

**POSITION DESCRIPTION**

**Organisational Vision**:

Health New Zealand South Canterbury is committed *“to enhance the health and independence of the people of South Canterbury”.*

**Organisational Values:** **I CARE**

* **I**ntegrity
* **C**ollaboration
* **A**ccountability
* **R**espect
* **E**xcellence

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| **POSITION:** **MIDWIFE EDUCATOR**  |
| **REPORTS TO: Clinical Midwifery Manager** |
| **HOURS: As per letter of offer** |
| **PURPOSE:**The Midwife Educator is a key member of the Maternity Department within Health New Zealand South Canterbury and will work collaboratively with the Maternity Multi-disciplinary team and other key clinical and service areas.**PURPOSE DESCRIPTION:**

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| ***The Midwife Educator is a key role responsible for supporting the development of staff and education activities to promote clinical excellence and improved health outcomes.*** ***Education is central to the Midwife Educator role, however in order to influence and improve midwifery practice it is essential the role is underpinned by all the competencies as outlined in the job description below:***

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| * Promotes excellence in midwifery practice within an interdisciplinary environment.
* Promote the enhancement of clinical practice and the development of knowledge and skills for maternity staff.
* Shows effective midwifery leadership and consultancy with an educational focus.
* Promotes and utilises research and evidence-based midwifery and related multidisciplinary practice.
* Is a role model for professional development.
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Provides advice and collaborates with the Manager to promote efficiency, productivity and patient/staff safety within the service. This role is instrumental in supporting SCDHB to become an effective customer driven, safety conscious, quality service, professional and performance oriented organisation supporting the needs of the South Canterbury community.  |
| **AREAS OF RESPONSIBLITY:** |
| * Maternity Services
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| **MAIN OBJECTIVES** | The key objectives of the Midwife Educator are to provide the following in conjunction with the Manager* Oversee SCDHB accreditation application and renewal process in conjunction with Midwifery Council
* Maintain the annual education report that is forwarded to Midwifery Council
* Oversee the credentialing of the Health Professional workforce to ensure that competencies are maintained in accordance with relevant legislation.
* Work with the Charge midwifery manager, clinical coach, and professional leaders to ensure that professional development leave and funding are consistent and transparent for Health Professional staff throughout Maternity Services
* Advise and consult on profession-specific workforce development needs, skill mix and career pathways.
* Uses a person-centered theoretical framework as a basis for midwifery practice and its advancement.
* Collaborate with senior Midwifery staff and multidisciplinary teams to support changes to practice when indicated.
* Develop and maintain a delivery of midwifery/ multi-disciplinary education that meets the education requirements of the organisation and the NZ Midwifery Council.

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|  | **KEY ACCOUNTABILITIES**  |
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| **PROFESSIONAL LEADERSHIP AND ROLE MODEL** | * Promote researched and evidence-based best practice for improvement initiatives.
* Be positive and proactive in relation to organisational developments, inspiring and supporting others to improve services.
* Work collaboratively with all members of the health care team to enhance patient care delivery.
* Promote efficient and cost effective clinical practice.
* Empowers and enhances capability within the broader healthcare team.
* Contributes to policy formulation/review and participates on committees and working parties as required.
* Acts as a resource person and supports staff to achieve Quality & Leadership Programme (QLP) requirements.
* Contributes to meetings in a collaborative, active way.
* Provides leadership and consultation to a broad range of hospital, community and professional groups to achieve positive outcomes for patient or population groups.
* Be working towards post graduate certificate in adult education
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| **PRACTICE STANDARDS, CAREER DEVELOPMENT** | * Oversee the implementation of competencies for practice as per the requirements of the relevant registration body (where applicable) and legislative requirements.
* Ensure processes are in place to implement and monitor professional standards of maternity staff
* Facilitate the provision of high quality education and support for staff.
* Support performance improvement processes where performance or competency issues are identified.
* Advise and support staff on career progression and development
* In conjunction with the Clinical Coach, support Midwifery First Year of Practice (MFYP) Graduate staff, ongoing development of orientation packages for new staff.
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| **CLINICAL PRACTICE** | * Facilitate a supportive process for staff with identified clinical/professional competency deficits in partnership with the Charge Midwifery Management team.
* In conjunction with the Clinical Coach, MQSP and the CMM facilitate the development of clinical leadership which maximises talent identification and supporting staff initiatives.
* Support clinical staff to optimise multidisciplinary and interdisciplinary models of practice in order to promote effective, person-centred care.
* Provides contemporary clinical practice leadership through role modelling.
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| **WORKFORCE****DEVELOPMENT** | * Advise on the impact of potential service initiatives that may affect the profession.
* Participate in the strategic review and development of service goals where required.
* Participate in projects in collaboration with the Clinical Coach, MQSP, the CMM and the Interim Director of Nursing and Midwifery that enhance sector and regional health initiatives.
* Work with the Managers, Director of Nursing and Midwifery to identify current and future staffing education requirements and develop strategies to address these.
* Ensure that there is clear communication within the team that provides staff with an understanding of the vision, strategic direction of SCDHB and keeps them regularly abreast of what is happening and why.
* Promote a team environment across HNZSC which enhances partnership and cooperation across all services. Looks for key initiatives that support collaboration.
* Provide coaching, mentoring and development support to all colleagues within the maternity service to allow people to enhance their practice.
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| **QUALITY AND RISK** | * Have a professional specific leadership role in reviewing and enhancing the effectiveness of the services provided.
* Provide professional specific leadership oversight to ensure staff adhere with standards, policies and procedures.
* Participate in forums and peer reviews with other health professionals to improve overall quality of service providers.
* Work actively with other staff to maintain hospital Certification.
* Work collaboratively with the Learning Hub, Health and Safety, Quality and Risk and Infection Control to maintain organisational standards.
* Monitor and review profession specific standards, scopes and competencies for Health Professional staff
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| **PROFESSIONAL COMPETENCIES** | * Maintain own professional requirements (as appropriate) as directed by the relevant legislation.
* Role model clinical practice excellence.
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| **HEALTH AND SAFETY** | * Implement a risk management approach that ensures risks are understood and continually reviewed to ensure the controls are in place.
* Contribute to a culture of risk management around safety.
* Implement the recommended health practices to ensure a pro-active approach is taken to the health of the workforce.
* Implement the health and safety policies, procedures, guides and related systems to ensure alignment with Health & Safety & Work Act 2015 and associated regulations.
* It is expected that you will use Safety First to report all accidents or near misses and inform your Manager of any potential hazards.
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| **EXTERNAL LIAISON INCLUDING STUDENT PLACEMENTS** | * Facilitate Health Professional student placements and contribute to orientation, preceptor and placement support.
* Contribute to collaboration with tertiary education providers.
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| **TREATY OF WAITANGI****TE TIRITI O WAITANGI** | * Comply with obligations under the Treaty of Waitangi, giving effect to the principles of Partnership, Participation and Protection.
* Ensure service provision accounts for the cultural needs of clients & family/whanau as appropriate and that the Ensures procedures do not discriminate against Maori.
* Behaviour demonstrates cultural appropriateness and sensitivity.
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| **SUCCESS****FACTORS** | Success Factors for the role include:1. Ability to motivate, inspire and engage the unit team towards effective women/person/whanau centred care.
2. Collaboration with other internal services which input into women/person/whanau care.
3. Foster integration across the unit, the wider service and other internal and external services.
4. Deliver high quality women/person/whanau centred care.
5. Deliver services in a safe and sustainable manner.
6. Performance of direct reports/teams.
7. Effectiveness of quality activities and risk management.
8. Health and safety of all staff women/person/whanau & visitors is maintained.
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| **KEY WORKING RELATIONSHIPS****INTERNALLY:*** Clinical Midwifery Manager
* All maternity staff and Obstetric staff
* Director Patient Nursing & Midwifery Service
* Maternity clinical Coach
* CMO
* Maternal Child & Youth Health Manager
* RMO Manager
* Duty Nurse Managers
* Clinical Nurse Managers & Allied Health Leaders

