



## IDENTIFICATION

Department	Position Title	
Health and Social Services	Senior Midwifery Consultant	
Position Number	Community	Division/Region
49-14131	Yellowknife	Territorial Health Services/HQ

## PURPOSE OF THE POSITION

The Senior Midwifery Consultant is responsible to support the review, improvement, and expansion of midwifery practice and programming in the Northwest Territories (NWT). The overarching function of this position is to promote the quality and consistency of culturally safe midwifery practice and programming that contributes to the achievement of optimal maternal/child health outcomes in the NWT.

## SCOPE

Reporting to the Manager, Primary Community and Acute Care Services, the Senior Midwifery Consultant provides expert advice and makes recommendations to the Deputy Minister and the Minister of Health and Social Services on matters related to the regulation of midwifery practice in the territory and to the design, implementation, expansion, integration, and monitoring of midwifery services. The incumbent ensures that this work is undertaken in a manner consistent with the *Midwifery Profession Act* and Regulations, the NWT Midwifery Practice Framework, the Code of Conduct, Standards of Practice, and Continuing Competence Program for Registered Midwives in the NWT, Territorial Midwifery Program Standards, and the strategic goals of the NWT health and social services system.

As a credentialed practitioner with Midwifery Privileges granted in accordance with the Northwest Territories Health and Social Services Authority (NTHSSA) Medical and Professional Staff Bylaws, the incumbent is also accountable to their Area Medical Director for clinical practice and is supported by the Territorial Clinical Lead(s) for Women and Children's Health.

The position advances the Department of Health and Social Services (DHSS) Commitments and Areas for Action as set out in the Early Childhood Development Action Plan, which align

with the Government's Strategic Plan for the NWT Health and Social Services (HSS) System: "Caring for Our People" (2017-20).

The position focuses on supporting the regulation of midwifery practice in the NWT in a manner consistent with Canadian standards and trends in order to support practitioner competence, protect public safety, and ensure a scope of practice that serves the needs of NWT residents. The position also focuses on planning, establishing, monitoring and evaluating the delivery and expansion of midwifery services to residents of the NWT. The incumbent conducts research and analysis, provides recommendations, and prepares business planning submissions on issues related to the delivery and expansion of midwifery services in the NWT. The analysis and recommendations will directly impact the health and social services system and the access to and delivery of midwifery services throughout NWT.

The position involves working concurrently on multiple projects of varying complexity that involve numerous stakeholders, including Departmental and H&SS Authority staff as well as working groups and committees, the public and various community and aboriginal governments. The incumbent completes many of their tasks by leading teams and consulting to build consensus amongst stakeholders. The Midwifery Consultant identifies priorities, develops short and long-term plans for identified projects, coordinates and/or reviews project work related to Midwifery. The incumbent is guided by strategic and operational objectives of the Division and the Department and has broad latitude in the management and conduct of the projects the incumbent undertakes. Supervision is provided at milestones.

To ensure that midwifery services are responsive to the health needs of NWT residents and the vision and goals of health system transformation, the incumbent contributes to the development of program standards and monitoring criteria for midwifery programs in the territory. The application of standards and monitoring mechanisms are critical to ensure that the programs are operating according to national and jurisdictional standards and best practices. The compliance mechanisms will be supported through legislation, accreditation processes, audits, surveys and through agreements with each NWT Health and Social Service Authority (Authority) including NTHSSA, Hay River Health and Social Services Authority (HRHSSA), and Tłıchǫ Community Services (TCSA).

This position has regular and intrinsic contact with departmental and territorial and regional health and social services authority employees who manage primary, community and acute care health operations for their respective areas. This communication is critical to affect change and improvements to the management of service delivery and productive information sharing.

## **RESPONSIBILITIES**

- 1. Provides expert advice on the regulation of the midwifery profession in the NWT and advises on optimal program designs and resource requirements for midwifery services to support the health and well-being of childbearing women, infants, and their families.**

- Provides expert advice for the consideration of the Deputy Minister and the Minister of Health and Social Services on matters pertaining to the NWT Midwifery Regulatory Framework and the design and delivery of midwifery services, based on research and analysis of current developments and best practices in midwifery care.
- Participates in and supports the function of the NWT Advisory Committee on Midwifery in accordance with the terms of reference established by the DHSS.
- Participates on behalf of the DHSS at meetings of the Canadian Midwifery Regulators Consortium, as directed by the Deputy Minister and the Registrar of Professional Licensing.
- Researches, reviews, and recommends new or amended legislation, regulations, standards, policies and guidelines for midwifery practice and programs.
- Promotes professional standards of midwifery practice and the maintenance of practitioner competence.
- Provides expert program advice and guidance to executives and managers of the Authorities NTHSSA, HRHSSA, and TCSA to interpret standards, policies and guidelines, and to promote the effective integration of midwifery in a coordinated continuum of primary health and perinatal care programs and services.
- Makes recommendations on midwifery resources, both human and fiscal, that will effectively and efficiently meet the short-term and long-term needs of territorial residents.
- Provides input into departmental planning of technology standards and systems to ensure that data collection, telehealth, medical equipment and other technology supports midwifery services and is appropriate for the competencies of the end user.

