

## ***POSITION DESCRIPTION***

<b>Position Title</b>	<b>Registered Midwife</b>
<b>Business area:</b>	<b>Maternity</b>
<b>FTE:</b>	<b>As per Conditions of Employment</b>
<b>Reports to:</b>	<b>Charge Midwife</b>
<b>Approved by:</b>	<b>Hospital Manager</b>

### **Position Objective**

- To be professionally accountable for the safe, efficient and effective midwifery management of women and babies assigned to your care.
- To facilitate the functioning of a safe environment conducive to the wellbeing of women, staff and visitors.
- To support the business objectives of the organisation.

### **Functional Relationships**

<b>Internal:</b>	<b>External:</b>
<ul style="list-style-type: none"><li>• Charge Midwife</li><li>• Hospital Manager</li><li>• Nursing Coordinators</li><li>• Patient Care Manger</li><li>• Nurse Educators</li><li>• Infection Control Nurse</li><li>• Other Nursing Staff</li><li>• All other St George's staff</li></ul>	<ul style="list-style-type: none"><li>• Lead Maternity Carers</li><li>• Allied Health Professionals</li><li>• Patients and Support persons</li><li>• Medical Staff</li><li>• Women</li><li>• Support Persons</li><li>• Visitors</li></ul>

## Key Areas of Accountability

Area of Accountability	Expected Results
<p><b>Midwifery Care</b>  <b>As per the requirements of the Midwifery Council of New Zealand</b>  <b>Competency One</b>            “The midwife works in partnership with the woman throughout the maternity experience”</p> <p><b>Competency Two</b>            The midwife applies comprehensive theoretical and scientific knowledge with the effective technical skills needed to provide effective and safe midwifery care</p> <p><b>Competency Three</b>            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> <p><b>Competency Four</b>            The midwife upholds professional midwifery standards and uses professional judgment when providing midwifery</p>	<p>Working in partnership with the woman, her family / whanau or significant others, the Midwife:</p> <ul style="list-style-type: none"> <li>Plans and implements a care plan.</li> <li>Communicates effectively with the woman and her family/whanau as defined by the woman.</li> <li>Demonstrates client centered midwifery practice through planning; documenting and implementing <b>proficient</b> midwifery care.</li> <li>Ensures the woman / family whanau are fully informed regarding the care choices available to them.</li> <li>Discusses with the woman on admission, her needs in respect of adjustment to motherhood including infant feeding and parenting skills.</li> <li>Initiates discharge planning.</li> <li>Works co-operatively and effectively with the multidisciplinary team to ensure positive clinical outcomes.</li> </ul> <ul style="list-style-type: none"> <li>Demonstrates provision of midwifery care based upon a midwifery model that reflects planning, implementing, documenting and evaluating proficient midwifery care.</li> <li>Provides and documents current information.</li> <li>Supports the woman with informed decision making.</li> <li>Demonstrates skill and knowledge in identifying the need for and initiating urgent intervention.</li> <li>Responds immediately to, and reports deviations from normal in a woman's / baby's condition.</li> <li>Proactively protects, promotes and supports breastfeeding, reflecting the WHO “Ten Steps to Successful Breastfeeding.”</li> <li>Prescribes and administers medicine, vaccines and immunoglobulins safely and appropriately within the midwife's scope of practice and the relevant legislation.</li> </ul> <ul style="list-style-type: none"> <li>Offers formal and informal learning opportunities to women and their families/ whanau to meet their specific needs.</li> <li>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 lifestyles.</li> <li>Promotes and encourages exclusive breastfeeding as the optimal way of feeding an infant.</li> <li>Promotes self-empowerment and where appropriate act as woman's advocate.</li> <li>Communicates succinctly and professionally with the Lead Maternity Carer, relaying information in a timely manner.</li> <li>Advises women and their family / whanau how to access support networks and resources available to them.</li> </ul> <ul style="list-style-type: none"> <li>Accepts personal accountability for the woman and baby while under her /his care.</li> <li>Is accountable to the organisation, the midwifery profession, the community and the Midwifery Council of New Zealand for midwifery practice.</li> </ul>

