Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
Health New Zealand | Te Whatu Ora

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.

Title	Core Midwife
Reports to	Midwife Manager
Location	Nelson/Marlborough
Department	Maternity Service
Date	17-09-2026
Salary band (indicative)[i]	$85559-$111821
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

Your position works principally within the department or service specified above, however you may be required to undertake duties in other areas of the organisation which promote the efficient and effective operation of Health New Zealand (Health NZ)/Te Whatu Ora - Whanganui which reasonably fall within the general parameters of this position

To provide safe effective midwifery care for wāhine/women their pēpi/babies and their whānau/families throughout their maternity experience, maintaining an accepted standard of clinical expertise that is based on current research and recommended evidence-based practice

Key Result Area	Expected Outcomes / Performance Indicators
The midwife works in partnership with the woman throughout the maternity experience (in the context of services	· Centers the *wāhine/women* as the focus of care · Consistently acts as an advocate in provision of care · Demonstrates support of the continuity of care model · Provides examples of culturally safe care · Provides evidence of effective communication with *wāhine/women* in the midwifery partnership that support informed decision-making

provided by the hospital)	· Recognises and respects the wāhine/woman's ethnic, social and cultural context · Formulates and documents the care plan in partnership with *wāhine/women*
The midwife applies comprehensive theoretical and scientific knowledge with the effective and technical skills needed to provide effective and safe midwifery care	· Provides and is responsible for midwifery care of *wāhine/women* and their pēpi/babies during pregnancy, labour, birth and/or the postnatal period especially for *wāhine/women* with complex needs · Orders and interprets relevant investigative and diagnostic tests, carries out necessary screening procedures, and systematically collects comprehensive information concerning the woman's health and well-being · Maintains BFHI education requirements · Demonstrates ability to work across the midwifery scope of practice · Recognises conditions which necessitate referral and makes timely intervention · Demonstrates the ability to prescribe/dispense and administer medicine, vaccines, and immunoglobulins safely and appropriately within the midwife's scope of practice and the relevant legislation · Provides accurate and timely written clinical notes identifying midwifery care offered/ provided or declined
The midwife promotes practices that enhance the health of the woman and her family/whanau and which encourage their participation in her health care	· Demonstrates practices such as health promotion, education and information sharing across all settings · Provides an example of health promotion for the woman or her family; this may be included in the QLP portfolio · Promotes breastfeeding despite adversity · Works collegially and collaboratively with other midwives, health professionals, community groups and agencies when necessary · Ensures *wāhine/women* have information about available services to access other health professionals and agencies as appropriate
The midwife upholds professional midwifery standards and uses professional judgment as a reflective and critical practitioner when providing midwifery care	· Provides evidence of participation in MSR process · Provides evidence of reflection and learning in practice · Provides an example of supporting others in their professional development · Demonstrates an accurate and comprehensive knowledge of legislation affecting midwifery practice · Is aware of and complies with the MCNZ Code of Conduct · Is aware of own limitations and consults or seeks advice when appropriate

Personal Development	· Evidence of active participation · Evidence of recognition of knowledge deficit and action to address · Evidence of progression through the QLP
Key Result Area	**Expected Outcomes / Performance Indicators**
Access and Outcomes	· Supports efforts to improve access to services and achieve better outcomes for the communities we serve. · Uses evidence and insights to identify barriers and opportunities for improvement. · Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	· Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. · Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. · Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	· Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. · 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. · Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	· 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.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
· Woman and whānau · Lead Maternity Carer's (LMC) · Well Child Providers · Iwi Providers · Midwifery Council · New Zealand College of Midwives	· Midwife Manager · District Chief Midwife · Midwifery Educator · Health NZ | Te Whatu Ora Whanganui's Maternity Health Care Team (e.g., midwifery/nursing staff, clinical coach, Lactation

	Consultant, Obstetricians, Registrar Paediatricians, RMO's, SCBU staff & nursing team) · Support staff (HCA, MQSP coordinator, Haumoana, Hearing Screener)

About you – to succeed in this role

You will have

Essential:

- New Zealand registered midwife
- A current practicing certificate with no conditions
- Evidence of recent effective, competent midwifery practice or, for recent midwifery graduates, evidence of enrolment on the Midwifery First Year of Practice Programme

Desired:

- Demonstrate understanding of maternity care in New Zealand

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
- Demonstrate clinical and cultural competence to a high standard
- Work effectively in a busy environment with competing demands
- Be mature, positive, proactive and enthusiastic attitude
- Demonstrate initiative, innovation and flexibility in practice
- Be committed to own professional and personal development
- Receive and process constructive feedback related to own performance
- Be kind, empathic and committed to the learning needs of others
- Demonstrate teamwork, collaboration and inclusive of colleagues

- Manage conflict constructively
- Recognise and respect individual differences
- Develop positive working relationships
- Uphold confidentiality, behaves with integrity and discretion
- Make effective decisions within appropriate timeframes and levels of responsibility
- Escalate issues appropriately, and seeks assistance when needed
- Demonstrate strong written and verbal communication skills
- Proactively manage conflicting demands on time
- Cope effectively with situations that involve emotional strain and seeks support and guidance as appropriate.

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[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.