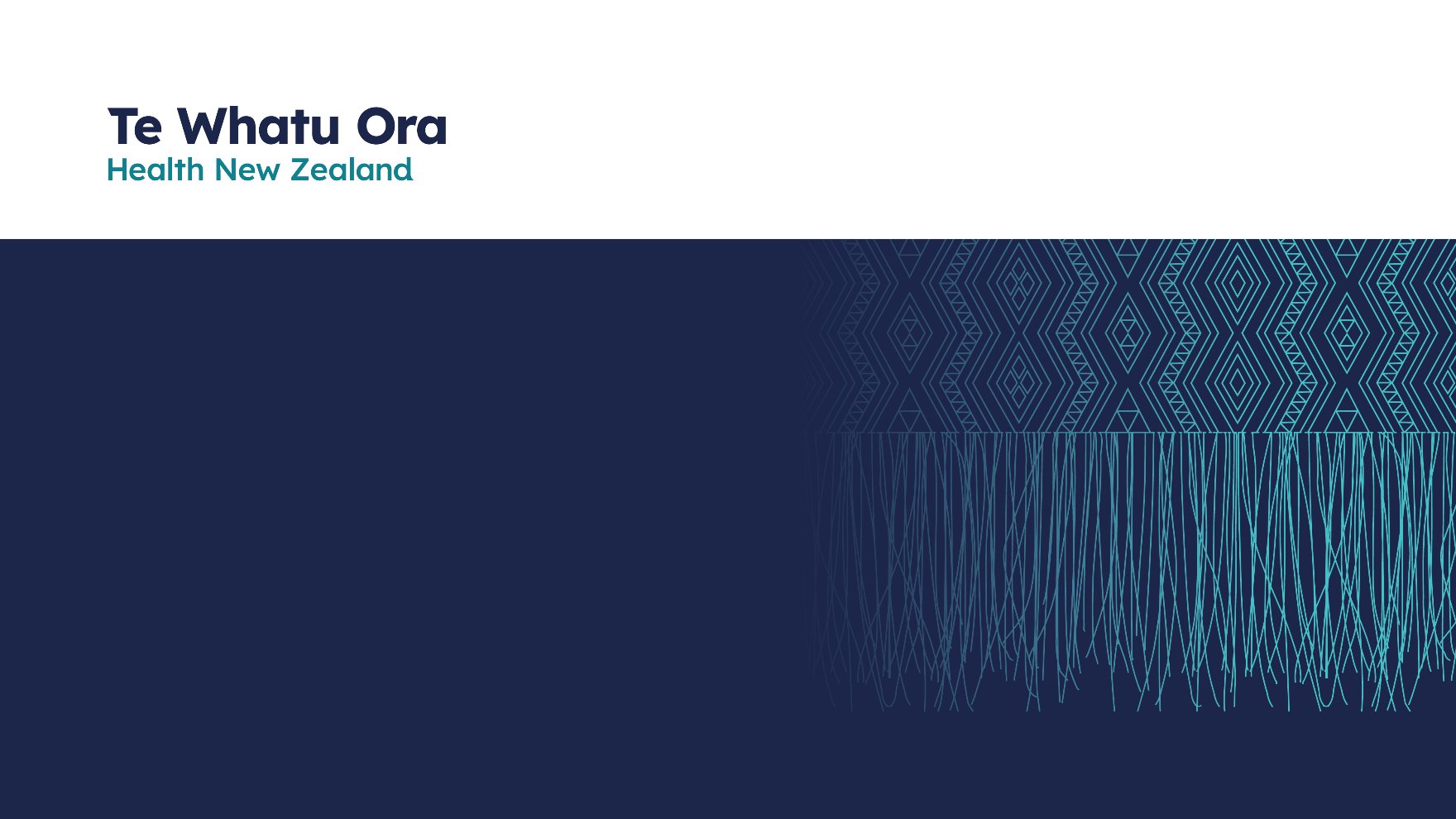
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**Position Profile | Te Whakatūranga ō Mahi**

**Health New Zealand | Te Whatu Ora**



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| **Title** | | ***District Chief Midwife*** | | | |
| **Role ID** | | TBC | | | |
| **Reports To** | | Group Director of Operations, dotted professional line to National Chief Midwife | | | |
| **Location** | | Timaru Hospital | | | |
| **Business Group** | | Hospital and Specialist Services/Clinical Leadership | | | |
| **People** | | **Direct Reports:** TBC | **Indirect Reports:** TBC | | |
| **Budget** | | **Opex:** TBC | **Capex:** TBC | | |
| **Delegated Authority** | | **HR:** vary in districts | **Finance:** vary in districts | | |
| **Job Band** | | **TBC** | **Tier** | 4 | |
| **About the Role** | The District Chief Midwife forms part of the district senior leadership team and provides clinical partnership to the GDO and other operational colleagues to ensure a clinical voice is part of senior decision making. This role holds both professional system wide and operational leadership accountabilities for midwifery and maternity services within the district. The key focus of the role is to:   * Provide strong, visible, and inclusive professional and clinical leadership, motivating and inspiring midwives and maternity staff to achieve excellence in maternity care * Be collectively responsible as part of the district leadership team for the delivery of safe, high quality, compassionate patient care, clinical strategies and achievement of Te Whatu Ora goals related to the midwifery and maternity workforce, collaborating with colleagues to achieve this. * Ensure interprofessional partnership in all levels of decision making, driving a ‘whole of system’ approach, enabling reduced variation and consistent services at district and regional level and supporting reduced variation nationally. * Take a ‘whole of system’ approach to integrated care delivery, by working collaboratively with other clinical leaders, across regions, community, operational and enabling functions whilst enabling equity for Māori, Pacific, people with disabilities, and other communities. * Collaborate with other clinical chiefs, leaders, and management to develop and sustain strong clinical governance functions, creating an environment where clinical excellence will flourish. * Be collectively accountable as part of the district leadership team for the appropriate implementation of national and regional strategies, policies, and standards within the local district * Collaborate with other clinical chiefs, leaders and management to develop and sustain strong clinical governance functions, creating an environment where clinical excellence will flourish * To provide leadership in developing the healthcare system, especially in the domains of Patient Safety, Patient Experience, Standards and Measurement, and Compliance. * Work in partnership with GDO and other professional leaders to ensure equitable, safe, skilled, compassionate care and support is delivered in an integrated manner across the health system and wider to the community served. * Takes an operational role in managing the maternity services and is responsible for service delivery and financial accountability * Provide clinical leadership and management of any clinical leaders reporting to them as Chief Midwife**.** | | | |
| **Key Result Areas** | **Expected Outcomes (Role specific)** | | | | |
| **Clinical leadership** | * Leads through example and role models excellent clinical practice, while maintaining a current Midwifery Annual Practicing Certificate. * Responsible for the development of a high quality, robust and sustainable midwifery and maternity workforce, reflective of the communities we serve. * Lead excellence in clinical practice and scanning for national and international practice changes to ensure that contemporaneous evidence-based care is consistently delivered. * Lead, co-ordinate and manage the professional development of employed midwives, fostering excellence in clinical practice and professional conduct. * Provide clinical leadership and innovative thinking to ensure improved quality, models of care and clinical practice both at a district and regional level. * Create a collaborative and caring work culture where all staff and access holders