IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Midwife	
Position Number	**Community**	**Division/Region**
48-17670	Inuvik	Primary Care/Beaufort Delta

PURPOSE OF THE POSITION

The Registered Midwife is an autonomous primary care practitioner with hospital privileges who will provide residents of the Northwest Territories (NWT) with specialized prenatal, intrapartum, postpartum and neonatal health care including health assessment, diagnosis, intervention and follow up care in accordance with the NWT Midwifery Profession Act and midwifery regulatory framework. This position provides culturally safe, relationship-based midwifery services that contribute to the optimal maternal / child health outcomes in the NWT.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłı̨chǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

The NTHSSA-BDR provides and supports the delivery of health care and social services to adults and children on an inpatient, outpatient, and outreach basis in order to enhance healthy community well-being through excellence, accountability and respect for regional diversity. The NTHSSA-BDR directly and contractually employs over 300 staff in the Beaufort Delta Region who deliver these services in eight communities through the lnuvik Regional Hospital, seven community health centres, and seventeen other sites including social services and dental therapy offices, public health clinics and various group homes. There are approximately 7500 residents in the Beaufort Delta region. Located in the Inuvik Regional Hospital Medical Clinic and reporting to the Regional Manager of Primary Care.

As a credentialed practitioner with Midwifery Privileges granted in accordance with the NTHSSA Medical and Professional Staff Bylaws, the incumbent is also accountable to their Area Medical Director for clinical practice.

The Registered Midwife practices in compliance 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 GNWT health care system. The position functions in accordance with he philosophy, objectives, and policies and procedures of the NTHSSA and the Territorial Midwifery Program.

The Registered Midwife is a member of the Inuvik team of the Territorial Midwifery Program. As an autonomous practitioner, the incumbent is identified as the most responsible provider for a case load of clients and works collaboratively with other practitioners and healthcare providers. The position functions in association with interdisciplinary primary health teams in Beaufort Delta and within an integrated territorial women and children’s health team. The position provides continuity of care within the context of a small team of midwives and ensures coordinated delivery of care within an integrated network of community, regional, and territorial health services. The Registered Midwife will, at times, be exposed to fetal or neonatal loss such as with miscarriage, stillbirth and sudden infant death. The midwife is expected to remain calm, controlled and professional in all situations and demonstrate compassionate care to the client, family and other members of the health care team. The incumbent provides services mainly to clients in the Beaufort Delta region and occasionally to clients in other regions.

The incumbent will also contribute to the development of the Territorial Midwifery Program.

RESPONSIBILITIES

1. **Independently provides primary midwifery care to maternity clients in their homes other community settings, and at health care facilities including hospitals, ensuring safe client care that optimizes health outcomes for clients.**
   - Independently assesses and manages conditions in the mother or the newborn within the midwife's scope of practice including ordering and interpreting diagnostic tests, prescribing and / or administering medication, and performing surgical and invasive procedures appropriately, as per the NWT midwifery regulatory framework.
   - Provides comprehensive prenatal care, postpartum care up to twelve months, and newborn care up to six weeks.
   - Attends births in the capacity of primary birth attendant, and, at times, as second birth attendant.
   - Co-ordinates care for client's seeking to terminate their pregnancies, including counseling, health assessment, consultation/referral to other services, collaborative management with medical providers, and pre and post procedure care.
   - Provides emergency care when necessary to prenatal, intrapartum, postpartum, and newborn clients.
   - Provides primary care to clients with uncomplicated pregnancies as well as those with complicated pregnancies and risk factors.
   - Identifies conditions outside the midwife's scope of practice that warrant additional assessment and medical management, and initiates consultation and referral to other care providers situated locally or at the territorial referral centre or at other health care facilities outside of the NWT.
   - Shares 24/7 on-call coverage for maternity clients within a small group of midwives, responding to client concerns after hours by phone and in person.
   - Coordinates the 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) and other charting tools.
   - Engages in outreach efforts to promote equitable access to midwifery services regardless of clients' place of residence and/or circumstances. Outreach activities may include service provision in clients' homes and at other community sites, and service provision via telecommunication.

2. **Plans, implements, and evaluates community health promotion initiatives to enhance maternal / child health.**
   - Provides specialized health assessment, screening and care to women for preconception care and pregnancy testing and counseling.

- Responsible to engage pregnant women and family members in prenatal education and health promotion activities, both in group sessions and one-on-one, to improve maternal/child health outcomes both short-term and long-term.
- Provides postpartum education and breastfeeding support to new mothers, both in group sessions and one-on-one.
- Delivers community education on sexual and reproductive health, healthy relationships, family planning, healthy pregnancies, breastfeeding and infant nutrition.
- Participates in prevention and risk reduction strategies to reduce the incidence of poor outcomes associated with alcohol, drug, and tobacco use.
- Acts as a resource for other community based health care workers.

3. **Participates in the planning, delivery, and evaluation of midwifery-led maternity services in a multidisciplinary primary care setting.**
   - Articulates the role of the registered midwife to clients, general public, and primary community care team.
   - Facilitates community input into the planning, delivery, and evaluation of community midwifery services in a manner consistent with the philosophy, objectives and practices of the NTHSSA.
   - Co-chairs the multidisciplinary NTHSSA Beaufort Delta Maternity Care Committee and represents the midwifery perspective on other committees of the Authority, as directed.
   - Participates in continuous quality improvement activities to ensure the quality of care provided to clients.
   - Participates in evaluation activities, in accordance with the approved Territorial Midwifery Program Monitoring and Performance Measurement Framework.
   - Participates in education and training activities and risk management initiatives in order to enhance client safety and ensure the competency of team members providing maternity and newborn care.
   - Provides orientation, training, and mentorship to peers, students and other health care providers (including midwives, nurses, and physicians), both within the region and in other communities as directed.
   - Participates in continuing education programs and training activities for professional development and for the maintenance of competencies required for professional registration and credentialing.
   - Maintains certifications as required for the provision of clinical care in the health facility, including but not limited to IV Pump Certification, Glucometer Certification, Venipuncture and IV Therapy certification, and Electronic Medical Record training.
   - Maintains certifications a required for Licensure and for management of emergencies including but not limited to an Obstetric Emergency Skills Program, Neonatal Resuscitation, Cardiopulmonary Resuscitation and Fundamentals of Fetal Health Surveillance.

