Date: November 2015

Job Title: Lactation Consultant

Department: Special Care Baby Unit

Location: North Shore and Waitakere Hospitals

Reporting To: Charge Nurse Manager

Functional Relationships with:

Internal
- Mothers and Families of infants in SCBU and Rangatira
- SCBU Staff
- Rangatira Staff
- Maternity Staff
- Unit Managers
- Home Care for Kids

External
- Independent Lead Maternity Carers
- Parent Education
- Consumers

Our Purpose, Values and Standards

At the heart of Waitemata DHB is our promise of ‘better care for everyone’. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work.

Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.
Lactation Consultant

Position Description

Purpose of the role: The Lactation Consultant promotes breastfeeding, contributing to sustaining of Baby Friendly Hospital endorsement and provides expert breast feeding and lactation advice.

The role exists to:
- Provide assessment and be included in the management plan for those infants and their mothers requiring assistance in the establishment of breast feeding
- Ensure nurses working in the Special Care Baby Unit have the skills and knowledge to support mothers in the initiation, establishment and maintenance of breastfeeding.

### KEY ACCOUNTABILITIES (GENERIC)

#### Domain One

**Professional responsibility**
Includes accountabilities for professional, legal, ethical and culturally safe practice. This includes being able to demonstrate advanced critical thinking, judgement and accountability for own actions and decisions

**Professional Leadership**
- Applies critical reasoning and professional judgement to practice issues and decisions for patients at risk
- Provides advice and assistance with care planning using approved protocols/procedures for the patients requiring speciality intervention
- Role models/leads by example, seeking advice and assistance as needed
- Perceived as highly effective and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.

**Professional Development of nursing practice**
- Meets all registered nurse PDRP competencies at minimum of RN Level 2 requirements – refer generic RN competencies
- Perceived as effective, progressive and knowledgeable in area of practice, according to legal, ethical, cultural safety/sensitivity and professional standards.
- Self-directed in achieving learning and development plan, including PDRP responsibilities/current portfolio

#### Domain Two

**Management of clinical care**
Includes accountability related to patient/client assessment and management of advanced nursing care that is supported by evidence and also assessment, developing differential diagnoses, ordering and interpreting diagnostic tests, planning and providing treatments in order to manage the health of individual patients

**Clinical Care/Care Coordination Provision of feeding assessment for those infants who require lactation input.**
- Assess and instigate a feeding management and EBM expressing plan in conjunction with the neonatal nursing, medical and MDT team.
- Provides direct lactation care using advanced lactation knowledge and skills to assess, plan, implement and evaluate neonates/infants and their family/whanau health needs within agreed guidelines.
- Review the plan and recommend ongoing action/updates.
- Evaluates patient referrals, identifying those who require additional input from Speech Language Therapist and Dietician or other relevant members of the Multi-disciplinary team.
- Facilitates effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs.
### JOB DESCRIPTION – LACTATION CONSULTANT

**Revised:** 24 NOVEMBER 2015. Approved by: Director of Nursing & Midwifery

**Position:** Lactation Consultant

**Waitemata District Health Board**

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<thead>
<tr>
<th>Role and Responsibilities</th>
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<td>- Actively educates breastfeeding mothers, their family/whanau.</td>
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<td>- Participates in MDT meetings, family meetings and case reviews.</td>
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<td>- To identify service needs and work within the team to improve overall delivery of care.</td>
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<td>- Role models competent clinical practice and excellent communication skills.</td>
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### Learning and Development

- Learning and Development – supports the knowledge and expertise of the neonatal nursing team to allow them to support mothers in the initiation, establishment and maintenance of breastfeeding.
- Review and update Guidelines for Best Practice in Lactation Management.
- Support BFHI accreditation by ensuring staff have access to adequate training days.
- Develop a programme of ongoing lactation, breastfeeding and infant nutrition education (one on one and group sessions) and deliver this education to the staff.
- Demonstrate skilled mentoring/coaching, teaching and supervision of nursing staff and other health professionals.
- Act as a resource providing expert advice and education to nursing staff, health professionals and family/whanau within scope of practice.
- Audit the unit’s compliance to the BFHI standards and WDHB Breastfeeding Policies.
- Ensure new staff are aware of WDHB breastfeeding policies and practice them.
- Ensure women receive consistent and current advice and information from staff.

### Domain Three

**Interpersonal relationships and enhancing the patient experience**

Includes accountability for interpersonal and therapeutic communication with clients/patients and members of the health care team.