**2. Promotes and supports the planning, implementation, and monitoring of community-based midwifery services to ensure that programs and services meet established standards and are delivered in the most effective and efficient manner.**

- Consults and educates community members and health authority staff on the role of the midwife and the midwifery model of maternal care in order to successfully expand and integrate the service.
- Develops a positive working relationship with Authority staff to assess and provide the level of support required by Authority midwifery programs.
- Provides leadership and expertise to support the Authorities in successful implementation of midwifery services that comply with regulatory requirements and meet territorial standards.
- Develops, maintains, and amends as required a midwifery program monitoring and evaluation tool that considers NWT legislation, GNWT standards and policies, risk management and quality assurance standards.
- Works with the Authorities to develop data collection, monitoring, and reporting systems for use by the Authorities to ensure compliance with reporting requirements.
- Regularly monitors reports on the performance and services provided by midwifery programs, and utilizes the data to recommend changes to meet the needs of the program.

- Assesses staffing and operational resources against quality indicators to ensure quality care using standards and benchmarks developed and/or agreed on by the Department such as patient-to-staff ratio, on call access to appropriate support/ referral staff
  - Support the Authorities to implement Quality Improvement initiatives based on midwifery best practice.
  - Analyzes internal and external factors that impact the service delivery and sustainability of the territorial midwifery program.
  - Promotes the effective placement, coordination and rationalization of midwifery services in the NWT to ensure that departmental strategies and commitments are met.
  - Actively participates in committees and processes that support the integration of midwifery services in the continuum of primary and perinatal care, health human resource planning, and NWT funding models.
  - Provides leadership and coordinates the resources required to assist authorities and the GNWT to develop strategic plans which will enhance midwifery services.
  - Regularly presents, to a wide range of audiences, general and technical briefings on topics related to projects and initiatives.
  - Establishes and maintains networks and works collaboratively with internal and external organizations in order to promote midwifery program development.
  - Supports the division, directorate and/or the Minister through exploring and addressing issues, developing correspondence, writing briefing notes, developing submissions or position papers.
  - In conjunction with the Manager, Primary Community and Acute Care Services and Director, Territorial Health Services, develops business plans and strategies to facilitate effective utilization of allocated human, financial and physical resources.
- 3. Provides expert clinical advice as required by the Department to ensure appropriate peer review with respect to the regulation or review of midwifery practice.**
- 4. Maintains professional competence and registration by engaging in limited clinical services, in response to Authorities' needs or opportunities as identified.**
- Provides primary midwifery care to maternity clients in their homes, other community settings, and at the health care facilities, ensuring safe client care.
  - Provides comprehensive prenatal care, postpartum care up to twelve months and newborn care to six weeks.
  - Attends births in the capacity of primary birth attendant and, at times, as second birth attendant.
  - Assesses and manages conditions in the mother or the newborn that are within the midwife's scope of practice including ordering and interpreting diagnostic tests, prescribing and/or administering medications, and performing surgical and invasive procedures appropriately, as per the NWT midwifery regulatory framework.
  - Identifies conditions outside the midwife's scope of practice that warrant assessment and medical management, and initiates consultation and referral to other care providers situated locally or at the regional referral centre or at other health care facilities outside of the NWT.

- Shares 24/7 on-call coverage for maternity clients with other midwives, responding to client concerns after hours by phone and in person.
  - Provides emergency care, when necessary, to prenatal, intrapartum, postpartum and newborn clients.
  - Coordinates provision of services to maternity clients requiring multidisciplinary care and participates in regular multidisciplinary team meetings for the purpose of case management and peer review.
  - Establishes and maintains complete and accurate client records in the electronic medical record (EMR).
  - Engages in outreach efforts, including home visits, to ensure that all women have equitable access to midwifery services regardless of their place of residence and/or circumstances.
- Conducts Continuing Competence Audits of applicants applying for renewal of registration, as required by the Registrar of Professional Licensing.
- Participates in midwifery quality assurance or critical incident reviews, as required.
- Actively participates in the NWT Maternal and Perinatal Committee (MPC).

## **WORKING CONDITIONS**

### **Physical Demands**

While performing consultant responsibilities in an office environment, no unusual physical demands are identified.

Position requires primary midwifery care, estimated approximately 30% of the time over a longer period. However, for a set period of time, providing midwifery care may occur 100% of the time. While providing primary midwifery care, the incumbent will be required to stand or be mobile for extended periods of time, assuming awkward positions while providing clinical assessment and care to clients, lifting and positioning clients, at times exerting substantial physical effort. When providing care at a home visit, the incumbent is frequently carrying supplies and/or equipment up and down stairs as well as into and out of a vehicle. Due to the nature of providing midwifery care at births, the incumbent at these times may be unable to take meals or regularly scheduled breaks.

### **Environmental Conditions**

While performing consultant responsibilities in an office environment, no unusual environmental conditions are identified.