are respected and valued, using the values of Te Mauri o Rongo * Provide strategic input into the local, district (if different), regional, and national planning processes. * Work in collaboration with other leaders, partners, and communities across the healthcare system to reduce unwarranted variation, improve equity and take a whole of system view to improving peoples’ health and experience of the healthcare system. * Lead the development of advanced and extended practice which support alternative service delivery models, taking a whole of system approach to alternative models of care. * Responsible for supporting their district GDO and leadership team to retain a clear focus on patient safety and active engagement in clinically driven services planning * Responsible for working in an interprofessional way with other leaders. * Responsible for supporting their district GDO and leadership team to retain a clear focus on patient safety and active engagement in clinically driven clinical services planning. * Responsible for identifying clinical risks and issues to ensure they are appropriately managed mitigated and escalated. | | | | |
| **Operational leadership** | * Takes operational leadership and responsibility for the HSS maternity services and works collaboratively with key stakeholders to support an integrated maternity care system throughout the continuum of maternity and newborn care. * Partner with the GDO/Deputy CEO to ensure operational decision making ensures patient safety and professional considerations for the Maternity workforce. * Partner with the GDO/Deputy CEO and other clinical leaders to support service continuity and emergency response actions. * Maintains an oversight of and input into HR, ER and IR activities as they relate to the midwifery and maternity workforce. * Contribute to the development of services and service planning that is aligned to meeting national health targets and improving health outcomes. * Have an overview of recruitment processes to ensure they align with the model of care for the relative services, whilst supporting career progression for the midwifery and maternity workforce, clinical services plans and support service continuity. * Act as a local spokesperson and trusted voice for local communications and media opportunities where clinical connections are required. * Accountable as part of the district leadership team for managing allocation of resources and expenditure to ensure the organisation’s goals and objectives are met or exceeded. * Accountable as part of the district leadership team to ensure overall achievement of annual business plans. * Accountable as a part of the district leadership team to identify and promote sustainable outcomes as a key requirement in all strategies and organisational goals. * Provide system leadership and direction to leverage midwifery and maternity workforce and systems capability by optimising opportunities to improve patient experience and professional standards and safety across the whole continuum of care. * Accountable for overseeing the midwifery and maternity workforce, including appropriate staffing levels within budget and promoting staff wellbeing. * Works collaboratively with Tertiary education providers to support undergraduate and postgraduate education, as part of building a sustainable, skilled workforce. * Maintains operational oversight and leadership over maternity delivered programmes such as: Newborn Hearing Screening, Newborn Metabolic Screening; Pregnancy and Parenting Education; Maternity Quality and Safety Programme; SUDI Reduction Programme etc. * Ensures appropriate access to and delivery of services such as smokechange, drug & alcohol support and maternal mental health is available to support maternity services. * Develops and presents required business cases where additional resources are required for the delivery of consistently safe care. * Lead strike planning for the district when required | | | | |
