

Te Whatu Ora
Health New Zealand
Southern

Midwifery Graduate Programme



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Southern

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Nau Mai to the Midwifery Graduate Programme Southern District

Congratulations on successfully graduating as a midwife in Aotearoa.

We are passionate midwives who are eager to welcome you into our team.

We look forward to working in partnership together.

We value what you as an individual will bring into your work.

Your knowledge will be current, up-to-date, evidence-based and now you are ready to put it into practice.



Thank you to 'Aotearoa Gemstones' for generously sharing this image

Birthing in the Southern Region

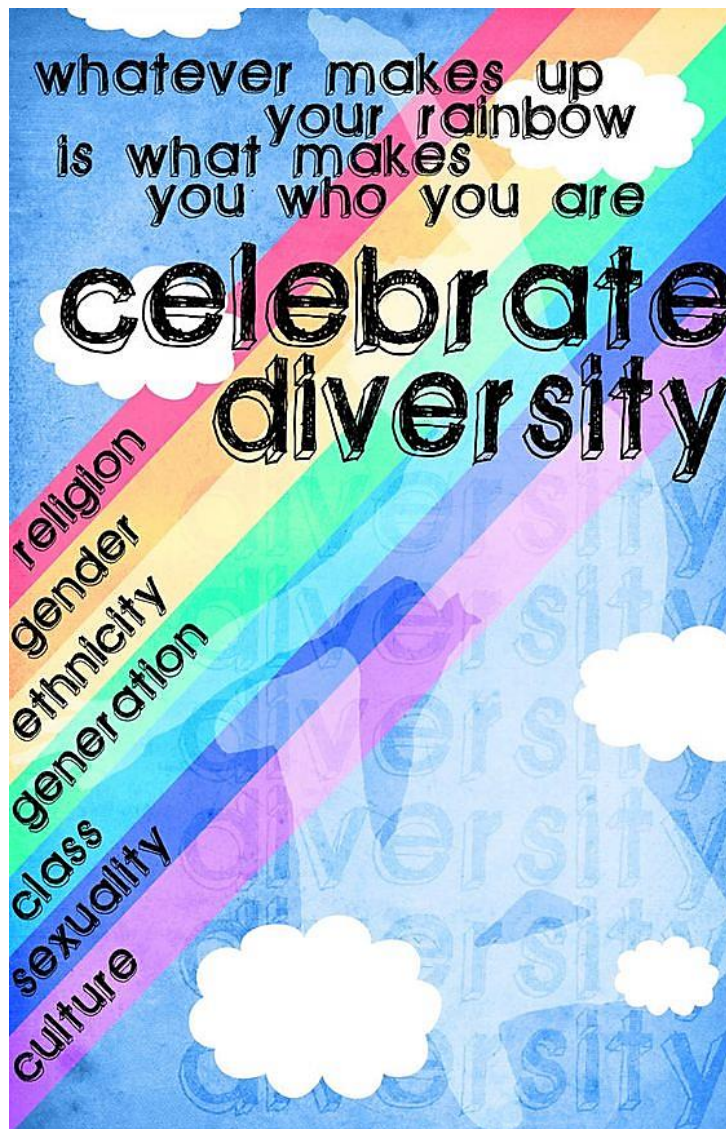
In the Southern Region we are always working towards a more inclusive, progressive culturally safe, and equitable service.

We cater for a diverse range of people from many different cultures, nationalities and identities.

Approximately 3,590 babies are born in the Southern Region each year.

