



POSITION DESCRIPTION

TITLE OF POSITION: MDES Midwife AUT University / CMDHB Midwifery Development and Education Service (MDES)	SERVICE AREA: Middlemore Hospital Birthing Suite Department of Midwifery, School of Health Care Practice
REPORTS TO: Head of Midwifery, AUT through MDES Team Leader	DATE: January 2010
TENURE: Permanent	PROPORTION: Up to 0.8 FTE

PURPOSE:

To co-ordinate a service that provides primary maternity care within the Labour and Birthing Suite in order to develop the midwifery profession and workforce through the provision of clinical education and preceptorship of midwifery students and midwifery staff.

CLIENT BENEFIT STATEMENT:

The MDES midwife facilitates the educational and professional development of midwifery staff and students allocated to the MDES and provide clinical leadership for the MDES on a shift basis. Effective performance will result in the students and midwives maximising their capabilities to reach their potential and to develop their midwifery practice.

RELATIONSHIPS AND LINKAGES - INTERNAL:

AUT University

- Head of Midwifery and Midwifery Lecturers – AUT University Dept. of Midwifery
- Head of School of Healthcare Practice - AUT
- AUT Faculty of Health and Environmental Sciences
- The wider university

CMDHB Women's Health Service

- Director of Midwifery – CMDHB
- MDES Team leader and MDES midwives
- Clinical Charge Midwife – Labour and Birthing Suite
- Midwife Educators and Staff Midwives
- Labour & Birthing Suite Manager
- CMDHB Charge Midwife – ALBU North
- Obstetric and Paediatric Services
- CMDHB Women's Health Division staff
- Wider CMDHB environments

RELATIONSHIPS AND LINKAGES - EXTERNAL:

- Facilitate constructive relationships with key personnel in:
- Clinical, Community and Academic environments

KEY ACCOUNTABILITIES:

- ⇒ Facilitate the educational and professional development of midwifery staff and students allocated to the MDES
- ⇒ Provide clinical leadership for the MDES on a shift basis
- ⇒ Maintain a high-level of professional capability and accountability
- ⇒ Demonstrate cultural safety
- ⇒ Participate as a team member
- ⇒ Develop self for current and future employment
- ⇒ Ensure a healthy and safe work environment

Key Tasks and Expected Results:

1. Facilitate the education and professional development of midwifery students and midwifery staff allocated to the MDES

- Providing mentorship/preceptor-ship on a one to one basis for learners allocated to the service.
- Identifying individual learning needs and tailoring support specific to those needs.
- Identifying learning opportunities and maximising exposure to those opportunities to allow the learner to safely practice clinical skills.
- Providing tutorial sessions in accordance with individual learner needs, when clinical workload allows.
- Actively creating an environment which provides teaching, guidance and support in an empathetic, safe, non-judgmental manner.
- Ensuring education reflects current evidence-based practice.
- Assisting learners to recognise their strengths and areas requiring further development.
- Carrying out competency based assessment as required for all learners.

2. Provide clinical leadership for the MDES on a shift basis

- Liaising with the Clinical Charge Midwife – Birthing Suite regarding the allocation of women to the MDES and their ongoing assessment and care, to ensure the smooth running of the unit as a whole and the most appropriate care for the woman.
- Effectively delegating activities (taking into account individual needs and learning requirements) and monitoring the ongoing care of women in the service.
- Ensuring that midwifery care provided is safe, research based and in partnership with women.
- Providing midwifery advice and support to colleagues as appropriate.
- Ensuring that midwifery care provided complies with the requirements as identified in CMDHB policies and guidelines.
- Ensuring that appropriate levels and standards of customer service are practised.
- Acting as an effective role model by demonstrating high levels of clinical competence in midwifery practice and clinical teaching.

3. Maintain a high-level of professional capability and accountability

- Maintains a high level of personal competence, performance, conduct and professionalism.
- Reflects on own performance, communication and teaching ability.
- Undertakes annual individual performance review in accordance with AUT policy.
- Undertakes appropriate professional development in order to maintain Annual Practising Certificate.
- Adheres to the NZCOM Standards of Practice and Section 88 guidelines.

- Demonstrates practice which reflects the medico-legal and ethical responsibilities of the midwife as identified by NZCOM.

4. Demonstrate cultural safety

- demonstrates a commitment to the principles of the Treaty of Waitangi and applies those principles in the midwifery partnership
- Demonstrates respect, sensitivity and cultural awareness in interpersonal relationships.
- Honours cultural diversity by respecting spiritual beliefs, cultural practices and lifestyle choices of women and their families.

5. Participate as a team member

- Contribute to the successful functioning of the MDES by working effectively alongside peers and other staff

6. Develop self for current and future employment

- Knowledge and skills are developed and maintained for competent performance of current position.
- An Individual Development Plan is agreed and implemented.

7. Ensure a healthy and safe work environment

- Understand health & safety responsibility according to health & safety legislation
- Understand emergency and evacuation procedures.
- Participate in annual health and safety audit of work.
- Identify and report hazards, consistent with policy and procedures

JOB COMPLEXITY:

The successful applicants will be expected to facilitate the educational and professional development of midwifery staff and students allocated to the MDES and provide clinical leadership for the MDES on a shift basis

They will also develop, plan and implement and evaluate clinical learning experiences for undergraduate midwifery students and CMDHB midwives in the MDES

AUTHORITIES:

Staffing:

There are no staff reporting to this position

Financial:

Nil

Operational:

Specific areas of responsibility will be discussed and negotiated between the MDES Team Leader in line with their area(s) of expertise.

This document covers the broad results expected from the position and will form the basis of specific objectives to be agreed and reviewed on a regular basis.

PERSON SPECIFICATION

FORMAL QUALIFICATIONS:

- Current NZ Registration as a midwife
- Current annual practising Certificate
- Current engagement in recertification process
- Undergraduate or postgraduate qualification in Midwifery (or in a relevant discipline) preferable
- A teaching qualification is desirable

KNOWLEDGE:

- Wide experience as a senior midwife in intrapartum care
- Particular expertise in primary maternity care
- Experience as an caseload midwife (desirable but not essential)
- Experience of teaching in a clinical context

SKILLS AND DEMONSTRATED COMPETENCE:

- Excellent midwifery practice
- Excellent change management skills
- Excellent communication and inter-personal skills
- Effective organisational skills
- Effective staff management skills

ATTRIBUTES:

- Strong interest in teaching and learning through practice development
- Ability to work on own initiative and as part of a team
- Flexible approach to work
- Assertive
- Strong commitment to excellent midwifery practice