| **Professional leadership** | * Lead the provision of professional midwifery advice and ensures that maternity services are aligned with the strategic direction and priorities of the region. * Maintain an overview of the clinical/professional issues and trends and responsible for implementing action plans. * Provide professional role modelling and mentorship. * Provide professional advice and direction into Human Resource, Employee Relations and Industrial Relations activities as they relate to the profession ensuring professional and patient safety standards are met. Lead oversight of the quality of pre-registration and post registration education including participation in Tertiary Education Organisation programme reviews, annual programme governance and quality of new graduates. * Works with regulator (Midwifery Council) to fulfil statuary obligations under the HPCA. * Ensures all midwives and maternity access holders have a current APC and VCA screen and this is reviewed annually * Ensures a robust professional development and career structure for staff to ensure a professionally engaged workforce * Implements a credentialing process to enable midwives to extend scope e.g. LARCs and Frenotomy. * Provides advice, support and coaching to local, regional and national midwifery leaders with a view to succession planning * Leads, builds and maintains successful networks, and working relationships across Health NZ and the wider health system. | | | | |
| **Clinical governance** | * Responsible for ensuring a robust and high functioning clinical governance process is in place for the district driving quality improvement, risk management and quality and safety monitoring. * Provide leadership within the district clinical governance group, linking to Regional Integrated Clinical Governance as appropriate and ensuring District processes align with national frameworks. * Lead on the delivery of actions relating to clinical governance, where appropriate. * Support development of a learning system using findings and recommendations from clinical governance activities and linking with evidence-based practice, research and innovation. * Responsible for sharing clinical governance best practice across primary, community and non-governmental organisation partners. * Provide leadership on district level complaint and serious adverse event review processes, including oversight of responses to statutory authorities (i.e. the Health and Disability Commissioner, the Coroner’s Office etc.). * Provide leadership on district level strategic insights and learning from complaint and serious adverse event responses to identify system safety improvements. * Support policy, procedure and guideline development, sharing and implementation of both local and national controlled documents. * Contribute to information management and data governance systems, collaborating with relevant colleagues to ensure appropriate clinical considerations are made. * Champion the Code of Expectations for health entities’ engagement with consumers and whānau. * Partner with consumers, communities and priority populations to design and deliver equitable health services. | | | | |
| **Portfolio role** | * Hold a portfolio role, which extends beyond just their immediate district duties. For instance, input into regional or national programmes of work with relevant networks and/or groups to support wider connections and/or working across the breadth of Health New Zealand and the community it serves, to address specific areas or challenges. * Portfolios will be determined through mutual agreement, taking into account the requirements of the organisation and skill set of the individual. | | | | |
| **Clinical Practice** | * Depending on the requirements of the Chief role and personal preference – a portion of time (FTE) can be allocated to continuing clinical practice. | | | | |

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| **Key Result Areas** | **Expected Outcomes for all Te Whatu Ora Managers** | | |
| **People and Culture** | * Leads a culture that enables employees to learn and grow to deliver responsive and trusted services, ensuring career growth and development, and supporting Te Whatu Ora to be seen as a preferred employer. * Acts as an ambassador for the values and behaviours of the desired organisational culture, Te Mauri o Rongo, ensuring unification of diverse individuals and teams whilst supporting positive local cultures to be retained and strengthened, and driving performance through effective teamwork and empowerment to achieve current and future service delivery. * Leads and develops the team in their locality so Te Whatu Ora has the skills and performance outcomes it requires now and for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities, and others. * Supports the development of a high-quality training environment throughout the organisation which recognises local and regional workforce requirements. | | |
