

DIVISION – FAMILY SERVICES

JOB DESCRIPTION

POST	Rotational Midwife-Newly Qualified
PAY BAND	Band 5 (progressing to band 6 following completion of preceptorship)
RESPONSIBLE TO	Departmental Manager
ACCOUNTABLE TO	Associate Chief Nurse – Midwifery, Gynaecology and Breast Services
BASE	(insert specific site)

ABOUT US

We are a large organisation with three hospitals located in Scunthorpe, Grimsby and Goole. We also provide community services in North Lincolnshire. Our 6,500 members of staff care for and support a population of more than 400,000 people.

We encourage all our staff to innovate and adopt 'best practice' so we can deliver excellent care to our patients.

We are looking for an individual who has the values of our trust Kindness, Courage, and Respect, at the heart of the care they provide. The successful candidate must be passionate, kind, considerate and above all uphold the standards of the NMC in all aspects of their profession.

We are committed to recruiting the best people to work with us. You could be one of them. We excitedly welcome newcomers to our Maternity workforce to expand our highly valuable team and provide high quality care to women and their families.

ABOUT THE POST

As a newly qualified Midwife (NQM) in their preceptorship period the NQM will be assigned a preceptor who will support them through their first 12-18 months in post. There is an expectation to complete the relevant documentation to enable NQM's to fulfil the role of a registered midwife and seek opportunities for development along the way.

A four-week induction programme prior to working in the clinical area will commence, this will cover all mandatory training requirements, clinical skills, computer-based systems, and sessions covering aspects of the maternity workforce role within NLAG NHS Trust.

NQM's will commence in a supernumerary capacity which is tailored to the individual in agreement with their line manager.

New starters will initially be allocated a specific area within the maternity unit, following a period of time the rotation element will commence. The area's for rotation are:

- Community including continuity teams Daisy and Poppy
- Antenatal clinic and ADU (antenatal day unit)
- Antenatal/postnatal ward care
- Labour care including theatres
- Triage (telephone and clinical care 24 hours a day)

As NLAG has 2 main hospital sites there could be potential also to rotate across site. This can be beneficial as both our maternity units have different models of care.

DPOW (Diana Princess of Wales) has an LDRP Model, this stands for labour, delivery, recovery and postnatal. This model allows women to receive their intrapartum and postnatal care all within one room. The unit has 4 teams with 4/5 delivery rooms, 1 twin room, 2 side rooms and 1 specialty care room on each team including 1 pool room. Within the unit there is an obstetric theatre which runs 24/7 365 days a year and has a designated maternity anaesthetic team who cover this. This streamlines the care we can provide our women and their families.

SGH (Scunthorpe General Hospital) has the traditional antenatal and postnatal ward providing tailored care to each woman all within one area. The layout is typically 2 antenatal, 5 bed bays, 1 postsurgical 4 bed bay, 1 5 bed postnatal bay, 1 transition care 4 bed bay and 3 side rooms. On the floor above is the central delivery suite (CDS). Within CDS is the obstetric theatre which is not used 24/7 however the main theatre is opposite the unit and used out of ours. CDS has 8 delivery rooms, one of which has a pool and HDU room which can accommodate 2 women. There is also a suite specifically for families who have experienced a bereavement which is safe space to allow them time together.

DUTIES AND RESPONSIBILITIES OF THE POST HOLDER

The midwife will work within the sphere of practice in accordance with NMC codes of practice and professional guidelines.

- Assesses, develops, implements, and evaluates programmes of care in a range of environments, without supervision in order to provide and maintain a high standard of informed and holistic care.
- Supports, supervises, and facilitates learning opportunities on the ward/team relevant clinical area
- Works autonomously within the department/team within Trust guidelines and sphere of professional practice.

PART A

1. PROFESSIONAL

- 1.1 As a registered midwife the post holder is personally accountable for their

practice and must adhere to the NMC The code, and Northern Lincolnshire and Goole NHS Foundation Trust guidelines and procedures.