**EXTERNALLY:*** Families/whanau of clients
* Primary Care Providers
* College of Midwifery
* Midwifery Tertiary Providers
* Partners in care of patients, including NGO’s, Pharmacists and statutory authorities
* Plunket
* NZCOM
* Other maternity service providers including independent midwifery providers
* Midwifery educators from other districts
* Oranga Tamariki
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| **PROFESSIONAL & LEGISLATIVE STANDARDS:**The Midwife Educator will:* Ensure responsibilities of staff are conducted in accordance with best practice, relevant ethical and professional standards and guidelines as determined by the relevant professional councils, commissioners and associations;
* Ensure compliance with New Zealand statutory laws; (in particular the Health Practitioners Competency Assurance Act, 2003)
* Comply with organisation-wide and service specific rules, codes of conduct, policies, protocols and procedures including safe rostering practice and MECA.
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| **PERSON SPECIFICATION****EXPERIENCE:****ESSENTIAL CRITERIA*** It is essential that the applicant has tertiary education in Midwifery and be

professionally registered in NZ and hold a current Midwifery APC.* Commitment to and enthusiasm for your profession.
* Role model contemporary clinical practice.
* It is essential that the applicant has a sound understanding of the management of Midwifery Emergency Skills, which include but are not limited to Shoulder Dystocia, Breech Birth, Cord Prolapse, Antepartum Haemorrhage, Postpartum Haemorrhage, Maternal Collapse and Newborn resuscitation, Category 1 LSCS Management

**EXPERIENCES/KNOWLEDGE*** Strong clinical leadership skills acting as role model to those within the profession.
* Excellent group facilitation skills with a history of a collaborative team approach.
* Innovative and flexible with a positive and problem solving approach to situations.
* Critical consumer of research and advocate of evidenced-based practice.

**SKILLS AND ABILITIES*** Integrity and high personal and professional standards.
* Ability to work at an operational level and be agile in decision making.
* Have the vision and flexibility to contribute to and accommodate change.
* Have excellent administrative, computer, organisational and time management skills
* Is prepared, individually and collectively, to experiment with new thinking, generate new ideas and pilot new insights.
* Demonstrates an in-depth understanding of personalities and learning styles in order to work collaboratively with a variety of people at all levels.
* Has a sense of urgency around the work agenda with the ability to engage directly in its delivery and produce results.

**DESIRABLE** * A minimum of five year experience in clinical midwifery practice
* Obtained or working towards a relevant post-graduate diploma or masters.
* Membership of relevant national professional body.
* Previous experience within an education role.
* Demonstrates ability to develop midwifery standards and quality initiatives.
* Demonstrates teaching, mentoring and coaching skills.
* Senior Midwife leadership QLP portfolio.
* Have a demonstrated ability to provide leadership within midwifery.
* Have a knowledge and understanding of the under graduate midwifery curricula
* Willingness to be trained as a PROMPT facilitator and New Born Life Support instructor
* Skilled in suturing, cannulation, venepuncture, waterbirth, MEWS, NOC/NEWS and Breastfeeding
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**The intent of this position description is to provide a representative summary of the major duties and responsibilities.**

**Agreed by:**

 ---------------------------------------------------- (Job holder’s signature)

----------------------------------------------------- (Employer’s signature) -------------------- Date

Date Reviewed: Reviewed by: Next Review: