

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Midwife Educator		
Reports to	PDU manager		
Location	Southern Region		
Department	Chief Nursing & Midwifery Office		
Direct Reports	None	Total FTE	0.8
Date			

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.

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 whānaunga, 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 Midwife Educator reports to the Practice Development Unit and liaises with the Director of Midwifery. They may work across the organisation or within a clinical area, acting in the roles of educator/facilitator, consultant, researcher, leader/change agent in the pursuit of excellence and improved health outcomes.

Education is central to the Midwife Educator role, however in order to influence and strengthen nursing/midwifery practice it is essential the role is underpinned by all the competencies as outlined in the position description below:

- Promotes excellence in midwifery practice within an interdisciplinary environment.

- Promotes the enhancement of practice and the development of knowledge and skills for midwifery / nursing staff.
- Shows effective midwifery / nursing leadership and consultancy with an educational focus.
- Promotes and utilises research and evidence-based nursing/midwifery practice.
- Works to NZCOM Standards of Practice and Turanga Kaupapa www.midwife.org.nz/midwives/professional-practice/standards-of-practice/
- Assists the organisation to meet its requirements as a maternity services provider as outlined within the maternity services specifications.
- Provides midwifery services that support the provision of primary, secondary, and tertiary services within the organisation.
- Maintains own professional development.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
<p>Promotes excellence in nursing/midwifery practice within an interdisciplinary environment.</p>	<ul style="list-style-type: none"> • Uses a theoretical framework and personal philosophy of midwifery as a basis for midwifery practice and its advancement. • Identifies and introduces advancements in midwifery / nursing knowledge, relevant trends, and changes in best practice for midwives / nurses. • Models' expert midwifery skills and applies critical reasoning to midwifery / nursing practice issues and decisions. • In partnership with senior midwifery / nursing staff, identifies relevant trends and changes in the scope and nature of midwifery / nursing practice and evaluate for local applicability. • Uses critical incidents as an opportunity for staff development. • Collaborates with senior midwifery / nursing staff and multidisciplinary teams and supports changes to practice when indicated. • Promotes and provides a strong midwifery / nursing education focus based on adult learning principles.
<p>Shows effective nursing/midwifery leadership and consultancy with</p>	<ul style="list-style-type: none"> • Maintains an operational and professional relationship with the PDU Nurse Manager, the Director of Midwifery, the maternity staff and education network within Te Whatu Ora Southern

<p>an educational focus.</p>	<ul style="list-style-type: none"> • Acts as a resource person and supports staff to achieve Quality Leadership Programme (QLP) for midwives and Professional Development and Recognition Programme (PDRP) requirements for nursing staff. • Supports a culture of evaluation and the ongoing quality improvement of midwifery / nursing practice. • Contributes to system change to improve health outcomes through evidence-based practice. • Contributes to meetings in a collaborative, active way. • Implements and maintains Core Competency based education programmes, e.g., IV Certification and CPR, to assist staff to maintain Te Whatu Ora – Southern policy and core competency requirements. • Updates and monitors databases facilitating staff to maintain Core Competency requirements.
<p>Promote the enhancement of clinical practice and the development of knowledge and skills for Nursing/Midwifery staff</p>	<ul style="list-style-type: none"> • Is responsible for the development and facilitation /or delivery of regular relevant education that is compliant with Midwifery Council Mandated Education that is necessary for the maintenance of Midwifery annual practicing certificates, and staff development programmes. • Develops collaborative teaching plans, implements, and circulates an annual strategic education plan. • Communicates and collaborates with Senior Midwifery / Nursing Group and Service Managers to identify education needs and practice requirements. • Reviews programme content and delivery using appropriate measurements, methods, and tools to evaluate achievement of learning goals, teaching strategies and quality assurance. • Provides evaluation and reports of training and in-service programmes to line manager and Midwifery Council on a regular basis. • Where specialist knowledge needs are identified, the Nurse/Midwife Educator will in conjunction with the Senior Midwifery / Nursing Group identify education needs, develop, and facilitate training. • Supports midwifery / nursing staff in identifying relevant education, professional development activities and sets annual performance goals.

