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| **Section 1: Position** |

**Position**:

Employed Lead Maternity Carer (LMC) Midwife, Aoraki Midwives

This Lead Maternity Carer (LMC) midwife role will:

* Provide midwifery care within the Midwifery Notice 2010 ([Scope of Practice and Qualifications, Midwifery Council of New Zealand, 14 January 2010](https://gazette.govt.nz/notice/id/2010-gs142))
* Coordinate the modules of lead maternity care from the time of registration of a woman, in order to achieve continuity of care as required by the [Primary Maternity Services Notice 2007](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&cad=rja&uact=8&ved=2ahUKEwiTrP2Jyq7mAhUBzjgGHY7SCZcQFjAAegQIARAB&url=https%3A%2F%2Fwww.health.govt.nz%2Fpublication%2Fprimary-maternity-services-notice-2007&usg=AOvVaw1UJvybehkfLh9WhS51uOYI) and its amendments.

Aoraki Midwives LMCs each provide full continuity of care from early pregnancy through to six weeks after baby is born, including labour and birth secondary care, to approximately 45 women per annum.

**Functional relationships:**

Operationally: Practice Manager, Aoraki Midwives

Professional lead: Director Patient, Nursing and Midwifery Services, South Canterbury District Health Board.

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| **Section 2: Person specifications** |

1. Qualifications and experience

You will:

* Be registered with the Midwifery Council of New Zealand (Midwifery Council) and able to work as an LMC in New Zealand
* Have a current Midwifery Council Annual Practicing Certificate (APC) with no restrictions or endorsements on your practice
* Have professional indemnity insurance
* Ideally have at least two years post registration practice in New Zealand midwifery context, including post registration LMC experience and providing secondary maternity care
* Have comprehensive knowledge and understanding of the Primary Maternity Services Notice 2007 (also known as Section 88) and its amendments
* Be competent in the use of the Guidelines for Consultation with Obstetric and Related Medical Services 2012 (Referral Guidelines)
* Provide evidence of having completed the RANZCOG[[1]](#footnote-1) Fetal Surveillance Education Programme (FSEP) full day or online programme within the last 12 months
* Preferably have current epidural certification or be working towards the same
* Hold a current full New Zealand driver’s license (no endorsements or restrictions).
1. Personal Attributes

You must be able to:

* Describe your midwifery philosophy
* Demonstrate optimum woman and baby-centred antenatal, labour and birth and post-natal care within the partnership model
* Demonstrate clear clinical judgment of normal midwifery and values the process of normal birth, while having the ability to recognise the need for intervention and referral to primary and secondary maternity care services when indicated (Referral Guidelines)
* Demonstrate an adaptable and flexible approach to your midwifery practice, including provision of secondary care
* Demonstrate your ability to work under pressure eg, dealing with unexpected and emergency situations
* Demonstrate excellent communication and interpersonal skills
* Demonstrate your ability to work as a team in a manner that is respectful and contributes to a safe and harmonious work environment, and safe and effective midwifery service
* Demonstrate awareness of and be up-to-date with your professional development regulatory and legislative requirements (Midwifery Council of New Zealand and Primary Maternity Services Notice).
1. Midwifery care provision

You are expected to:

* Demonstrate understanding of and honouring the principles of the te Tiriti o Waitangi–Treaty of Waitangi, and the ability to consistently incorporate the Turanga Kaupapa[[2]](#footnote-2) in your everyday practice
* Demonstrate professionalism and provision of women centred, clinically safe, evidence-based midwifery practice on a daily basis, in accordance with the following:
	+ Midwifery Council of New Zealand (Midwifery Council) Scope of Practice and Qualifications 2010
	+ New Zealand Primary Maternity Services Notice 2007 (and all subsequent amendments) Modules of Care service delivery, reporting and claiming requirements
	+ Guidelines for Consultation with Obstetric and Related Medical Services 2012
	+ Ministry of Health national consensus statements and guidelines
	+ New Zealand College of Midwives Standards of Practice and Code of Ethics
	+ Health and Disability Consumer Code of Rights 1996
* Demonstrate a strong commitment to the protection, promotion and support of breastfeeding
* Demonstrate a high level of documentation which meets medico-legal and professional documentation standards and requirements
* Demonstrate efficient and effective management of Aoraki Midwives resources and ensure all equipment supplied by Aoraki Midwives is treated with care, and used and maintained appropriately.

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| **Section 3: Responsibilities** |

4. Professional

You will:

• Comply with Aoraki Midwives code of conduct, policies and processes including documentation

* Present a professional image which promotes and maintains confidence in the midwifery profession and Aoraki Midwives service delivery
* Work autonomously, in partnership with a midwifery partner and harmoniously within the team environment eg, recognised by colleagues as an effective and positive team member
* Assist the Practice Manager to maintain practice business and statistical records and requirements through accurate documentation and timely record keeping.
1. Personal
* Maintain professional resilience (including stress management) and wellbeing through self care
* Maintain personal safety when providing midwifery care in the community
* Practice safe work habits to ensure the health and safety of yourself and others eg, use personal protective equipment correctly and when required.

6. Interprofessional

You will:

• Communicate women’s and/or babies’ needs and changes in health status to appropriate maternity service/health team members in timely manner

* Demonstrate professionalism and respect when taking appropriate action/addressing difficult situations that could compromise the safety of women, their babies or colleagues
* Provide effective advocacy for women and their whanau when required, and liaise with community agencies where appropriate to ensure the best outcomes for women and/or babies.

7. Quality Improvement

You will:

• Demonstrate a positive personal commitment to the culture of continuous quality improvement by integrating quality values into your daily practice

* Actively participate in and contribute to Aoraki Midwives practice quality improvement processes to identify opportunities for service enhancement
* Use the Safety 1st incident reporting system appropriately and effectively to enhance the quality of care for women and their babies

8. Professional Development

You will:

• Achieve and maintain contemporary practice (knowledge and skills) by assuming responsibility for your mandatory education requirements (Midwifery Council of New Zealand and Aoraki Midwives), and your own professional development plan eg, self-identified areas for knowledge and/or skill development and enhancement, QLP process

* Utilise opportunities to share current research and best practice with colleagues eg, practice meetings/in-service

• Participate in the Midwifery Council recertification programme and where applicable, act on recommendations arising from Midwifery Standards Review process

* Contribute to the education and professional development of students undertaking clinical placements with Aoraki Midwives.

9. Legislative

You will:

• Ensure compliance with New Zealand statutory laws

• Understand and demonstrate the ability to apply the following legislation:

* Health Practitioners Competency Assurance Act.
* Privacy Act
* Health and Disability Commissioners Act
* Health & Safety in Employment Act
* The misuse of Drugs Act 1975 and Misuse of Drug Regulations 1977 and subsequent legislation and amendments.

LMC Employee

Name & Designation Signature Date

Aoraki Midwives Practice Manager

Name & Designation Signature Date

1. Royal Australian and New Zealand College of Obstetricians and Gynaecologists [↑](#footnote-ref-1)
2. Turanga Kaupapa, Midwives Handbook for Practice, New Zealand College of Midwives 2015 and [Midwifery Council of New Zealand’s ‘Statement of Cultural Competence for Midwives’ 2011](https://www.google.co.nz/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwjBpYKWqrfrAhXOYisKHYPYD54QFjABegQIDBAD&url=https%3A%2F%2Fwww.midwiferycouncil.health.nz%2Fsites%2Fdefault%2Ffiles%2Fdocuments%2FPDF%2520cultural%2520competence.pdf&usg=AOvVaw3f8ZtzWllI8yn0fxi9ol5J) [↑](#footnote-ref-2)