



# *Provincial Job Description*

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***TITLE:*** (519) Indigenous Birth Support Worker (Doula)      ***PAY BAND:*** 8

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***FOR FACILITY USE:***

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***SUMMARY OF DUTIES:***

Responsible for providing women, their partners and families with continuous emotional support, physical comfort and assistance in obtaining information before, during or just after childbirth. This may include very specific cultural practices that the birthing mother and/or couple wish to incorporate into their birthing experience. Act as a liaison to Elders, Knowledge Keepers and Traditional Healers as desired by women and their families.

***QUALIFICATIONS:***

- ◆ Grade 12. Birth Doula Studies Program

***KNOWLEDGE, SKILLS & ABILITIES:***

- ◆ Basic knowledge of physiology of birth
- ◆ Knowledge of Indigenous culture
- ◆ Knowledge of the history of Indigenous People in Canada
- ◆ Basic medical terminology
- ◆ Strong interpersonal skills
- ◆ Communication skills
- ◆ Organizational skills
- ◆ Ability to work independently
- ◆ Basic computer skills

- ◆ Drivers License, where required by the job

### ***EXPERIENCE:***

- ◆ Previous: None

### ***KEY ACTIVITIES:***

#### **A. Cultural Liaison**

- ◆ Provide connection to Elders, Cultural Advisors or Traditional Healers
- ◆ Provide support to the women and their families in the development of a culturally appropriate birth plan
- ◆ Act as a liaison to support language, tradition or culture in communication between the client and staff
- ◆ Model culturally safe practices

#### **B. Patient Care**

- ◆ Alongside nurses, physicians and midwives support Indigenous women during their prenatal, birth and early post-partum periods
- ◆ When possible, meet with women to discuss their birth preferences prior to active labour
- ◆ Provide input into women's care plan and advocate for the women's birth plans
- ◆ Provide women, their partners and families with emotional support, physical comfort and assistance in obtaining information before, during or just after childbirth
- ◆ Facilitate translation if required
- ◆ Liaison with staff to connect patient with cultural, social or community supports as appropriate
- ◆ Facilitate traditional birthing practices and ceremonies as desired by the patient
- ◆ Document in the client's medical record as required
- ◆ Actively participate in team rounds and handover

#### **C. Education**

- ◆ Deliver basic prenatal education to hospitalized women
- ◆ Provide in the moment staff education and information about cultural birthing practices and cultural safety
- ◆ Deliver periodic staff in-services related to Indigenous birthing practices, culture and community supports

**D. Related Key Activities**

- ◆ **Participate on various Maternal Services Committees in order to represent the needs of Indigenous women**
- ◆ **Participate in data collection and research as appropriate**
- ◆ **Coordinate with the First Nations and Metis Health Services to ensure culturally responsive care**
- ◆ **Utilize the First Nations and Metis Health Service as personal and professional support as you support Indigenous families and help to create a culturally responsive workplace**

*The above statements reflect the general details considered necessary to describe the principal functions of the job and shall not be construed as a detailed description of all related work assignments that may be inherent to the job.*

***Validating Signatures:***

***CUPE:***

***SEIU:***

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***SGEU:***

***SAHO:***

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***Date: November 20, 2018***