

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

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| Title | Midwife Manager – Southern Maternity District | | |
| Reports to | General Manager Women and Children | | |
| Location | District | | |
| Catchment | Southern | | |
| Direct Reports | General Manager Women and Children | Total FTE | 1.0 |
| Budget Size | Opex | | Capex |
| Delegated Authority | HR | | Finance |
| Date | | | |
| Job band (indicative) | | | |

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

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| Wairuatanga | The ability to work with heart | <i>“When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled”.</i> |
| Rangatiratanga | Ensuring that the health system has leaders at all levels who are here to serve | <i>“As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all”</i> |
| Whanaungatanga | We are a team, and together a team of teams | <i>“Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānau, we are the workforce - kaimahi hauora”</i> |
| Te Korowai Manaaki | Seeks to embrace and protect the workforce | <i>“The wearer of the cloak has responsibility to act/embody those values and behaviours”</i> |

About the role

The primary purpose of the role is to:

The Midwife Manager –Maternity Services District provides operational oversight across all the HSS maternity settings located within the Southern geographic area (Primary, Secondary & Tertiary) and engage and support Primary Maternity Units under commissioning/ trusts when appropriate under the direct reporting line of the General Manager and the professional/clinical leadership of the Director of Midwifery. The role supports the General Manager and the Director of Midwifery to provide service delivery for whanau and their babies in conjunction with Midwife Managers (MMs), Clinical Directors, Service Managers, Business Analysts, People Culture and Technology, and midwifery, medical, nursing and allied health care providers.

The Midwife Manager –Maternity Services District works alongside the General Manager Women and Children and the Director of Midwifery Southern in the development of strategic direction, governance alongside operational budgeting and management of maternity services. The Midwife Manager –Maternity Services District role provides midwifery and clinical leadership to maternity staff working across the district and ensures meaningful and effective liaison with operational parties and stakeholder groups and striving to improve processes, procedures, and clinical outcomes for women/wahine, pregnant people and their pēpi/babies.

The leadership provided by the role includes operational service planning, leading excellence in quality and safety standards while supporting the development of equitable and sustainable maternity services, championing new models of care when agreed by the midwifery leadership, supporting workforce planning, development, innovation in practice, and overseeing reporting requirements to the General Manager and Director of Midwifery.

This is a district role, and some travel will be required.

| Key Result Area | Expected Outcomes / Performance Indicators – Position Specific |
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| Team Accountability | <ul style="list-style-type: none"> Providing appropriate and equitable pregnancy and birthing options of care support within the maternity settings that meet the needs of whānau and pēpi to receive care in the right place and at the right time. |

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| | <ul style="list-style-type: none"> • Contributing towards implementation of a hub and spoke model for secondary/tertiary level services to improve accessibility across Southern and enable timely access when this is needed by supporting LMCs and primary maternity units. • Supporting whānau to meet their, and their pēpi's needs to enable the best start to their life. • Effectively delegate and maintain oversight of work responsibilities; to leverage the capability of people to deliver outcomes for the people we care for. |
| Role Operational Responsibilities | <ul style="list-style-type: none"> • Effectively managing, supporting, and delegating within the healthcare team, including effective planning and improvement of care, flow through our services and clinical outcomes, coordination of resources including time, equipment and staff, development of budgets and expenditure management. Ensuring that all midwifery/nursing practice is safe, legal, effective, and culturally safe for hapū people/pēpi and their significant others. • Working with Finance to understand maternity settings budget, performance against budget, drivers for any variances, identify and manage risks to achieving budget. • Provide reports and data analysis insights |
| Role Professional Responsibilities | <ul style="list-style-type: none"> • Having a strong proactive clinical presence, articulating expected midwifery standards, and acknowledging good midwifery care • Actively participates in maternity clinical governance meetings. • Applies critical reasoning and professional judgement to midwifery practice issues and decisions for at risk hapū people and, pēpi. • Encouraging all midwifery staff to work to the NZCOM Standards of Practice and Turanga Kaupapa: www.midwife.org.nz/midwives/professional-practice/standards-of-practice/ • Able to lead processes within the multidisciplinary and multiagency team. • Positively and effectively interacting with hapū people, pēpi, whānau, and health team members. • Improve performance and bring out the best in people; to deliver high quality maternity results for our community. |
| Equity Focus | <ul style="list-style-type: none"> • Work strategically and collaboratively to reduce inequities for Māori ensuring that an equity lens is incorporated in all project work and maternity service provision. • Providing culturally and clinically appropriate guidance to enable all hapū people and whānau feel confident in making informed decisions about becoming parents. • Assisting all hapū people and whānau to have access to adequate and culturally appropriate resources that enable healthy lifestyles and optimal health during pregnancy. • Enabling hapū people to confidently access the right care, in the right place and at the right time, for themselves and their unborn pēpi. • Supporting and discussing the use and importance of the use of rongoā traditional practices within whānau as part of acknowledging the cultural diversity within our community. |

