



TAIRAWHITI DISTRICT HEALTH

POSITION DESCRIPTION

TITLE:	Midwife 1.0 FTE
HOURS OF WORK:	80 hours per week as rostered
DEPARTMENT	Maternity
GROUP:	Maternal, Child and Youth
REPORTS TO:	Charge Midwifery Manager
DATE:	3 rd December 2007

MISSION STATEMENT:

Mahia nga mahi I roto I te kotahitanga kia piki ake te oranga o Te Tairawhiti
Working together to elevate the wellbeing of Tairawhiti

VALUE STATEMENTS:

TDH has identified the following values that will be maintained in its roles of owner, funder and provider, operating as part of the state sector:

Wellbeing/Hauora pai rawa

Wellbeing extends beyond health care. The concept of wellbeing is a central value statement and the goal of all activities should be to promote and improve the wellbeing of the community. Wellbeing includes the concept of increasing participation of disabled people within society.

Partnership

Between Tairawhiti Maori and the Board of TDH.

Integration

To ensure that health and disability services in Tairawhiti are well co-ordinated and interact effectively, together and across sectorial boundaries, ensuring that gaps are eliminated and resources are well utilised.

Choice

Personal: To empower and enable people of Tairawhiti to determine their overall wellbeing.

Collective: To encourage active community participation in determining the range of health and disability services available.

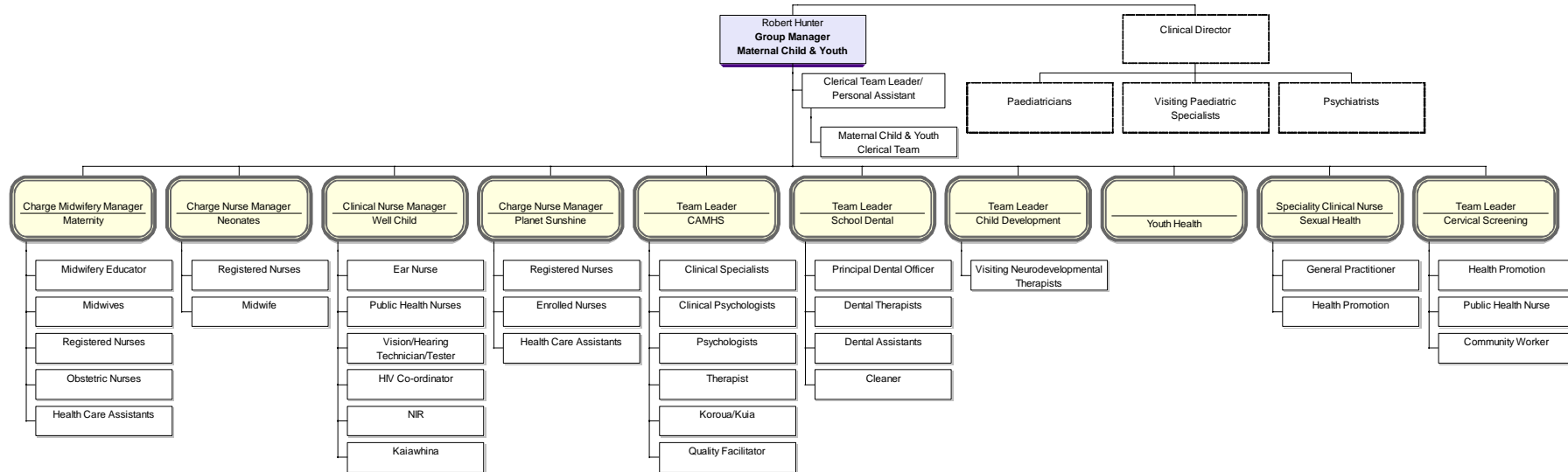
Responsiveness - He tangata

Using the New Zealand Health, Disability, Maori, Primary Care Strategies and other sub-strategies as living documents, TDH will endeavour, through active community participation, to be responsive to identified local needs in those aspects of its operations. To be meaningful, community consultation should be participative, open and honest. There should be a common process of involving and informing people.

Financial Responsibility

To meet and exceed projected outputs within available financial resources.

DEPARTMENTAL STRUCTURE:



POSITION FOCUS:

This position exists to work in partnership with women/family/whanau to promote, support and protect the normal childbirth process. The focus is on women centred care. We deliver high quality care to the women and her whanau to maximise her birth experience, health and well being.

