

POSITION DESCRIPTION

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

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

Internal:	External:
• Charge Midwife • Hospital Manager • Nursing Coordinators • Patient Care Manger • Nurse Educators • Infection Prevention and Control Coordinator • Other Nursing Staff • All other St George's staff	• Lead Maternity Carers • Allied Health Professionals • Patients and Support persons • Medical Staff • Women • Support Persons • Visitors

Key Areas of Accountability

Area of Accountability	Expected Results
Midwifery Care As per the requirements of the Midwifery Council of New Zealand Competency One “The midwife works in partnership with the woman throughout the maternity experience”	Working in partnership with the woman, her family / whanau or significant others, the Midwife: - Plans and implements a care plan. - Communicates effectively with the woman and her family/whanau as defined by the woman. - Demonstrates client centered midwifery practice through planning; documenting and implementing proficient midwifery care. - Ensures the woman / family whanau are fully informed regarding the care choices available to them. - Discusses with the woman on admission, her needs in respect of adjustment to motherhood including infant feeding and parenting skills. - Initiates discharge planning. - Works co-operatively and effectively with the multidisciplinary team to ensure positive clinical outcomes.
Competency Two The midwife applies comprehensive theoretical and scientific knowledge with the effective technical skills needed to provide effective and safe midwifery care	- Demonstrates provision of midwifery care based upon a midwifery model that reflects planning, implementing, documenting and evaluating proficient midwifery care. - Provides and documents current information. - Supports the woman with informed decision making. - Demonstrates skill and knowledge in identifying the need for and initiating urgent intervention. - Responds immediately to, and reports deviations from normal in a woman's / baby's condition. - Proactively protects, promotes and supports breastfeeding, reflecting the WHO “Ten Steps to Successful Breastfeeding.” - Prescribes and administers medicine, vaccines and immunoglobulins safely and appropriately within the midwife's scope of practice and the relevant legislation.
Competency Three The midwife promotes practices that enhance the health of the woman and her family/whanau and which encourage their participation in her health care”	- Offers 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 lifestyles. - Promotes and encourages exclusive breastfeeding as the optimal way of feeding an infant. - Promotes self-empowerment and where appropriate act as woman's advocate. - Communicates succinctly and professionally with the Lead Maternity Carer, relaying information in a timely manner. - Advises women and their family / whanau how to access support networks and resources available to them.
Competency Four The midwife upholds professional midwifery standards and uses professional judgment when providing midwifery	- Accepts personal accountability for the woman and baby while under her /his care. - Is accountable to the organisation, the midwifery profession, the community and the Midwifery Council of New Zealand for midwifery practice. - Recognises the midwife's role and responsibility for undertaking,

Area of Accountability	Expected Results
care	supporting and facilitating the physiological process of pregnancy and childbirth. • 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. • 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 obstetric nursing care provided by ON/ RGON / EN/ RN Comp. /KN / Student Midwives/Nurses • Participates in cultural safety education and development • Participates in Recertification Programme for annual practicing certificate as directed by NZ Midwifery Council • Debriefs with colleagues following an adverse event. • Reflects on and critically analyse practice situations and outcomes • Participates and contribute to the annual Performance Appraisal, in conjunction with the Charge Nurse or Departmental
Interpersonal Relationships/Teamwork To ensure effective teamwork and contribute to the achievement of St George’s vision and strategic plan To communicate effectively with women, colleagues, other health professionals and the public.	• Demonstrates respect and integrity at all times. • Establishes a trusting relationship with colleagues, LMC’s, women and their whanau. • Interprets and adheres to lines of authority and uses proper channels of communication. • Accepts and effects constructive change and/or criticism. • Displays a good team spirit and adopts a positive approach to work. • Empathises with others. • Demonstrates the ability to work independently but with the capacity to work as part of a team. • Creates opportunities to network internally and externally.
Professional Development To maintain a high level of professional development	• Undertakes responsibility for meeting all the mandatory requirements of the Professional body and the Organisation . • Ensures performance and development is undertaken according to hospital policy and participates in an annual performance appraisal and the setting of performance objectives. • Identifies own learning requirements/deficits and develops a plan in conjunction with charge nurse/department co-ordinator to redress these. • Fosters an environment conducive to learning, enquiry and research. • Maintains an excellent knowledge of supporting equipment in specialty area and is able to trouble shoot. • Identifies teaching needs and provide accurate information and education to patients, relatives and/or significant others.
Quality Improvement To contribute to ongoing quality improvement in nursing/midwifery practice and service delivery.	• Participates actively in quality improvement activities to monitor and improve standards of midwifery. • Initiates, participates in and evaluates audits and uses outcomes to improve service provision. • Participates in other appropriate quality improvement activities as requested/required. • Participates actively in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification and QHNZ Accreditation process status.