- ❖ 16.4% are Māori babies
- ❖ 3.5% are Pasifika babies

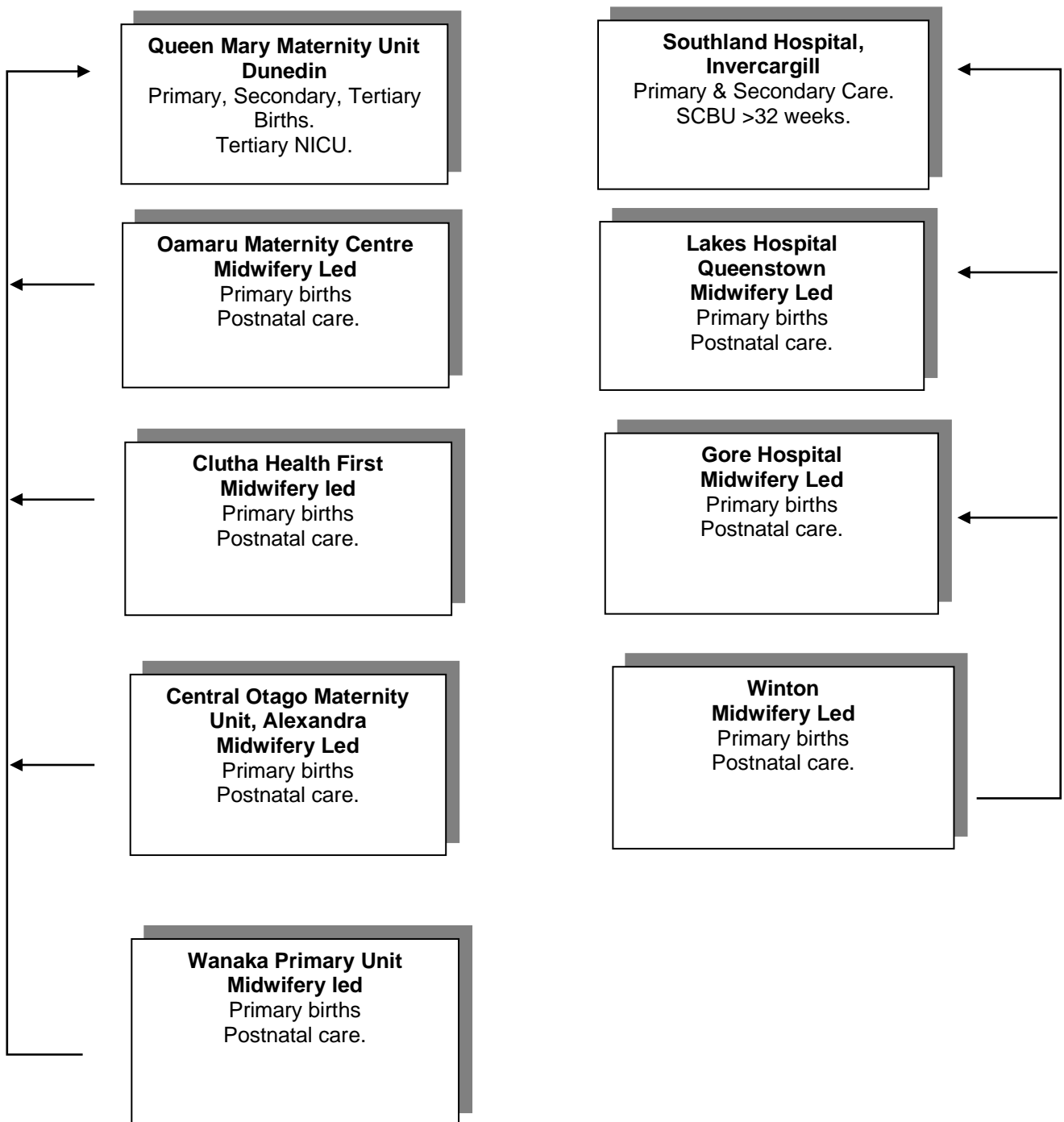
- ❖ 10.2% are Asian babies
- ❖ 56.5% are European Pakeha babies



Southern Services

There are two base hospitals and seven primary birth units across the region.

Our Women's Health Service covers a wide geographic area including:
Ōtepoti Dunedin, Manuhierikia Alexandra, Wanaka, Oamaru,
Iwikatea Balclutha, Waihopi Invercargill, Maruawai Gore, Winton,
Tāhuna Queenstown.



