

POSITION DESCRIPTION:
Golden Bay Community Health - Midwife

PAPAMURI - BACKGROUND

Nelson Bays Primary Health (NBPH) promotes and supports quality community health services, with an emphasis on keeping people healthy. Our vision is “Healthy people... healthy workforce.... healthy community” – Kia piki te ora o ngā tāngata katoa.

Nelson Bays Primary Health (NBPH) leads and coordinates a range of primary health care services through its contracted general practices and other primary health providers e.g. Māori Providers and non-government organisations, in the delivery of the Primary Health Care Strategy. The organisation holds contracts with Te Whatu Ora (TWO) and other providers for these services. Nelson Bays Primary Health is committed to reducing health inequalities within the health system.

HE KAUPAPA NUI - PURPOSE

To work in partnership with clients to achieve optimum health and well-being throughout the pregnancy, birthing and post-natal journey.

WHĀINGA TŪRANGA - POSITION OBJECTIVES

To provide a safe and comprehensive maternity service to the community of Golden Bay.

WHANAUNGATANGA - RELATIONSHIPS

- **Reports to:** General Manager GBCH
- **Internal Relationships:** Nelson Bays Primary Health staff
- **External Relationships:** General Practitioners, Registered Nurses and Maternity services from other providers.

TE WĀHI - LOCATION

This position is based at Golden Bay Community Health although travel throughout the region may be required due to the nature of the role.

HAUORA WHAKARURUHAU - HEALTH AND SAFETY

Nelson Bays Primary Health is committed to achieving the highest level of health and safety for its employees. All employees are expected to take the initiative and identify report and resolve issues that may cause harm to themselves or others in the organisation. As an employee of Nelson Bays Primary Health, the health and safety of yourself, all employees, colleagues and visitors are your responsibility. You are expected to work safely at all times, and to actively participate in health and safety programmes in your area. It is required that you report all accidents, incidents or potential hazards to your direct line supervisor.

TE TIRITI O WAITANGI

Nelson Bays Primary Health is committed to its obligations under Te Tiriti O Waitangi. All employees are required to understand and implement Te Tiriti O Waitangi within their work and actively participate in opportunities and initiatives that will contribute to reducing the disparity in health status between Māori and non-Māori.

NGĀ WAAHANGA MATUA – KEY AREAS	NGĀ HAEPAPA - RESPONSIBILITIES	NGĀ HUA E TUMANAKOHIA ANA – EXPECTED OUTCOMES
Management of Midwifery Care & Woman centred focus	<ul style="list-style-type: none"> To establish, maintain and terminate appropriately therapeutic partnerships with women Share relevant information with other practitioners and agencies Provide information to and educate the woman in current and accepted health knowledge Act as a client advocate To recognise the limits of expertise and knowledge To meet the requirements of a Lead Maternity Carer (LMC) as contained in Sect 88 of Health and Disability Act Promote the understanding of childbirth as a normal life event 	<ul style="list-style-type: none"> Care Plans are current, clinically sound and formulated in partnership with the woman Ongoing assessment and evaluation of care is evident at each antenatal visit, during labour, birthing and the post-natal period. The woman is able to be responsible for, and promotes the health of herself, her baby and her family. Scope and nature of practice is consistent with Sect 88 requirements. The woman’s experience of the childbearing event is positive. The midwife recognizes her strengths and limitations in skill, knowledge and experience and refers to or consults with a relevant resources or specialist practitioner.
Workload Organisation <i>(Resource and information management);</i>	<ul style="list-style-type: none"> Use professional judgement to prioritise client care Organise efficiently the requirements of the workload and the obligations to team members Actively contributes to conservation of resources. 	<ul style="list-style-type: none"> Bookings, clinics and postnatal follow-up are timely. Is available to back up team members as necessary. Is available to woman as required when on call. Actively models and practices conservation in use of all resources. All documentation, statistical forms and reporting is accurate, timely and objective.
Inter-professional Care <i>(Team work);</i>	<ul style="list-style-type: none"> Work collaboratively with other members of the team and other agencies Communicate effectively with all team members 	<ul style="list-style-type: none"> The midwives operate effectively in a harmonious and co-operative way. Relationships with other agencies are effective and constructive.
Professional development	<ul style="list-style-type: none"> Take responsibility for own professional midwifery development Contribute to the development and recognition of contemporary evidence based midwifery practice Contribute to ongoing quality improvement in midwifery practice and service delivery 	<ul style="list-style-type: none"> Midwifery practice is based on accepted and recognised evidence. Maintains a current portfolio which demonstrates and evidences meeting of required competencies. Participation in quality improvement processes is demonstrated including regular practice reviews.
Internal & External Networks	<ul style="list-style-type: none"> Develop effective and supportive interpersonal relationships with peers and other health workers Use correct channels of communication 	<ul style="list-style-type: none"> There is positive feedback from internal and external colleagues. Communication with organisation management is appropriate.
Reducing Health Inequalities	<ul style="list-style-type: none"> Identify and work towards reducing barriers to increase participation for Maori, Pacific and other groups 	<ul style="list-style-type: none"> Participation in and feedback on initiatives that focus on a reduction in health disparities and inequalities is