- 1.2 Be an effective professional role model for staff.
- 1.3 Maintain own professional development through on-going education and development, ensuring that revalidation requirements are met together with all mandatory training.
- 1.4 Adhere to the Trust Policy on Scope of Professional Practice, developing own sphere of practice.
- 1.5 Adhere to sickness and absence policy
- 1.6 Offer professional support and guidance to all nursing and midwifery staff within the Ward/Team.
- 1.7 Ensure all adult and child protection guidelines are adhered to and all mandatory training is undertaken.

2. CLINICAL

- 2.1 Undertake comprehensive and holistic assessment of the woman's care needs.
- 2.2 Use this assessment to develop a personalised plan of care, which is evidence based and planned in partnership with the woman and family wherever possible.
- 2.3 Implement the planned programme of care, delegating duties appropriately and coordinating with other members of the multidisciplinary team.
- 2.4 Evaluate the effectiveness of the care provided and make adjustments to the care plan as necessary.
- 2.5 Advise on the promotion of health and the prevention of illness.
- 2.6 Maintain clinical records in accordance with NMC 'Guidelines on Record Keeping' and Trust policies.
- 2.7 Act as an advocate for women and their families.
- 2.8 Ensure medicines are stored, supplied, and administered in accordance with Trust Medicines Code Guidelines and NMC Guidelines for the Administration of Medicines and maintain own competence in this respect, reporting any learning needs to Ward Sister /Deputy Team Sister/Shift Leader
- 2.9 Perform and maintain required clinical procedures (including speciality specific procedures) competently.
- 2.10 Ensure that multi-disciplinary care programmes as identified are implemented.
- 2.11 Respond to health emergencies and contribute to the resuscitation of clients as needed.
- 2.12 Understand the role of the Professional Midwifery Advocate and how to access support as required.
- 2.13 Competently use clinical equipment, undertaking relevant training as required and demonstrate ability to maintain relevant competencies.
- 2.14 Use IT Patient Information systems as necessary and in accordance with Trust policies, undertaking training as required.
- 2.15 Ensure appropriate and timely communication with clients and relatives/carers, advising and supporting them as needed and making use of support systems as appropriate (e.g. translators, chaplaincy).

- 2.16 Support the Ward Sister / Deputy Team Sister/ Shift Leader in ensuring the availability of relevant, up to date patient information and clinical guidelines in a user-friendly format.
- 2.17 Communicate and work effectively with the wider team (e.g. Allied Health professionals, medical colleagues, Social Services).
- 2.18 Contribute to 24-hour community midwifery on-call rota to ensure continuing service provision.

3. EDUCATION AND PRACTICE DEVELOPMENT

- 3.1 Participate in appraisals process, taking opportunity to identify and discuss own learning needs with appraiser.
- 3.2 Demonstrate and teach specialist procedures to other staff, students and clients as required.
- 3.3 Support and facilitate ongoing supervision of students whilst monitoring and assessing progress. Escalate any concerns identified and liaise with the educational provider and Trust placement coordinator.
- 3.4 Support the Ward Sister/Deputy Team Sister/shift Leader in leading the identification and application of relevant evidence and evaluations to improve care in the Ward/Team.
- 3.5 Support the Ward Sister in promoting environment open to questioning and in the development and implementation of innovative clinical and working practices.
- 3.6 Keep up to date with current research and developments in midwifery.

Career Progression

Here at NLAG there are opportunities for career progression within different areas of maternity care. These range from management roles, labour ward coordinators, possibly midwife sonographers (dependent on scan availability), specialist roles and senior management (SM).

Our specialist roles include:

- Labour ward coordinator
- Infant feeding lead
- Safeguarding
- Perinatal Mental Health
- Bereavement support
- Clinical skills midwife
- Patient safety midwife
- Screening coordinator
- Clinical Education Lead
- Pastoral, Recruitment and Retention Lead
- AMP (Advanced Midwifery Practitioner)
- PMA Lead (Professional Midwifery Advocate)
- Digital Midwife

- Consultant Midwife
- Ward Manager

Support

We take the wellbeing of our workforce very seriously also, the level of support available to our staff is outstanding.