| **Strategic Health Outcomes** | * Works collaboratively with other business units and across sectors, to collectively contribute to the strategic health outcomes outlined in the Pae Ora (Healthy Futures) Act 2022[[1]](#footnote-2). * Te Tiriti o Waitangi – is focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. Support tangata whenua and mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery, and monitoring of health care. Actively support kaimahi Māori by improving attraction, recruitment, retention, development, and leadership, and Te Ao Māori is reflected in all that we do. | | |
| **Planning, direction, and operational management** | * Thinks, plans, and acts strategically. Engages the team in the vision and positions the team to meet current and future needs. * Leads the development and implementation of strategies, plans, frameworks for the team, function, or business unit performance, and drives performance and delivery against objectives. * Business planning, monitoring, and reporting, budget, and resource management effectiveness. | | |
| **Achieving Equitable Outcomes** | * Role models a change in the way we work to improve health outcomes, equity for Māori, as well as Pacific People, Whaikaha, and other groups, that achieves the goals of Pae Ora. * Leads the team’s equity commitments to achieve business unit’s equity outcomes * Develops a culturally safe workforce, reflecting our diverse community, and better understanding own cultural perspectives to bring awareness and how this may unconsciously impact interactions and service delivery, to advance work across a range of social contexts. Including, to partner effectively with Manatū Hauora and other agencies in advancing Māori health aspiration and outcomes. | | |
| **Collaboration and Relationship Management** | * Builds mutually beneficial partnerships internally and externally with inter-dependent stakeholders across different organisational and community representation including hapu and iwi, required to achieve sustainable performance outcomes. * Works with peers in National Public Health Service, Hauora Māori Services Directorate and Pacific Health Business Unit, and others, to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services. * Role models effective team player behaviour and works to support inclusive, productive interactions and service delivery by actively breaking-down silo thinking and behaviour, especially at decision making level, to allow for best work. Collegially supports others to do the same. | | |
| **Health & Safety, Compliance and Reporting** | * Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others’ health, safety, and wellbeing centrally, alongside high-quality patient outcomes. * Ensures active management and compliance with all relevant statutory, safety and regulatory requirements applicable to the team. * Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. * Understands, and operates within the financial and operational delegations of their role, ensuring peers and team members are also similarly aware. | | |
| **Key Relationships** | | | | |
| **External stakeholders**   * Maternity Access Holders * Primary Birthing Units * Primary health care providers * Manatū Hauora * NZCOM * MERAS, NZNO, Health Unions * Midwifery Council * AUT and other tertiary education providers * St John Ambulance * NGOs and government agencies e.g. Oranga Tamariki, Police, MSD, Education | | | **Internal stakeholders**   * National Chief Midwife * Chief Midwife Hauora Māori * Midwives * Multidiscplinary clinical leaders * District health staff * Clinical Chiefs/Directors across the system * GDOs and DCEs * General and Service Managers * Clinical governance groups * District GLT * Regional SLT * Regional maternity units * National and Regional Clinical networks * Hauora Māori teams | |
| **Essential Requirements** | | | | |