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| | <ul style="list-style-type: none"> • Work with other Health NZ Te Whatu Ora – Southern midwifery leaders to promote maternity/midwifery services and professional development models and frameworks that are culturally safe for Māori. • Supports development in delivery of health services incorporating Māori midwifery paradigms, models and standards and embedding Turanga Kaupapa into midwifery clinical practice in all settings. • Working in partnership with Māori and acts as a conduit to Maternity Services engagement with Māori both in community and inpatient services settings. • Engaging with the Māori health representatives to improve outcomes for Māori. • Works to increase and prioritise the Māori workforce to reflect the demographic of the Southern region. • Works to build partnerships with secondary and tertiary education providers to promote midwifery as a profession for Māori students. • Develops and monitor clinical pathways to support underserved small communities e.g., people with disabilities, LGBTQIA+, refugees |
| Cultural Responsiveness | <ul style="list-style-type: none"> • Works proactively with Māori to uphold the principles of the Te Tiriti o Waitangi and implements the DHB’s vision of ensuring equitable outcomes for Māori through the implementation of the Pae Ora legislation (2020) • Proactively increases Māori midwifery leadership capacity and capability and Midwifery Leadership development programme. • Plans/leads initiatives for cultural support, optimising cultural awareness amongst all midwives and the broader maternity service • A commitment to biculturalism • Knowledge and understanding of the Treaty of Waitangi, Turanga Kaupapa and implications for midwifery practice. |
| Professional Leadership | <ul style="list-style-type: none"> • Work collaboratively with the Director of Midwifery to provide professional direction, leadership and oversight of maternity quality and safety across the district, supporting the improvement in quality of care for women and their babies • Provides professional leadership across the Women and Children’s Health directorate. • Demonstrating effective management of complaints, incidents and hazards as per Health NZ Te Whatu Ora Southern’s policies and procedures. • Navigating conflict and change management to support and facilitate improved care and promote excellence in service delivery. • Reinforces culturally safe approaches to maternity service delivery through teaching, role modelling, leading by example, enhancing advanced midwifery practice. • Contributing to the midwifery profession locally, regionally and nationally |
| Quality Improvement | <ul style="list-style-type: none"> • Take responsibility for portfolio/s as allocated by the Director of Midwifery. • Undertake analysis of local outcomes including by ethnicity and deprivation • Track and monitor progress of quality improvement projects |

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| | <ul style="list-style-type: none"> Practice the principles of evidence informed clinical practice and continual quality improvement. Active participation in quality improvement planning, including involvement in quality, safety and care programmes, policies and practices development and implementation and evidence and data gathering for audit purposes with specific focus on equity. |
| Personal Development | <ul style="list-style-type: none"> Self-directed in achieving own learning and development plan, including portfolio responsibilities. |

| Key Result Area | Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders |
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| Te Tiriti o Waitangi | <ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori Supports 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 supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership |
| Equity | <ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes Demonstrates awareness of colonisation and power relationships Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery Willingness to personally take a stand for equity Supports Māori-led and Pacific-led responses Supports underserved small communities e.g., people with disabilities, LGBTQIA+, refugees |
| Culture and People Leadership | <ul style="list-style-type: none"> Lead, nurture and develop our team to make them feel valued Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation’s strategic and business goals Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened |
| Innovation & Improvement | <ul style="list-style-type: none"> Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table Model an agile approach –tries new approaches, learns quickly, adapts fast Develops and maintains appropriate external networks to support current knowledge of leading practices |

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| Collaboration and Relationship Management | <ul style="list-style-type: none"> Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same Work with peers in Te Aka Whai Ora and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services |
| Health & safety | <ul style="list-style-type: none"> Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives Taking 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 Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture |
| Compliance and Risk | <ul style="list-style-type: none"> Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware |

Relationships

| External | Internal |
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| <ul style="list-style-type: none"> Lead Maternity Carers Staff at Primary Maternity Facilities External service providers and external agencies, General Practitioners / Primary Care Providers/Māori Health NGOs Maternity consumers and consumer representatives Maternal and infant health stakeholder groups New Zealand College of Midwives – Southern Region and National Representatives Office MERAS Midwifery Union Kaumatua Local Runaka Health Quality and Safety Commission Patients, families and Whanau Other District Health Boards | <ul style="list-style-type: none"> General Manager Women's & Children's Director of Midwifery All staff associated with maternity services (medical/nursing/midwifery) at all levels (Clinical & Management) Māori Health Team Pasifika Community organisations Women's health Leadership Team Midwife Managers LMC Liaison Clinical Director O&G Clinical Director Neonatal Nursing and midwifery leaders Service Managers P&C Teams Quality Teams Te Matapuna Tai Oranga (Family Start) Smoking cessation services Maternity social work team MQSP Team |

About you – to succeed in this role

- **You will have**
 - Essential:**
 - Registered Midwife with current Annual Practicing Certificate (APC) and no conditions.
 - Master's degree
 - Significant senior managerial/clinical/operational leadership experience acquired in New Zealand, with the ability to think strategically.
 - Ability to manage a budget, with documented experience in financial planning preferred.
 - Has the ability to provide direction for and evaluate midwifery care
 - Extensive knowledge and core understanding of Te Tiriti principles and Tikanga Maori.
 - Strong communication skills and ability to develop and maintain great relationships in complex environments.
 - Demonstrated competence in a leadership role.
 - Proficient computer literacy.
 - A broad knowledge of the health and disability sector and knowledge of relevant health related legislation.
 - Active member of NZ College of Midwives.
 - Maintains professional portfolio.
 - Desired:**
 - Minimum 5 years clinical experience
 - Experience of leading change in a complex and dynamic operating environment and/or a change management/QI qualification
 - An understanding and/or experience with quality improvement methodologies.
 - A track record of working successfully in a collective and collaborative leadership environment with an ability to constructively challenge thinking and represent and articulate ideas
- **You will be able to**
 - Essential:**
 - Lead by example, and demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity
 - Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
 - Able to maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals
 - Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and

community interest groups and the wider national and international communities

- Demonstrate a strong drive to deliver and take personal responsibility
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve

Desired:

- Promote a positive & collaborative team environment
- Implement continuous quality improvement
- Be enthusiastic and engaged with a can-do attitude
- Be optimistic, even in the face of adversity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Acknowledged / Accepted

Employee

Date

Manager

Date