Area of Accountability	Expected Results
	• Actively participate in the BFHI programme and accreditation progress • Documents and reports accidents and incidents accurately in accordance with Hospital policy. • Actively participates in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes. • Supports continuous quality improvement. Not practice in the capacity of Lead Maternity Carer while also rostered on duty at the hospital • Question. and challenge. unsafe practices, that could compromise client/staff safety, privacy or dignity and ensures action is taken. • Assist. others to maintain the expected standard of practice. • Support decisions that involve change.
Organisational Culture To support a strong and positive image of St George's interdepartmentally, within the community and with key internal and external stakeholders	• Promotes harmonious working relationships within the department and with departmental "Users". • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for a "customer focus". • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to St George's operations, business, employees, clients and patients. • Models St George's values and adheres to St George's policies and procedures.
Cultural understanding of the Treaty of Waitangi To promote cultural awareness within St George's Hospital	• Understands and has knowledge of the Treaty of Waitangi and the implications in nursing and research practice. • Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Treaty of Waitangi. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori. • Respects diversity of cultural and religious beliefs amongst staff and patients.
Health & Safety To promote a safe and healthy environment for workers, patients and others.	• Ensures absolute familiarity with the procedures in the event of cardiac arrest, fire, internal and external disasters. • Performs all duties adhering to the infection control process maintaining a safe environment for both patients and staff • Participates in health and safety and infection control education sessions • Understands and uses Personal Protective equipment as required. • Ensures accidents and untoward incidents occurring in the department are reported. • Takes reasonable care for personal health and safety. • Takes reasonable care that own acts or omissions do not adversely affect the health and safety of other persons. • Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with the Health and Safety at Work Act 2015 and its amendments • Co-operates with any reasonable policy or procedure relating to health or safety at the workplace that has been notified to workers. • Ensures compliance with hospital security requirements and is vigilant in all matters of security. • Recognises safety hazards and initiates appropriate corrective actions. • Participates in Health and Safety training as mandated by St George's

Area of Accountability	Expected Results
	from time to time. - Is competent in the safe use of equipment. - Is familiar with hospital policy on incident reporting. - Ensures all equipment for use by patients is functional, used for the purpose for which it was purchased and is part of the ongoing maintenance programme. - Reports any unsafe staffing situations that may develop. - Maximises client safety, independence, quality of life and health during their hospitalisation.
Organisational effectiveness To contribute to the cost effectiveness and changing needs of the hospital business	- Sets appropriate priorities for workload. - Monitors stock supplies and orders appropriately. - Participates in the department's ongoing maintenance programme. - Looks for ways and means to actively and effectively promote cost effectiveness. - Displays a positive attitude to cost effective practices and accurately complete appropriate cost accounting document
Other Duties To undertake other duties as requested by the Patient Care Manager/ Hospital Manager from time to time	Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	- Registered Midwife - Holds a current practicing certificate	
Experience & Knowledge		
Personal Attributes	- Shows respect for people - Uses initiative - Is proactive and innovative - Is an effective communicator - Is caring and friendly	

Agreed by:

Signed: _____
(Employee)

Date: _____

Signed: _____
(Hospital Manager)

Date: _____