| **Experience** | | * At least 5 years’ relevant clinical leadership experience * Experience in implementing Te Tiriti o Waitangi in action. * Be registered with the Midwifery Council in New Zealand with a current Midwifery APC * Vulnerable Children’s Act (VCA) children’s worker cleared * Clinical expertise with experience across the scope of practice and of core and LMC practice * Extensive experience with service planning, management and providing operational and strategic oversight * Demonstrated financial management skills and operational budget holding experience * Sound knowledge and experience of quality improvement and leading change * Experience in developing and maintaining relationships across the health system * Demonstrated ability to overview the clinical practice of team members to ensure the needs of both patients and Te Whatu Ora are met. * Knowledge and understanding of the local hospitals, local community, and issues. * Experience in providing advice, making decisions and problem solving in ambiguous and complex environments. | | |
| **Knowledge, Skills, and Attributes** | | * Excellent communication and interpersonal skills including the ability to negotiate, resolve conflict and positively influence and motivate others. * Is a problem solver who can effectively mitigate a wide range of risks and issues. * Is approachable and models professional behaviours with a collegial attitude and desire to work with others to achieve results and share knowledge and expertise to support the growth of the team. * ***Pae Ora & Te Tiriti o Waitangi*** - demonstrates an understanding of Pae Ora (Healthy Futures) Act 2022, the significance, and obligations of Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role, and the commitments to equity and priorities of Wai2575. Have an appreciation of cross-cultural matters, including knowledge of tikanga Māori (or a willingness to learn). * ***Leadership and management*** – Has the ability to think, plan and to connect with and inspire people to build a highly motivated and engaged workforce. Demonstrates inclusive leadership and management skills able to maximise the quality and contributions of individuals and teams to drive outcomes while maintaining your own physical and mental wellbeing. * ***Communication and relationship effectiveness*** – demonstrates mature communication and interpersonal skills, including the ability to write and present in a clear, persuasive, and impactful way, to influence others to embrace change, and to develop, unify and maintain strong internal and external relationships essential for achieving sustainable outcomes. * ***Planning and direction*** – can maintain oversight of work responsibilities, to identify business / project requirements, to develop / contribute to strategies, to plan, prioritise, delegate, and organise work to deliver on short and long-term objectives across the breadth of the role. * ***Operational management*** – can monitor and analyse performance to ensure the quality of work, identify areas of improvement, problem solve, and make sound decisions to achieve goals. * ***Continuous improvement*** – demonstrates an openness and respect for the views of others, and an ability to model an agile[[2]](#footnote-3) approach that creates a culture where individuals at all levels bring their ideas and issues for constructive debate and finding improved ways forward. Has networks to support current knowledge of leading practices. * ***Dealing with ambiguity*** – demonstrates that they are comfortable with navigating change and can work effectively in an environment of uncertainty. * ***Financial management*** – has an understanding of financial management, including budgeting, forecasting, and cost management. * ***Compliance and risk management*** - demonstrates an understanding of organisational risk and compliance, legal and regulatory requirements regarding relevant regulations and standards in New Zealand, to ensure compliance with these requirements. | | |
| **Education** | | * Minimum qualification is a relevant graduate and post-graduate degree * Registered Midwife with the Midwifery Council in New Zealand with a current Midwifery APC * Evidence of ongoing personal, professional and leadership development. | | |
| **Registrations and Certificates** | | * Annual Practicing Certificate | | |

1. The explicit purpose of Act is to: protect, promote, and improve the health of all New Zealanders; achieve equity in health outcomes among New Zealand’s population groups, including by striving to eliminate health disparities, in particularly for Māori; and build towards pae ora (healthy futures) for all New Zealanders. [↑](#footnote-ref-2)
2. [↑](#footnote-ref-3)