- Contributes to risk management initiatives within the Authority to improve client safety and reduce adverse outcomes.

4. **Provides expert advice on midwifery to the health and social service system of the growth and development of the Territorial Midwifery Program and professional practice standards.**
   - Contributes to the development and review of midwifery practice guidelines, policies, and procedures within the Authority.
   - Provides expert advice to the development and review of the midwifery regulatory framework for the NWT including Regulations, Standards and continuing competency requirements.
   - Serves on territorial committees and working groups on matters pertaining to midwifery and maternal child health in the NWT, included but not limited to, NWT Advisory Committee on Midwifery, the NWT Maternal Perinatal Committee, NWT Baby Friendly Initiative (BFI), and Territorial Applications Review Committee.
   - Contributes to a collaborative multi-stakeholder process to explore opportunities for the development of a northern midwifery education process. Participates in research activities related to the provision of midwifery/perinatal care in the NWT as required.
   - Participates as required in activities related to the design of a territorial perinatal surveillance strategy.

WORKING CONDITIONS

Physical Demands

50-75% of the incumbent's day will require the incumbent 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. During labour and delivery the incumbent will need to respond quickly to changes and shifts in a patients' position while laboring/delivering and catching a newborn.

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 providing clinical care, the incumbent will be exposed to communicable diseases, blood and body fluids, human waste, and 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

50-75% of the incumbent's day will be spent providing direct client care where the incumbent is required to use the combined senses of sight, touch, smell, observations 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 and respond to 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 judgments and decisions to ensure appropriate and timely client care.

Mental Demands

The work environment is dynamic and frequently changing. 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 emergent situations which may include emotionally intense or upsetting experiences. As a clinician, the incumbent takes responsibility for making prompt judgments and timely decisions, to support the safety and well-being of clients.

When on-call, the position responds to the unpredictable needs of clients and other healthcare providers, both during and outside of normal work hours, which are necessarily prioritized over the incumbent's own personal needs or those of their family. On-call responsibilities may entail unpredictable hours and from time to time long consecutive hours during which the incumbent must remain alert and attentive to an ever changing clinical situation with potential for sudden management of life-threatening emergencies.

The incumbent may be exposed to death/dying and other emotionally disturbing experiences. The incumbent is expected to remain calm, controlled, and professional regardless of the situation, and demonstrate compassionate care to the patient, family and other members of the health care team.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

The incumbent is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of the *NWT Midwifery Profession Act*, the NWT Midwifery Practice Framework, and the Standards of Practice for Registered Midwives in the NWT in order to practice in compliance with the model and standards of practice.
- Knowledge of the NTHSSA Medical and Professional Staff Bylaws and other legislation and departmental directives related to the provision of health and social services in the

NWT (including but not limited to *the Hospital Insurance and Health and Social Services Administration Act, Hospital and Healthcare Facility Standards, Health Information Act, and Vital Statistics Act*).

- 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.
- Knowledge of and an ability to apply, in a variety of settings, current evidence-informed midwifery best practice and a culturally safe, human rights-based approach to the provision of maternity care and reproductive health services.
- Knowledge and ability to use tools and technology appropriately in order to provide safe and effective care to clients (including but not limited to fetal monitors, oxygen delivery, diagnostic sampling techniques, incubators, phototherapy equipment, and neonatal resuscitation and intubation equipment).
- Knowledge of and an ability to apply health promotion principles and strategies, in order to provide education, health promotion and counselling to women, their families and the community.
- Knowledge of and an ability to apply principles of adult education in order to participate in and deliver orientation and training to health professionals and allied health workers.
- Knowledge, skills, and ability to utilize a computer and the internet in order to acquire, manage, and disseminate information related to midwifery practice, including the maintenance of electronic medical records.
- Interpersonal skills and the ability to communicate and function effectively within health care teams.
- Skills and ability to identify and work collaboratively with resources within the Authority, the community, and the territorial health and social services organization in order to ensure appropriate care and support to clients and their families.
- Ability to demonstrate cultural competency in the provision of culturally safe care.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

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 two (2) years' experience in delivering midwifery care as a primary care provider.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

- Proof of immunization in keeping with current public health practices
- Standard First Aid, CPR (level C)
- Valid driver's license.

The job candidate must be eligible for professional licensing in accordance with the Midwifery Profession Act and must be credentialed and eligible for privileges in accordance with the Medical and Professional Staff Bylaws.

The incumbent must maintain mandatory certifications as identified in the Continuing Competency Program for Registered Midwives in the NWT, including:

- Basic Life Support for Healthcare Providers
- Neonatal Resuscitation Provider Fetal
- Health Surveillance
- Emergency Obstetrical Skills

If not already a core component of the individual's midwifery education program, 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

Additional Employer Certificate Requirements:

- WHMIS
- Safety Mask Fit testing
- Blood Glucose Monitoring
- IV Pump Certification

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