Southern Services



Queen Mary Maternity Centre Dunedin

1,750 births per year
Primary - Tertiary
Tertiary NICU

adele.mcbride@southerndhb.govt.nz



Southland Hospital Invercargill

1,200 births per year
Primary – Secondary
SCBU >32 weeks

sarah.stokes@southerndhb.govt.nz



Wanaka Maternity Unit Team

A new Midwifery led Primary Unit
opening in 2023

morgan.weathington@southerndhb.govt.nz



Central Otago Maternity Unit

Midwifery led Primary Unit
60-70 births per year
200 postnatal care

avril.robinson@southerndhb.govt.nz



Gore Health Maternity

Midwifery led Primary Unit

75 births per year

95 postnatal care

glenda.maxwell@gorehealth.co.nz



Winton Maternity Unit

Midwifery led Primary Unit

50 births per year

160 postnatal care

wintonmaternity@xtra.co.nz



Oamaru Maternity Unit

Midwifery led Primary Unit

40-60 births per year

80-100 postnatal Care

tina.whyte@southerndhb.govt.nz



Lakes/Queenstown District Hospital

Midwifery led Primary Unit

75 births per year

140 postnatal care

tracey.craw@southerndhb.govt.nz



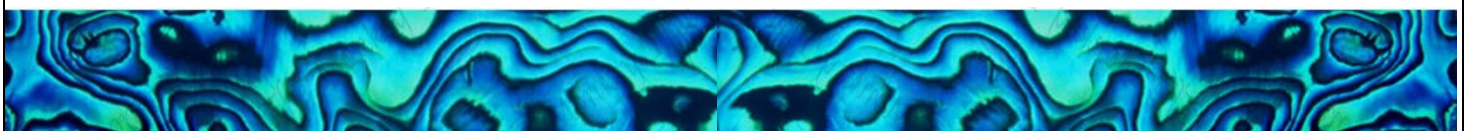
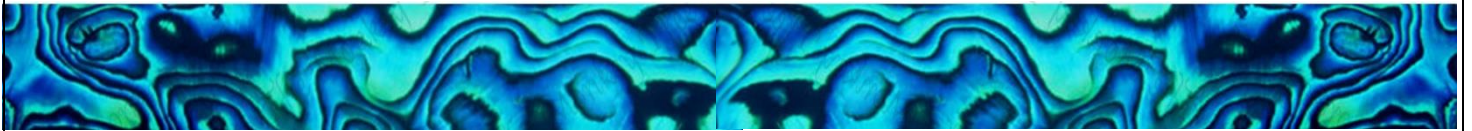
Clutha Health First Balclutha

Midwifery led Primary Unit

40 -60 births per year

80-100 Postnatal care

<mailto:megan.pigou@southerndhb.govt.nz>



Our Midwifery Graduate Programme

The transition from student to registered midwife is powerful, exciting and sometimes challenging. The Southern Midwifery Graduate Programme provides a safe and supportive environment for your career to begin and flourish.

We want you to feel welcome, to quickly become a valuable part of our team and develop a sense of belonging, to feel job satisfaction and proud of the work you do to support whānau in our region, their babies and your midwifery colleagues.



Your Orientation Plan

- ✚ **We will** acknowledge and value as a midwife and an individual.
- ✚ **We will** support you through a smooth transition from student to practitioner.
- ✚ **We will** deliver personalised support from coaches, preceptors and the educator in your orientation periods.
- ✚ **We will** provide you with lots of fun, interesting, relevant professional development.
- ✚ **We will** foster your independence at a pace that suits you.
- ✚ **We will** optimise your learning opportunities.

- ✚ Rotations through different clinical settings has been planned to provide orientation to each area consecutively followed by a period of consolidation of your practice in that area once orientation is completed. You would then move to the next area and commence orientation to that area.

- ✚ **Antenatal (where applicable):** initial orientation followed by a period in this area to consolidate your independence, knowledge and skills. You will also gain experience in Acute Assessment Unit (AAU), Midwifery assessment Unit (MAU), Antenatal Clinic, Midwifery outreach.

- ✚ **Delivery Suite:** primary, secondary and high-risk labour and birth care. Working in a multidisciplinary team, alongside your core midwifery colleagues, obstetric colleagues and LMCs. Thorough orientation will be provided followed by work in Delivery Suite so you can consolidate your skills and confidence.