	<ul style="list-style-type: none"> • In conjunction with Senior Midwifery / Nursing group, assists nursing/midwifery staff, who have been identified as having a performance deficit, in developing an education plan to meet identified outcomes. • In collaboration with the New Graduate Programmes, provides support, education, and resources to the new graduates to ensure programme requirements are achieved. • Is available as a mentor for midwives / nurses / preceptors where appropriate. • In partnership with the Senior Midwifery / Nursing Group (including Clinical Coaches) plans and review orientation programme for new staff. • Maintains records of attendance at all teaching sessions. • Works alongside clinical Coaches and new staff as part of Orientation processes.
<p>Promotes and utilises research and evidence-based nursing/midwifery practice</p>	<ul style="list-style-type: none"> • Facilitates and/or conducts research with an educational focus and assists in the application of research findings. • Works in partnership to develop and maintain evidence-based inquiry and education resources. • Utilises research inquiry to advance midwifery / nursing best practice across the Organisation and contributes to evidence-based policies and guidelines and evaluation through the quality and audit process.
<p>Maintains own professional development</p>	<ul style="list-style-type: none"> • Maintains own clinical competence and develops own portfolio demonstrating a commitment to self-development. • Networks nationally and internationally and keeps up to date on trends and developments within education. • In consultation with the Line Manager identifies educational programmes and conferences relevant to the role.
<p>Other Duties</p>	<ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. This may mean travelling to other sites to facilitate education. • Undertaking training to become a trainer e.g., • NZRC Newborn Life Support, PROMPT (Practical Obstetric Multi-Professional Training) • Act as a role model for Te Whatu Ora Organisational Values.

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
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
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, once developed), 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
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 Māori Health Authority 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
<ul style="list-style-type: none"> • National Committees • Local, District and Regional Groups • Professional Midwifery / Nursing Organisations • Tertiary Providers 	<ul style="list-style-type: none"> • PDU Manager • Midwifery / Nursing Directors • QLP Assessors • PDRP Coordinator • NETP/NESP Coordinator

- Non-Provider Arm
- National Workforce Development Agencies
- Midwifery Council of New Zealand
- National and international midwifery groups
- Lead Maternity Carers and LMC Liaison
- New Zealand College of Midwives
- Primary health colleagues
- Tertiary health educator providers
- Service Manager
- Clinical Charge Midwives / Nurses
- O&G colleagues
- Women's Health: Allied Health Staff, Clinical Support Department, Neonatal Service Staff, Lactation Consultants, Māori Health Staff, Gynaecology Service Staff
- Maternity Quality Team

About you – to succeed in this role:

You will have

Essential:

- Registration with the Midwifery Council of New Zealand.
- A current Annual Practising Certificate with no conditions other than MFYP, overseas midwife requirements, RTP or as agreed with Manager and Midwifery Council.
- Hold or be working towards or happy to undertake a Certificate of Adult Teaching or equivalent graduate certificate.
- A relevant graduate and post-graduate qualification
- Experience in implementing Te Tiriti o Waitangi in action.
- A health professional qualification
- It is essential that the applicant be an excellent communicator, with strong leadership skills and a high level of interpersonal skills.
- Ability with orientation to use IT systems used within the maternity facilities.
- Excellent time management, interpersonal and organisational skills.
- Ability to be adaptable, flexible and solution focused.

Experience / Skills / Knowledge:

- Minimum of 3 years work experience either within the clinical area or relevant midwifery role.
- Experience and credibility with the health care team as a professional resource in speciality/practice area.
- Networking effectively in area of specialty/ practice - locally, regionally, and nationally.

- Demonstrated ability to articulate evidence-based midwifery / nursing practice to a Multidisciplinary Team.
- Demonstrated ability to contribute to the professional development of midwifery / nursing staff. Current issues for midwifery / nursing and health in NZ and international context.
- Current issues in midwifery / nursing education.
- Current midwifery / nursing professional standards and codes.
- Southern DHB current vision, goals, and objectives.
- Principles of the Treaty of Waitangi and biculturalism.
- Advanced communication skills, written, verbal and presentation.
- Ability to contribute positively, have vision and flexibility to contribute to and accommodate change.
- Be a professional leader and role model, with proven ability to inspire, motivate and develop others.
- Be a champion for, and promote the profession of midwifery / nursing, including QLP / PDRP .
- Have excellent administrative, computer, organisational and time management skills.

Desired:

- Hold or be working towards a relevant post-graduate diploma.
- Previous experience within an education role.
- Demonstrates ability to develop midwifery / nursing standards and quality initiatives.
- Knowledge and understanding of undergraduate midwifery / nursing curricula.

You will be able to

Essential:

- Demonstrate understanding of maternity care delivery in New Zealand.
- Demonstrated ability to work effectively within a busy environment with competing demands in keeping with their level of experience. *(Graduate, Return to Practice and Midwives new to the particular service area will need support and preceptorship particularly in secondary / tertiary*

maternity facilities in order that they can meet this requirement.)

- Strong commitment to women’s and children’s health.
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Demonstrate the ability to work both autonomously and collaboratively with other professionals.
- 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.
- Demonstrate the highest standards of personal, professional, and institutional behaviour through commitment, loyalty and integrity.

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

