



COMMUNITY MIDWIFE BAND 6

Women and Childrens

JOB DESCRIPTION



Chelsea and Westminster Hospital
NHS Foundation Trust



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Welcome



Chelsea and Westminster Hospital NHS Foundation Trust is proud to be one of the top performing and safest trusts in England.

We have two main acute hospital sites—Chelsea and Westminster Hospital and West Middlesex University Hospital, plus our award-winning clinics across North West London and beyond.

- We employ over 7,000 staff and 500 volunteers
- We treat someone in A&E every 90 seconds
- We deliver a baby every 50 minutes
- We operate on a patient every 16 minutes
- We do 50 imaging procedures each hour
- We serve a diverse population of 1.5 million from the beginning to the end of life

Our values

Our PROUD values demonstrate to staff, patients and the public the standards of care and experience they should expect from our services:

- **P**utting patients first
- **R**esponsive to patients and staff
- **O**pen and honest
- **U**nfailingly kind
- **D**etermined to develop

Job summary

Job title Community Midwife

Band	6
Division	Women and Childrens
Responsible to	Community Matron
Accountable to	Head of Midwifery
Type of contract	Permanent
Hours per week	37.5hrs
Location	West Middlesex

Job Summary

- Working within a team of midwives to provide 24 hour provision of a high quality, effective midwifery service, providing expert clinical midwifery advice to women in your care.
- Giving high quality continuity of care for low risk, uncomplicated pregnancies, in partnership with women, plan and implement individualised midwifery-led care packages

Key responsibilities

- Be an autonomous practitioner providing clinical leadership and expertise in all aspects of midwifery practice, which includes providing, direct care to women.
- Work autonomously within a community team giving high quality antenatal, labour and postnatal care to women in a dedicated team.
- Facilitate the development of all staff including junior medical staff and support workers through teaching and empowerment.
- Assess, develop, implement and evaluate the highest standards of care based on evidencedbased practice.
- Promote the physiological labour and birth process supporting both women and staff to achieve this.
- Ensure good communication between staff, women and their families, providing an immediate and effective response in dealing with issues such as bereavement support, anxiety or complaints.
- Liaise effectively with other departments and other agencies as required ensuring an efficient service for women.

PROFESSIONAL

- To observe NMC rules and guidance, ensuring these are adhered to by all staff. To foster and develop a working environment within which midwives can work as autonomous practitioners, accountable for their practice and in accordance with the NMC Rules and Code of Practice (2015).
- To develop trust policies and protocols pertaining to midwifery practice and maternity care.
- Implement Trust and local policies and contribute to any proposed changes to midwifery working practices or procedures.
- To monitor and maintain good standards of care within maternity services to implement recommendations from Government or Professional bodies in relation to maternity care.
- To develop and maintain efficient and effective communication and working relationships with other professional groups and colleagues.
- To liaise with and support the work of the Professional Midwifery Advocates
- To have due regard for the needs of mothers and their families. To recognise the demands placed upon professional colleagues in the pursuance of their duties and to assist them as required.
- Flexible and willing to support the maternity unit (within sphere of practice) as required.

CLINICAL

- As a community midwife for a team of women low risk uncomplicated pregnancies, in partnership with women, plan and implement individualised midwifery-led care packages, continually assessing, analysing and determining appropriate courses of action. Lead and coordinate the provision of high quality evidence-based midwifery care and advice antenatally, intrapartum and post-natally, in a variety of settings including hospital, community and home
- To act as an advocate for women and in partnership with them, support their choice of delivery, planning and implementing care in partnership with the multi-disciplinary team, continually assessing and determining appropriate courses of action.