Our education team provide training support and manage the mandatory training programme for all members of staff. The mandatory training programme is a weeklong course which is attended annually and covers the main aspects of training required to meet and retain our level of competence to enable our staff to practice safely.

Wellbeing support from our pastoral midwife is available to all staff as and when they need it, or on a regular basis dependant on the needs of each staff member. This works in collaboration with our PMA network who also offer wellbeing support as needed and provide support to all midwives in the for RCS (restorative clinical supervision).

Induction period for every new starter is tailored to the individual, a period of supernumerary working for all staff is set at 2 weeks (FTE) however this can be extended as required dependant the needs of the staff member. New starters to the trust are enrolled on 'care camp' which covers a 4-week programme in which training, workbooks, ID badges, usernames and passwords, parking permits etc is completed.

Designated wellbeing page on the Trust Hub on the intranet homepage, access to Vivup and Shiny Mind app to all members of staff trust wide.

Leadership & Management

1. Undertake the management of the care of a group of women over a period of time, organising appropriate support services.
2. Assist in maintaining and ensure ward/team stock levels are kept at an appropriate level minimising wastage and purchasing cost effectively.
3. Ensure patients' property is handled in accordance with Trust policy.
4. Support the Ward Sister / Deputy Team / Sister Leader to investigate accidents, incidents and complaints in accordance with Trust Policies and Procedures submitting accident and incident forms and statements as appropriate.
5. Have a basic understanding of budgetary requirements within the team/ward area and have regard for cost effectiveness and efficiency.
6. Assist in the co-ordination of care throughout the twenty-four-hour period, ensuring effective communication with the department/ ward, and between other disciplines

and services by liaising with them or medical staff.

7. Ensure appropriate and timely communication with women and relatives/carers, advising, instructing, and supporting them as needed.
8. Contribute to specific clinical audits, patient surveys and research projects.
9. Promote a working environment in line with 'NHS People Plan, 2020/21'.
10. Contribute to regular ward/team meetings.
11. Ensure the ward/team environment is clean and welcoming taking steps to address any concerns and ensuring compliance with:
 - Health and Safety
 - Infection Control Standards
 - Fire Prevention Management
 - Risk Management
 - COSHH
 - Daily safety checks
12. Represent the Ward/Team and Maternity Services at meetings as required.
13. Support the Ward Sister /Deputy Team Sister / Team Leader in ensuring the effective involvement of clients/carers in service provision by encouraging and acting on patient feedback (e.g. suggestion boxes, informal complaints, PALS, patient survey).

ADDITIONAL INFORMATION PERTINENT TO ALL STAFF

Health and safety - Healthcare associated infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, including the 'bare below the elbows' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in

line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should seek advice and support from the Trust Safeguarding team or in their absence contact your line manager. Out of hours contact should be made with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adults welfare. These individuals can be reached through switchboard during office hours, by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to General Data Protection Regulation (GDPR). It applies to any information which is processed by the Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle. No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.

Accommodation

DPOW- The Roost, a new addition to DPOW providing accommodation to staff, see box below:

Nightly rates

- En-suite room: £24.80
- Self-contained flat: £33.70

Monthly rates

- Student en-suite room: £380 pcm
- Non-student en-suite room: £420 pcm
- Self-contained studio flats: £570 pcm



SGH offer accommodation either a room or flat and prices vary dependant on the facilities required, se below:

Rooms

- The current nightly rate ranges from £20.84 to £22.84.

Flats

- Prices vary depending on which utilities are included so please contact the accommodation office for up to date prices and availability

IMAGE UNAVAILABLE

House Prices

AREA	No of bedrooms	Average house price
Cleethorpes	3	£146,711
Grimsby	3	£156,706
Louth	3	£262,032
Immingham	3	£182,847
Brigg	3	£216,126
Scunthorpe	3	£175,037