- ✚ **Postnatal:** postnatal care. Including time with the lactation consultants. Time in NICU or SCBU. Again, thorough orientation followed by a consolidation work period.
- ✚ To ensure appropriate preceptor support, your orientation will not necessarily be in this order. You may start in any of the areas.
- ✚ We will assign you a midwife preceptor who can plan your orientation with you. You will have opportunity for regular reviews of your orientation.
- ✚ Your independence will be fostered progressively as you feel ready.
- ✚ We will roster you to be with an appropriate skill mix of midwifery staff.
- ✚ We will not leave you in charge in any area during your first year of practice.
- ✚ We will not expect you to precept students or new staff in your MFYP.
- ✚ At Southland Hospital all orientation is across the Maternity Unit.



How Southern Region will Empower You to a Positive, Successful Midwifery First Year of Practice

- ✚ We will support you to take part in the Midwifery First Year of Practice Programme (MFYP) alongside the Southern Region New Graduate Programme.
- ✚ We will support you to attend the MFYP programme study days.
- ✚ We will enrol and pay for you to attend additional study days which will meet all your MFYP and Annual Practicing Certificate (APC) requirements:
 - ✚ Compulsory education provided for you:
 - ✚ Breastfeeding education
 - ✚ Midwifery emergency skills
 - ✚ Newborn life support
 - ✚ Violence Intervention Programme
 - ✚ Epidural workshop
 - ✚ You may choose to enrol in:
 - ✚ PROMPT (Prompt Obstetric Multi Professional Training)
 - ✚ Fetal surveillance
 - ✚ Suturing skills
 - ✚ IV cannulation
 - ✚ Cultural safety
 - ✚ Inclusivity education
- ✚ Your preceptor and the clinical midwife coaches will assist you in completing the orientation booklets specific to the area you are working. You will meet at regular intervals.
- ✚ Your Annual Practicing Certificate fee (\$750.00) and NZ College of Midwives membership fees (345.00) will be reimbursed to you.



Funding Incentives for Southern Region

Scholarship Bonding Scheme

We are very excited to offer you a scholarship for the successful applicants to bond to Te Whatu Ora Southern for two years. We are eager to discuss this with you, either in person, or via e-mail.

Clinicalmidwifecoach@southerndhb.govt.nz or 027 882 0760 Jo or Kylie (Dunedin)

Relocation Packages

(current at time of printing)

-  \$2,000 for South Island.
-  \$5,000 for North Island.





Annual Practicing Certificate reimbursement

\$740 reimbursed to you.

New Zealand College of Midwives Fees reimbursed

\$345 annual fees reimbursed to you under MERAS membership.

Paid leave

-  Annual leave – 4 weeks per year.
-  Study leave – all study days paid.
-  Sick leave – 10 days not pro rata.
-  Professional development.

Te Whatu Ora Southern welcomes you to discuss how we can help you financially settle into the South.



Empowering Pathways available to you

**There are now exciting options to
expand your experience in your
second year as a midwife
throughout the Southern Region
with professional pathways and
support!**





After completion of your
MFYP programme in one of
our maternity settings, we will
support you to continue
gaining experience in areas
that interest you.

This is a fantastic opportunity for
you to further consolidate, develop
and advance your midwifery skills

Pathway Options in Your Second Year





Primary and Rural Pathway

For those of you who are keen to strengthen your midwifery skills in
primary and the rural environment opportunities can be given in:

-  Orientation and rotation in different primary settings.
-  Rural midwifery exposure.
-  Transport and transfer.
-  Art of midwifery (e.g. spinning babies, natural pain management, water births).

Secondary and Tertiary Pathway

For those of you who are keen to strengthen your midwifery skills in the secondary and tertiary environment opportunities can be given in:





-  Emergency, flight midwifery and transport.
-  Complex Care in Midwifery Post Graduate Certificate.
-  Neonatal transitional care.
-  Midwifery research and data collection.