DUTIES AND RESPONSIBILITIES:

Key Result Areas	Key Roles and Tasks	Performance Criteria - The Midwife:
<p>“The midwife works in partnership with the woman throughout the maternity experience.”</p>	<ul style="list-style-type: none"> • Demonstrate an understanding of and protects the normal process of childbirth • Provide woman centred care in partnership with women • Act as an advocate for women where needed, conveying needs to other health professionals • Promote an environment that ensures women are involved in, and understand decision making • Demonstrate confidence in your own ability to interact effectively with all health team members. • Demonstrate the ability to apply the principles of the Treaty of Waitangi to midwifery practice.(attends mandatory study days) • Practice the principles of cultural safety as determined by the client • Demonstrates continuity of care where ever possible while maintaining a safe working environment and practice 	<ul style="list-style-type: none"> • centres the woman as the focus of care; promotes and provides or supports continuity of midwifery care; • applies the principles of cultural safety to the midwifery partnership; • recognises Maori as tangata whenua of Aotearoa and honours the principles of partnership, protection and participation as an affirmation of the Treaty of Waitangi; • recognises and respects the woman's ethnic, social and cultural context; • facilitates, clarifies and encourages the involvement of family/whanau as defined by the woman. • respects and supports the needs of women and their families/whanau to be self-determining in promoting their own health and well-being • promotes the understanding that childbirth is a physiological process and a significant life event; • communicates effectively with the woman and her family/whanau as defined by the woman; • provides up to date information and supports the woman with informed decision-making; • negotiates the midwifery partnership, recognising and respecting the shared responsibilities inherent in it; • maintains confidentiality and privacy; and formulates and documents the care plan in partnership with the woman.

DUTIES AND RESPONSIBILITIES:

Key Result Areas	Key Roles and Tasks	Performance Criteria - The Midwife:
<p>“The midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care.”</p>	<ul style="list-style-type: none"> • Demonstrate responsibility for the midwifery care provided by her • Consult and/or refer appropriately and in a timely manner to another LMC, medical practitioner or other health professional • Midwifery assessments are documented and used as the basis for on-going care • Midwifery actions are planned on the basis of current and reliable knowledge and in accordance with Acts, Regulations and relevant policies, procedures and guidelines • Documented information is concise, accurate, legible, signed and dated at each entry • Provide on-going assessment and modify the midwifery plan accordingly • Deviations from the normal are identified, discussed with the woman and consultations or referral made as necessary • Potentially life threatening situations take priority and are managed appropriately • Demonstrate appropriate use of emergency equipment • Safe and appropriate prescribing and administration of medications is demonstrated and documented within the midwives scope of practice and TDH related policies • Demonstrate appropriate initiating of screening where necessary including family violence according to the TDH policy • Demonstrate professionalism, is punctual and accessible to clients 	<ul style="list-style-type: none"> • provides and is responsible for midwifery care of the woman and her family/whanau during pregnancy, labour, birth and the postnatal period; • confirms pregnancy if necessary, 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 throughout pregnancy, recognising any condition which necessitates consultation with or referral to another midwife, medical practitioner or other health professional; • utilises a range of supportive midwifery skills which facilitate the woman’s ability to achieve her natural potential throughout her childbirth experience; • attends, supports and regularly assesses the woman and her baby and makes appropriate, timely midwifery interventions throughout labour and birth; • identifies factors in the woman or her baby during labour and birth which indicate the necessity for consultation with, or referral to, another midwife or a specialist medical practitioner; • provides and is responsible for midwifery care when a woman’s pregnancy, labour, birth or postnatal care necessitates clinical management by a medical practitioner; • recognises and responds to any indication of difficulty and any emergency situation with timely and appropriate intervention, referral and resources; • assesses the health and well-being of the newborn and takes all initiatives, including resuscitation, which may be necessary to stabilise the baby; • regularly and appropriately assesses the health and well-being of the baby and initiates necessary screening, consultation and/or referral throughout the postnatal period • proactively protects, promotes and supports breastfeeding, reflecting the WHO’s “Ten Steps to Successful Breastfeeding”; • assesses the health and well-being of the woman and baby throughout the postnatal period and identifies factors which indicate the necessity for consultation with or referral to another midwife, medical practitioner, or other health practitioner; • demonstrates the ability to prescribe, supply and administer medicine, vaccines and immunoglobulin’s safely and appropriately within the midwife’s scope of practice and the relevant legislation

DUTIES AND RESPONSIBILITIES:

