

# Person Specification

<b>Job Title:</b>	Community Midwife
<b>Grade:</b>	Band 6
<b>Reports To:</b>	Community Midwife Lead

Criteria	Essential or Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
• Registered Midwife	E		X		
• Evidence of continuing professional development	E		X	X	
• Relevant Degree or evidence of further study and experience to the equivalent		D	X		
• Sign Off Mentor		D	X		
• Examination of the Newborn		D	X	X	
Experience					
• Communicating effectively with women, staff and other agencies	E		X	X	
• Facilitate effective team working	E		X	X	
• Demonstrate an ability to apply research to practice and to support changes in practice as a result of clinical audit	E		X	X	
• Ability to practice within the scope of the NMC Code of Professional Conduct	E		X	X	
• Evidence of participation in risk and clinical governance agendas.		D	X	X	
• Competent in perineal suturing		D		X	
• Evidence of professional development relevant to the specific role		D		X	
Knowledge					
• Demonstrate awareness of current professional issues	E			X	
• Able to prioritise and meet deadlines	E			X	
• Effective time management for self and others	E			X	
• Promote physiological birth	E			X	
• Knowledge of Agenda for Change Terms and Conditions	E			X	
• Competent in Home Birth and water birth		D		X	
Key Skills					
• Ability to write reports, guidelines, etc	E		X	X	
• Experience of working on own initiative and managing time effectively	E			X	
• Excellent record keeping skills	E		X	X	
• Ability to develop self and others to use evidence based practice	E		X	X	
• Computer Literate and knowledge of digital platforms		D		X	
Other					

• Excellent interpersonal skills	E			X		
• Enthusiastic	E			X		
• Integrity	E			X		
• Ability to work calmly under pressure	E			X		
• Ability to work in a team and independently	E			X		
• Car driver		D		X		
• Awareness and respect for colleagues, patients and relatives cultural, religious and emotional needs and beliefs	E			X		
• Able to demonstrate behaviours consistent with the Trusts Values and Behaviours	E			X		
• Be prepared to work across sites as and when required	E			X		
• Professional appearance & behaviour	E			X		
• Good previous attendance record	E			X		
• Satisfactory enhanced DBS check against vulnerable groups barred lists	E			DBS		

*Assessment Criteria: A = Application, I = Interview, T = Test, R = References*

## Our Trust

Our Trust runs three main acute hospital sites and provides outpatient and radiology services at two community hospital sites – serving a diverse community of 700,000 patients across both city and rural areas



**Peterborough City Hospital** is a state-of-the-art, purpose-built facility which was completed and opened in 2010. It has 635 inpatient beds and patients are cared for on modern wards with either single, ensuite rooms or in 3 and 4-bedded areas, each with its own bathroom. The hospital has a Haematology/Oncology unit, including a recently-expanded radiotherapy suite, an Emergency Centre with a separate children's emergency department, a dedicated Women's and Children's Unit, a Cardiac Unit with a Respiratory Investigations facility and full diagnostic imaging facilities.



**Hinchingbrooke Hospital** is located at Hinchingbrooke Park in Huntingdon. It has 304 general and acute inpatient beds. The hospital also has an Emergency Department, a Maternity Centre and dedicated facilities for private patients. Its Special Care Baby Unit and children's services are currently provided by Cambridgeshire Community Services NHS Trust. Also on site is a Treatment Centre with 21 beds for day cases, along side 25 cabins in the procedure unit.