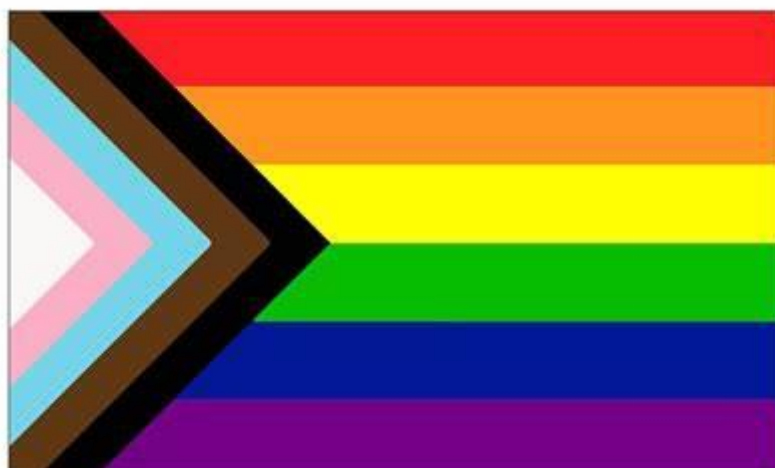


Equity and embracing Diversity Pathway

If you would like to have time to advance your cultural safety knowledge and understanding and support diversity and pregnant people who are part of vulnerable communities, we will help you to design your pathway.

Options to be explored are:

-  Learn Te Reo Māori.
-  Time at Arai te Uru Whare Hauora and Otago, Pacific People's Health Trust, time with the Māori Liaison officers.
-  Māori cultural education workshops.
-  Involvement in projects and initiatives and workshops focused on supporting whānau who are part of vulnerable communities, i.e. the rainbow community, disability and refugees.



Quality and Leadership Programme (QLP)

The Southern Region wants to support your progression through the confidence and leadership programmes that is recognised with financial incentives on your base pay.

At the end of your MFYP you will be encouraged to apply for the QLP:

Confidence (\$3,000 on base pay per year)

Leadership (\$4,500 on base pay per year)




Baby Friendly Hospital Initiative

Our maternity settings have been WHO accredited 'Baby Friendly'. The lactation consultants provide breastfeeding education, resources, and assistance. You will spend time with the lactation consultants to further advance your breastfeeding knowledge and skills.



Clinical Midwifery Coaches

Our Clinical Midwifery Coaches support new graduate midwives across the Southern Region.

		
Kylie Fraser Queen Mary	Jo Baillie Queen Mary	Maureen O'Hara Southland Maternity



The coaches will work very closely with you to enable you to feel well supported and safely orientated to your work area. We offer a comprehensive orientation individually planned to ensure you feel welcome and safe in each area. We will be providing some of your orientation along with educators and preceptors.

- 📌 Identify learning needs for each rotation.
- 📌 Work alongside you in your orientation.
- 📌 Act as a resource person.
- 📌 Regularly reviewing your orientation process.

midwifeclinicalcoach@southerndhb.govt.nz (Kylie & Jo) 027 882 0760
maureen.ohara@southerndhb.govt.nz (Maureen) 021 278 3393



Educators

	
Wendy Munro Queen Mary wendy.munro@southerndhb.govt.nz	Bernie Archer Southland Hospital Maternity bernie.archer@southerndhb.govt.nz

Educators will assist you as a new graduate midwife by:

- ✚ Delivering exciting, fun, interesting, relevant, interactive study days.
- ✚ Participate in your orientation.
- ✚ A friendly, supportive, knowledgeable resource to you.

Preceptors



Preceptors will assist you as a new graduate midwife by:

- ✚ Be your personally assigned preceptor.
- ✚ Working alongside you as you orientate to each area.
- ✚ Ensuring you have optimal learning experiences.
- ✚ Supporting you as an independent practitioner.



Midwifery Leadership and Management

Director of Midwifery	Midwifery Manager Secondary Tertiary Services Southern Region
	
Karen Ferraccioli	Fiona Thompson

	
Adele McBride Midwife Manager Queen Mary adele.mcbride@southerndhb.govt.nz	Sarah Stokes Midwife Manager Southland sarah.stokes@southerndhb.govt.nz



How to apply for a position

- The link on the kiwi health jobs takes you to the southern district website: www.kiwihealthjobs
- In the search field add new graduate midwife and links to Otago & Southland will appear.
- Click on the Apply Now field (top right hand).
- You will need to create an account and success factors which is the programme we use will then lead the way.
- The midwife manager or representative will contact you to arrange an interview.
- Once interviewing has taken place the journey begins.



Join our Team



*It's a beautiful thing
when a career and a
passion come together".*

unknown author

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