While providing clinical care, the incumbent will be exposed to communicable diseases, blood and body fluids, human waste, hazardous materials (sharps, toxic cleaning and sterilizing solutions). In addition, while performing home visits the incumbent may encounter unsanitary conditions, pets, second-hand smoke, and other allergens.

## **Sensory Demands**

While performing consultant responsibilities in an office environment, no unusual sensory demands are identified.

While providing clinical care, the incumbent is required to use the combined senses of sight, touch, smell and hearing during client assessment and the provision of clinical care. These demands are heightened in intensity and prolonged when monitoring labor and conducting births. The incumbent must be able to recognize the different warning and monitoring indicators (including physical signs and symptoms, sensory data, laboratory data, as well as the output of mechanical maternal and fetal monitors) in order to make clinical judgements and decisions to ensure appropriate and timely client care.

## **Mental Demands**

The position may require travel, either by road or by small aircraft.

The position responds to multiple overlapping demands and deadlines, shifting priorities, and frequent interruptions on a daily basis. The incumbent is required, at unpredictable times, to respond without warning to urgent or emergency situations which may include emotionally intense experiences. Both as a consultant and as a clinician, prompt judgements and timely decisions are crucial to support departmental priorities as well as for the safety of clients.

When on-call and/or providing clinical services, the position responds to the unpredictable needs of clients both during and outside of normal work hours and, from time to time, long consecutive hours.

## **KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of *the NWT Midwifery Profession Act*, the NWT Midwifery Practice Framework, the Standards of Practice the Code of Conduct, and the Continuing Competence Program for Registered Midwives in the NWT.
- Knowledge of other legislation, departmental directives and Standards, and legal instruments related to the provision of health and social services in the NWT. This knowledge includes but is not limited to the *Hospital Insurance and Health and Social Services Administration Act*, Hospital and Healthcare Facility Standards, *Health Information Act*, the *Vital Statistics Act*, and the NTHSSA Medical and Professional Staff Bylaws.
- Knowledge of Indigenous health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, regional Indigenous teachings and practices, and the way in which culture and community impact the experience of health care.
- Familiarity with international, and national trends in midwifery services, awareness of best practices in midwifery care and a strong understanding of the model of primary health care delivery, and its application in the provision of a broad range of health and social services in the NWT.
- Ability to communicate effectively, orally and in writing.

- Ability to demonstrate excellent interpersonal skills to develop and maintain positive working relationships with individuals, groups, teams, agencies, and community leadership in order to communicate program information, elicit and respond to input and feedback, and facilitate and implement change.
- Ability to undertake research, analysis, and evaluation to facilitate creative problem solving using a situational approach incorporating conceptual, analytical, interpretive, evaluative, intuitive and constructive thinking skills.
- Knowledge of word processing and spreadsheet functions and ability to utilize the computer and the internet in order to acquire, manage, and disseminate information related to midwifery practice, policy development, and program management, including the management of electronic medical records.
- Knowledge of and an ability to apply, in a variety of settings, current evidence-based midwifery best practice and a culturally safe, human rights-based approach to the provision of maternity care and reproductive health services in order to support the provision of safe and competent primary care to women and their families.
- Knowledge of and ability to use tools and technology appropriately in order to provide safe and effective clinical care to clients (including but not limited to fetal monitors, oxygen delivery, diagnostic sampling techniques, incubators, phototherapy equipment, and neonatal resuscitation and intubation equipment).

**Typically, the above qualifications would be attained by:**

The knowledge, skills and abilities outlined above would normally be acquired through completion of a Baccalaureate degree in Midwifery (Health Sciences), or assessed through a Prior Learning and Experience Assessment (PLEA) program within a Canadian province, with a minimum of 3 years' experience in delivering midwifery care as a primary care provider. Experience in a midwifery leadership role would be an asset.

**ADDITIONAL REQUIREMENTS**

The incumbent must be eligible for professional licensing in accordance with the *NWT Midwifery Profession Act* and must be credentialed and eligible for privileges in accordance with the NTHSSA Medical and Professional Staff Bylaws. The incumbent must remain current in the mandatory certifications as identified in the Continuing Competence Program for Registered Midwives in the NWT.

If not already a core component of the individual's midwifery education or continuing professional development, the midwife must be able to acquire, within a reasonable time frame, additional education in Indigenous health issues and skills-based training in intercultural competency and the provision of culturally safe care.

**Immunizations**

The incumbent must provide proof that their immunizations are up to date according to the Canadian Immunization Guide for Health Care Providers prior to hiring and ongoing proof that immunizations are kept up to date.

- ☒ Required
- ☐ Not required

**Position Security** (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

**French language** (check one if applicable)

- ☐ French required (must identify required level below)
  - Level required for this Designated Position is:
  - ORAL EXPRESSION AND COMPREHENSION
    - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
  - READING COMPREHENSION:
    - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
  - WRITING SKILLS:
    - Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
- ☐ French preferred

**Indigenous language:** Select language

- ☐ Required
- ☐ Preferred