	<ul style="list-style-type: none"> Support team members to advance the health and social wellbeing of clients accessing services and support the reduction in health disparities and inequalities. 	evident
NGĀ TIKANGA MĀORI	<ul style="list-style-type: none"> Assist in the establishment and maintenance of effective relationships with Iwi Māori Health, Mental Health Providers, General Practices and community agencies; Tino Rangatiratanga is encouraged in all professional relationships; Undertake ongoing development and training in cultural development and/or through cultural competency training requirements. 	<ul style="list-style-type: none"> Utilise Te Reo whenever possible Attendance and support of cultural practices of Māori, such as Te Reo, Powhiri, Whanaungatanga, Whānau ora, Karakia, Waiata, Wairuatanga and Manaakitanga Integrate Māori practice models alongside clinical practice where possible
Quality Improvement/Audit Activity	<ul style="list-style-type: none"> Contribute to the team environment in which performance can be improved or enhanced, and objectives and plans can be achieved to a high-quality standard Utilise best-practice and evidence-based approaches in all aspects of work Maintain any qualifications, including registrations and practicing certificates, required for legal and safe practice. Be familiar with and adhere to the provisions of all relevant acts and regulations, all Board, hospital and department policies, relevant procedure manuals 	<ul style="list-style-type: none"> Demonstrate willingness and involvement in quality activities to achieve service and organizational objectives in an innovative manner All opportunities to obtain new skills and competencies which will enhance delivery of service are taken Personal responsibility for making things happen while adhering to policy and regulatory frameworks is demonstrated Wearing of identification badge at all times when on site or when carrying out official duties
General (Risk, Health and Safety);	<ul style="list-style-type: none"> Health & Safety is considered to be everyone's responsibility; all staff are required to actively contribute to maintaining a safe working environment Maintain familiarity with and active involvement in the identification and management of Health and Safety. Work positively, sensitively and constructively with all staff, members and community representatives to secure positive ongoing primary health outcomes and relationships Adhere to the Privacy Act 1993 and the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information. Golden Bay Community Health is a Smoke Free Organisation. This applies to all staff and contractors working within GBCH buildings, grounds and vehicles. 	<ul style="list-style-type: none"> Complete an accident/incident report for any accident, incident which has or might have compromised the safety of staff, patients and visitors. Be familiar with and actively involved in the identification and management of Health and Safety issues, risks, policies and reporting processes applicable to all work-related environments Strict confidentiality of patient, applicant and employee's information is maintained at all times. Compliance with the smokefree policy is demonstrated and all visitors, patients and others are informed of the policy

	<ul style="list-style-type: none"> • Other duties as directed by your Manager 	
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MĀTAURANGA ME NGĀ PUKENGA - EXPERIENCE AND KNOWLEDGE

The ideal candidate will offer the following:

- Is a registered midwife
- Experience as a Lead Maternity Carer is essential

WHANONGA PONO – PRINCIPLES AND ATTRIBUTES

- Demonstrates proficient practice with broad clinical experience
- Demonstrates organisation and time management
- Maintains high standard of interpersonal verbal and written communication skills
- Demonstrates ability to make autonomous decisions
- Demonstrates commitment to ongoing learning and self-development
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Signed by NBPH Employee:		Signed for an on behalf of the employer:	
Name: _____		Name: _____	
Signature: _____		Signature: _____	
Date: _____		Date: _____	