- Using specialist expert knowledge, experience and practice, continually update and develop advanced midwifery practices and skills to provide and perform accurate midwifery assessments and procedures, including monitoring of maternal and fetal well-being, care during physiological labour and birth, perineal suturing and venepuncture, routine examination of the newborn and supporting infant feeding. Prescribe and administer drugs in accordance with Patient Group Directives.
- Communicate complex and sensitive information to women and their families, enabling them to make informed choices about their care. Use empathy and reassurance at times of vulnerability, emotional distress and bereavement, overcoming communication barriers where they occur and acting as advocate for women.
- Identify deviation from normal and refer to appropriate pathway and/or other appropriate members of the multi-disciplinary team. As a member of the multi-disciplinary team, coordinate and provide antenatal, intrapartum and postnatal midwifery care for obstetrically low-risk women. Identify emergency situations within the Community setting and respond appropriately, ensuring that all staff are trained in emergency drills and work as a team.
- Adhere to the statutory requirements of the Midwives rules and Standards (NMC 2015)
- Ensure all equipment used within the community team is secure and well maintained. Report loss or damage of equipment without delay and is per Trust policy.

MANAGEMENT

- Take responsibility for ensuring the day to day management in the absence of the team leader and daily running of the Community services ensuring that high quality care is delivered and maintained at all times.
- Ensure that all adverse clinical risks are recorded and reported using the appropriate incident reporting system and forms.
- To ensure that optimal use is made of available resources to provide appropriate and effective cover over any 24 hour period.
- To reassess the staffing rotas in the light of unexpected absences and adjust accordingly to meet the needs of the service.
- To inform the Management team (as appropriate) about conditions within maternity services and staffing levels that may affect safe service provision.
- To create and maintain an effective communication system between all staff groups working in maternity services and to ensure that a positive working environment is achieved.
- Take verbal complaints and diffuse wherever possible and escalate if appropriate.
- To be assertive/confident and able to deal with conflict and difficult situations.
- To adhere and implement the trust policy for cleanliness and infection control.
- Attend meetings appropriate to your area/role, ensuring effective communication within the team and leading on actions as necessary.

LEADERSHIP

- To act as an effective role model and demonstrate effective organisational and leadership skills, including motivation of staff
- Support junior colleagues, students and maternity support workers. EDUCATION
- Ensure training needs of students and junior staff are met within maternity services.
- Ensure that students receive adequate experience in caring for low risk women in normal labour and where appropriate in their training programme within the community setting.
- To participate in the teaching of all learners and appropriate members of staff.

EDUCATION

- Ensure training needs of students and junior staff are met within maternity services.
- Ensure that students receive adequate experience in caring for low risk women in normal labour and where appropriate in their training programme within the community setting.
- To participate in the teaching of all learners and appropriate members of staff.
- Act as a role model providing mentorship, preceptorship and support for midwives.
- Facilitate the continued development of all practitioners within maternity services. • To ensure that all medical and midwifery students are working in a positive learning environment.
- Attend all mandatory training and those relevant to the role.
- Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward.
- Ensure all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and his/her manager.

All duties must be carried out under supervision or within Trust policy and procedure. You must never undertake any duties that are outside your area of skill or knowledge level. If you are unsure you must seek clarification from a more senior member of staff.

Key working relationships

- Matron's
- Professional Midwifery Advocate
- Obstetricians • Director of Midwifery, Deputy Head of Midwifery, Consultant Midwives, Specialist midwives
- Midwifery colleagues • Practice development Team
- Named Midwife for Child Protection and other members of the Trust Child Protection Team
- Clinical Governance Team
- Women and their families
- GP's, Health Visitors and Social services

Person specification

Job title	Community Midwife
Band	6
Division	Women and Childrens

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

E = essential

D = desirable

Trust values

Putting patients first	E
Responsive to patients and staff	E
Open and honest	E
Unfailingly kind	E
Determined to develop	E

Education and qualifications

Registered Midwife	E
Evidence of continuing professional development	E
Degree level or equivalent experience	E
Mentorship qualification	D
Examination of the Newborn	D

Experience

Communicating effectively with women, staff and other agencies	E
Facilitate effective team working	E
Competent in perineal suturing	E
Demonstrate an ability to apply research to practice and to support changes in practice as a result of clinical audit	E
Ability to practice within the scope of the NMC Code of Professional Conduct	E
IT skills	E
Evidence of professional development relevant to the specific role	E

Skills and knowledge

Previous comprehensive midwifery experience	E
Able to prioritise and meet deadlines	E
Effective time management for self and others	E
Competent in Home Birth and water birth	E
Promote normality of care and birth	E

Notes



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