Key Result Areas	Key Roles and Tasks	Performance Criteria - The Midwife:
<p>“The midwife applies comprehensive theoretical and scientific knowledge with the affective and technical skills needed to provide effective and safe midwifery care.” - continued.....</p>		<ul style="list-style-type: none"> • performs a comprehensive end-point assessment of the woman and her baby within the six week postnatal period, including contraceptive advice and information about and referral into well woman and well child services, including available breastfeeding support and immunisation advice; • shares decision making with the woman and documents those decisions; • provides accurate and timely written progress notes and relevant documented evidence of all decisions made and midwifery care offered and provided; • demonstrates an accurate and comprehensive knowledge of legislation affecting midwifery practice and obstetric nursing; • collaborates and co-operates with other health professionals, community groups and agencies when necessary; and • provides the woman with clear information about accessing community support agencies that are available to her during pregnancy and to her, the baby, and family/whanau when the midwifery partnership is concluded
<p>“The midwife promotes practices that enhance the health of the woman and her family/whanau and which encourage their participation in her health care.”</p>	<ul style="list-style-type: none"> • Take every opportunity to facilitate learning for women and her family and promote self care • Inform women of available community support networks • Discuss/plan discharge from facility with the woman and LMC and ensures on going care and follow up • Participate in organisational breast feeding education in line with BFHI requirements • Demonstrate full understanding and compliance of TDH breast feeding policy 	<ul style="list-style-type: none"> • demonstrates the ability to offer formal and informal learning opportunities to women and their families/whanau to meet their specific needs; • encourages and assists the woman and her family/whanau to take responsibility for their health and that of the baby by promoting self-health and healthy life-styles; • promotes self-determination for the woman and her family/whanau; • promotes and encourages exclusive breast feeding as the optimal way of feeding an infant; • demonstrates an understanding of the needs of women and their families in relation to infertility, complicated pregnancy, unexpected outcomes, abortion, adoption, loss and grief, and applies this understanding to the care of women and their families as required; • uses and refers to appropriate community agencies and support networks; and • ensure the woman has the information about available services to access other health professionals and agencies as appropriate.

DUTIES AND RESPONSIBILITIES:

Key Result Areas	Key Roles and Tasks	Performance Criteria - The Midwife:
<p>"The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care."</p>	<ul style="list-style-type: none"> • Demonstrate responsibility in promoting the team and maintaining a caseload • Demonstrate a conscientious and flexible approach to work hours that assures women and colleagues of reliability • Submit claim forms to manager within two weeks of service being delivered • Recognise being an autonomous practitioner regardless of setting and is accountable for practice • Midwifery practice is based on relevant and recent research • Reflect on practice, recognises own learning needs and seeks opportunities to meet these • Participate and contribute to case reviews and on going midwifery education • Complete annual performance review • Distribute evaluation forms so women can be involved in the evaluation of practice • Seek to maintain and improve the policies and quality of service in the organisation • Provide orientation and mentoring to student midwives and nurses • Share expertise and knowledge with colleagues in a supportive manner 	<ul style="list-style-type: none"> • accepts personal accountability to the woman, to the midwifery profession, the community, and the Midwifery Council of New Zealand for midwifery practice; • recognises the midwife's role and responsibility for understanding, supporting, and facilitating the physiological processes of pregnancy and childbirth; • demonstrates the ability to provide midwifery care on her own professional responsibility throughout pregnancy, labour, birth, and the postnatal period; • recognises strengths and limitations in skill, knowledge and experience and shares or seeks counsel, consults with, or refers to, a relevant resource, other midwives, or other health practitioners; • assesses practice in relation to current legislation, the Midwifery Scope of Practice and Competencies for Entry to the Register of Midwives, and the New Zealand College of Midwives' "Handbook for Practice" and "Code of Ethics"; • directs, supervises, monitors and evaluates the obstetric nursing care provided by registered obstetric nurses, enrolled nurses, registered general nurses or registered comprehensive nurses; • participates in Midwifery Standards Review using professionally recognised standards and reflects on and integrates feedback from clients and peers into midwifery practice; • recognises own values and beliefs and does not impose them on others; • is aware of the impact of gender, race and social policies and politics on women, midwives and the maternity services; • demonstrates a commitment to participate in ongoing professional development; • participates in cultural safety education and development; • assists and supports student midwives in the development of their midwifery knowledge and skills in clinical settings: and • works collegially and communicates effectively with other midwives and health professionals



TAIRAWHITI DISTRICT HEALTH

PERSON SPECIFICATION

Essential Skills, Knowledge, Abilities and Attributes

- Registered Midwife
- Current Annual Practising Certificate
- Current drivers licence

Nature and Scope of Responsibilities:

- The skills and depth of proficiency will be dependent on the midwife's level of practice

Professional Skills/Attributes/Personal Attributes

- Proven commitment to quality midwifery practice
- Ability to communicate effectively with a wide range of individuals and groups
- An understanding of the importance of good relationships to ensure quality woman centred care
- Self motivated and uses initiative well
- Positive manner, able to influence without conflict
- Proven ability to be flexible
- Demonstrates commitment to own professional development
- Demonstrated experience/skills with Maori consumers and their family/whanau
- Excellent time management skills

Knowledge of:

- Midwifery Scope of Practice and Competencies
- Treaty of Waitangi and its application to the health setting
- Misuse of Drugs Act (1977) and regulations
- NZCOM Handbook of Practice and Code of Ethics
- Privacy Act (1993) and Health Information Privacy Code (1994)
- Health and Safety in Employment Act (1992)
- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- Health Practitioners Competence Assurance Act (2003)
- Section 88 of the Health and Disability Act 2000

Manager _____ Date ____ / ____ / ____ Employee _____ Date ____ / ____ / ____