- Communicates effectively, regularly and clearly in both oral and written messages.
- Responds to calls from mothers and family and takes appropriate actions to ensure the needs are addressed.
- Demonstrates clinical leadership through effective teamwork and collaborative relationships.
- Maintains clear, accurate and relevant records.
- Participates effectively in team meetings.
- Provides and receives feedback in a constructive and assertive manner to bring about effective change.

### Team working

- Communicates effectively, regularly and clearly in both oral and written messages.
- Responds to calls from mothers and family and takes appropriate actions to ensure the needs are addressed.
- Demonstrates clinical leadership through effective teamwork and collaborative relationships.
- Maintains clear, accurate and relevant records.
- Participates effectively in team meetings.
- Provides and receives feedback in a constructive and assertive manner to bring about effective change.
### Domain Four
Inter-professional healthcare and quality improvement to deliver organisational objectives

*Includes accountability for evaluating the effectiveness of care and promotion of nursing perspective within the health care team*

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<tr>
<th>Supports Professional Activity</th>
<th>Quality Improvement</th>
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<tr>
<td><strong>Participates in audits and development of protocols and policies to support care delivery, staff expertise and care outcomes.</strong></td>
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<td><strong>Assists with implementation of new procedures and processes relevant to scope of role.</strong></td>
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<td><strong>Maintain appropriate data collection for breastfeeding and evaluate the data.</strong></td>
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<td><strong>Audits are carried out on a regular basis and actions are taken to resolve issues identified.</strong></td>
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<tr>
<td><strong>Evaluates the effectiveness, efficiency and safety of clinical practice.</strong></td>
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<td><strong>Reviews and develops clinical standards/protocols and policies, ensuring they are research based, and facilitates clinical audit processes.</strong></td>
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<td><strong>Works in collaboration with other relevant Nursing Leaders to define and implement the strategies that support quality improvement.</strong></td>
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<td><strong>Contributes to development of pathways, protocols and guidelines within the Patient Service Centre where these impact on the cardiac service.</strong></td>
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### Workplace Health & Safety
Support WDHB H&S Culture by:

**All Employees**

- Following & complying with H&S policies & processes & applying them to their own work activities
- Identifying, reporting & self-managing hazards where appropriate
- Early and accurate reporting of incidents at work.

### Statutory & Treaty of Waitangi obligation

- Ensures the professional and political integrity of WDHB by carrying out all functions in compliance of the Treaty of Waitangi and by demonstrating a serious commitment to keeping the treaty alive.
- Shows sensitivity to cultural complexity in the workforce and patient population

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**VERIFICATION**

Employee: ___________________________
Manager: ___________________________ Date: ___________________________

*Note: This job description forms part of an individual’s contract of employment and must be attached to that contract*
## PERSON SPECIFICATION

### POSITION TITLE: Lactation Consultant

| Qualification | • Registered Nurse [RCpN, RGON, BHsC] or Registered Midwife, with current annual practising certificate  
|               | • Current neonatal resuscitation certification  
|               | • IBCLC Qualified  
|               | • Adult Teaching Certificate  
|               | • Post graduate Certificate in Specialty practice preferred |
| Experience    | • Minimum 2 years post registration experience  
|               | • 2 years recent work in Women and Child Health secondary setting. Experience in premature infant feeding  
|               | • 1 years adult teaching  
|               | • Interdisciplinary practice |
| Skills/ Knowledge/ Behaviour | • Effective teaching skills  
|               | • Current evidence base knowledge of contemporary lactation management.  
|               | • Leadership and patient/client management skills.  
|               | • Knowledge of quality improvement processes and principles  
|               | • Excellent problem solving  
|               | • Ability to work independently and as part of a team.  
|               | • Ability to facilitate and manage change at a local level. |
| Personal Attributes | • Positive manner, flexible, able to influence without conflict  
|                   | • Demonstrated resilience. Manages personal stress effectively  
|                   | • Excellent communicator, highly articulate and excellent listening skills; has a way of valuing everyone’s opinions.  
|                   | • Good customer service practices  
|                   | • Calm, even, consistent and mature personality.  
|                   | • Professional  
|                   | • Sensitive and constructive in responding to the needs of individuals and groups  
|                   | • Self-directed, motivated, uses initiative, confident skill in negotiation and consultation  
|                   | • Strong teamwork reputation  
|                   | • Experience in clinical professional leadership. |