and supports all women and their families. You will provide sensitive, culturally safe and skilled breastfeeding care.

Essential
• International Board Certified Lactation Consultant
• Registered Midwife or Nurse
• Experience with Baby Friendly Hospital Initiative standards
• Breast feeding clinical experience

Desirable
• Computer literate
• Certificate in Adult Teaching

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