Information taken from <https://www.getagent.co.uk/estate-agents> January 2023

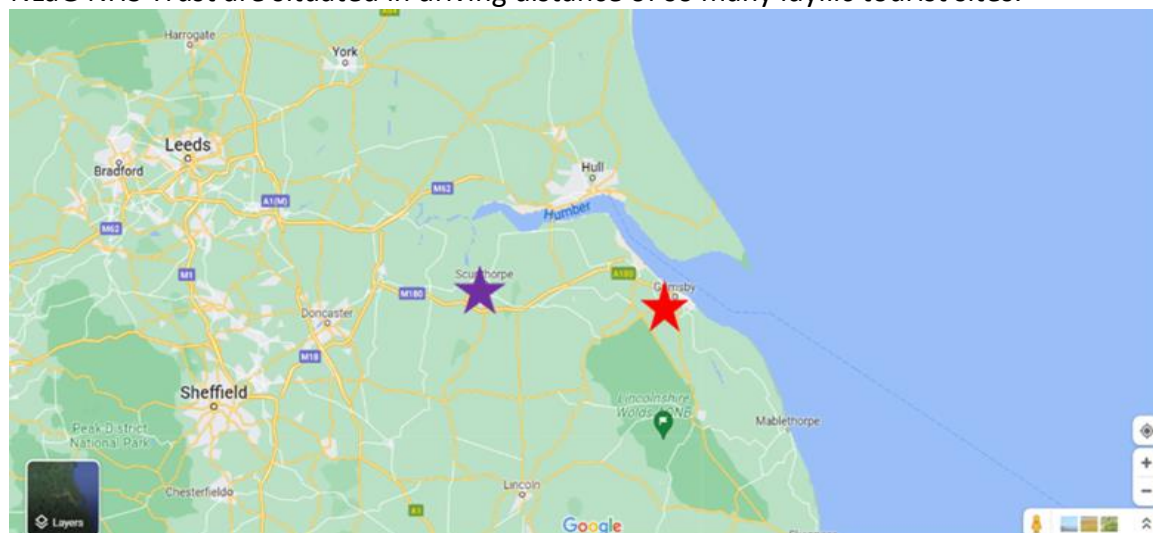
Schools (within 5 mile radius)

AREA	Number of Primary/pre-schools	Number of Secondary Schools
Cleethorpes	25	9
Grimsby	50	9
Louth	7	2
Immingham	16	1
Brigg	9	1
Scunthorpe	31	7

Information taken from <https://www.schools-search.co.uk/index.php> January 2023

Location

NLaG NHS Trust are situated in driving distance of so many idyllic tourist sites.



Above is a map of the surrounding areas of NLaG NHS Trust.

Diana Princess of Wales Hospital Grimsby is represented by a RED STAR ★

Scunthorpe General Hospital is represented by a PURPLE STAR ★

Areas to visit

Area	Distance in miles from Grimsby	Distance in miles from Scunthorpe
Louth	15.1 mile	39.8 mile
Mablethorpe	31.7 mile	52.7 mile
Skegness	38.7 mile	59.7 mile
Lincoln	36.8mile	28.2 mile
Sheffield	69.9 mile	45.8 mile
York	60.2 mile (with Toll)	46.2mile or
Scarborough	70.6 mile (with Toll)	61.6 mile (with Toll)
Hull	34.8 mile (with Toll)	25.4 mile (with Toll)
Scunthorpe	27.5 mile	NA
Grimsby	NA	27.7 mile

Information taken from Google Maps <https://www.google.co.uk/maps/@53.5749677,-0.6474603,10z> January 2023

OUR VALUES

Kindness

We believe kindness is shown by caring as we would care for our loved ones

- I will be compassionate, courteous and helpful at all times
- I will be empathetic, giving my full and undivided attention
- I will show I care by being calm, professional and considerate at all times

Courage

We believe courage is the strength to do things differently and stand up for what's right

- I will be positively involved in doing things differently to improve our services
- I will challenge poor behavior when I see it, hear it or feel it
- I will speak up when I see anything which concerns me

Respect

We believe respect is having due regard for the feelings, contribution and achievements of others

- I will be open and honest and do what I say
- I will listen to and involve others so we can be the best we can be
- I will celebrate and appreciate the successes of others

Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.