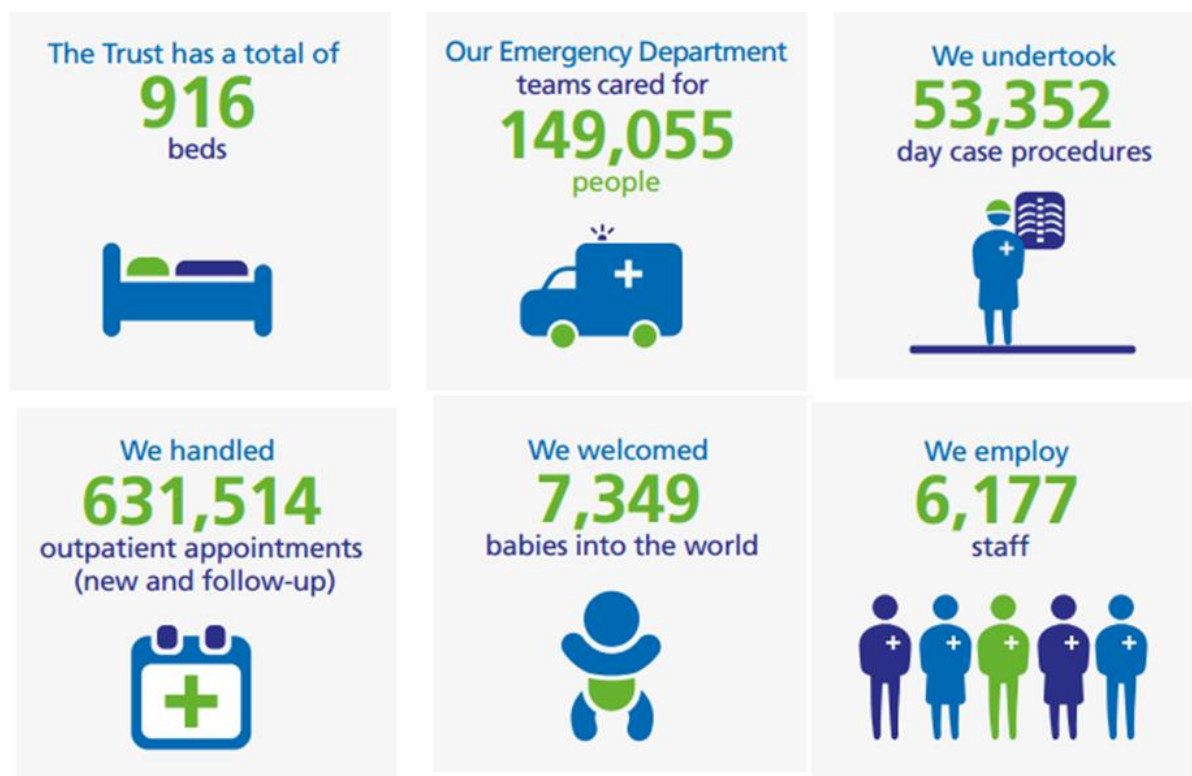
**Stamford and Rutland Hospital** is located in Stamford, Lincolnshire, and has a 22-bed inpatient ward which is primarily used for our older, medical patients. The hospital also provides a range of outpatient clinics from newly-redeveloped facilities that opened in 2017. In addition, it has a Minor Injuries Unit, a day-case surgery facility and an MRI scanning suite, a chemotherapy and lymphodema suite and is also the base for the Trust's Pain Management services.



The Trust also runs outpatient and radiology services at **Doddington Hospital**, near March in Cambridgeshire (left) and **The Princess of Wales Hospital** in Ely, Cambridgeshire (right). The two community hospital buildings are run by Cambridgeshire Community Services. NWAngliaFT employs 45 staff members in clinical and admin roles across the two sites.



## Our facts and figures (2017/18)



## Our staff engagement

### Staff surveys

We are proud of our staff engagement scores from our national staff surveys, which put us in the top quartiles for Trusts in England in 2017:

- Hinchingsbrooke Hospital scored 3.85 / 5.00
- Peterborough and Stamford hospitals scored 3.86 / 5.00.

We undertake quarterly 'Have your say' staff surveys as a regular temperature check, and to hear the views of all our staff.

All grades are able to give their views as representatives on our Staff Council, which meets regularly. The Council also arranges social events for the Trust throughout the year.

### Staff briefings

Our Chief Executive and executive directors host monthly face-to-face senior staff briefings. Additional face-to-face briefings

are undertaken as required .e.g. CQC briefings. Divisions also host local staff briefings.

## **Trust Intranet**

The Trust is developing a new single Intranet, which all staff can access.

## **Staff Governor**

All staff can also put themselves forward for election as a Staff Governor of our Foundation Trust. We have seven Staff Governors who sit along side our Public Governors on the Council of Governors. We have three Staff Governors representing the workforce at Peterborough City Hospital; three at Hinchingbrooke Hospital; and one at Stamford and our community hospitals.

## **Staff Awards**

Staff nominate colleagues in our monthly staff wards programme. Five of the eight categories are linked to our Trust values. In addition, members of public are asked to nominate their annual NHS heroes. This awards programme culminates in our Annual Outstanding Achievement Awards presentation.

## **Our Personal Responsibility Framework**

Our personal Responsibility Framework reflects and supports our organisational values. It outlines the behaviours that demonstrate how we live these values; to each other, our patients, visitors and colleagues across the wider healthcare community. It describes the positive behaviours we expect to see, but also the negative behaviours we do not expect to see.

It is just as important that we focus on 'how' we do things and not just 'what' we do. Depending on the responsibilities of your role you will be required to demonstrate additional leadership behaviours to create and support a positive culture.

## **Our Good to Outstanding programme**



Our 'Good to Outstanding' Programme (G2O) has developed from listening events, in 2015 at Peterborough and Stamford hospitals, and 'I Care' & 'Living Our Values' events at Hinchingbrooke Hospital. From these events the ideas were distilled into five workstreams.

- Patient care and experience
- People
- Conversations
- Leadership
- Services

Staff are encouraged to read the latest details on the actions and next steps in our special

staff G2O magazine and discuss with colleagues how they can play their part in contributing to the workstream actions.

**Find out more about us**

Find out more on our website [www.nwangliaft.nhs.uk](http://www.nwangliaft.nhs.uk)

Twitter jobs: [@NWAFT\\_jobs](https://twitter.com/NWAFT_jobs)

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