Area of Accountability	Expected Results
care	<ul style="list-style-type: none"> <li>• Recognises the midwife's role and responsibility for undertaking, supporting and facilitating the physiological process of pregnancy and childbirth.</li> <li>• Recognises strengths and limitations in skill, knowledge and experience and will seek counsel, consult with or refer to a relevant resource, other midwives or other health practitioners.</li> <li>• 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"</li> <li>• Directs, supervises, monitors and evaluates obstetric nursing care provided by ON/ RGON / EN/ RN Comp. /KN / Student Midwives/Nurses</li> <li>• Participates in cultural safety education and development</li> <li>• Participates in Recertification Programme for annual practicing certificate as directed by NZ Midwifery Council</li> <li>• Debriefs with colleagues following an adverse event.</li> <li>• Reflects on and critically analyse practice situations and outcomes</li> <li>• Participates and contribute to the annual Performance Appraisal, in conjunction with the Charge Nurse or Departmental</li> </ul>
<b>Professional Development</b> To maintain a high level of professional development	<ul style="list-style-type: none"> <li>• Undertakes responsibility for meeting all the mandatory requirements of the Professional body and the organisation.</li> </ul>
<b>Organisational Culture</b> To support a strong and positive image of St George's interdepartmentally, within the community and with key internal and external stakeholders	<ul style="list-style-type: none"> <li>• Promotes harmonious working relationships within the department and with departmental "Users".</li> <li>• Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a "customer focus".</li> <li>• Assists in facilitating positive inter-departmental relationships.</li> <li>• Maintains confidentiality in respect to St George's operations, business, employees, clients and patients.</li> <li>• Models St George's values and adheres to St George's policies and procedures.</li> </ul>
<b>Cultural understanding of the Te Tiriti o Waitangi</b> To promote cultural awareness within St George's Hospital	<ul style="list-style-type: none"> <li>• Understands and has knowledge of the Te Tiriti o Waitangi and the implications in clinical practice.</li> <li>• Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Te Tiriti o Waitangi</li> <li>• Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.</li> <li>• Respects diversity of all cultural and religious beliefs amongst staff and patients.</li> </ul>
<b>Health &amp; Safety and Quality Improvement</b> To maintain a high level of quality improvement To promote St George's hospital as safe and healthy environment.	<ul style="list-style-type: none"> <li>• Participates actively in quality improvement activities.</li> <li>• Initiates and participates in audits and uses outcomes to improve service provision.</li> <li>• Participates actively in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification, BFHI and QHNZ Accreditation process status.</li> <li>• Documents and reports incidents accurately in accordance with Hospital policy.</li> </ul>

Area of Accountability	Expected Results
	<ul style="list-style-type: none"> <li>Ensures staff performance and development is undertaken according to hospital policy and participates in an annual performance appraisal and the setting of performance objectives.</li> <li>Looks after own health and safety and looks out for the safety of others.</li> <li>Looks after own health and wellness by ensuring that all annual leave is taken within the allocated period.</li> </ul>
<b>Other Duties</b> To undertake other duties as requested by the Patient Care Manager/ Hospital Manager from time to time	<ul style="list-style-type: none"> <li>Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li> </ul>

#### Qualifications, Experience and Personal Qualities

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Midwife</li> <li>Holds a current practicing certificate</li> </ul>	
<b>Experience &amp; Knowledge</b>		
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Demonstrates respect and care for others</li> <li>Uses initiative</li> <li>Is proactive and innovative</li> <li>Is an effective communicator</li> </ul>	

**Agreed by:**

Signed: \_\_\_\_\_  
**(Employee)**

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
**(Hospital Manager)**

Date: \_\_\_\_\_