

## **JOB DESCRIPTION**

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| <b>JOB TITLE:</b>      | Preceptorship Midwife   |
| <b>PAY BAND:</b>       | Band 6 – Annex 21   |
| <b>DEPARTMENT:</b>     | Maternity   |
| <b>RESPONSIBLE TO:</b> | Midwifery Matron for Community Services OR<br>Midwifery Matron for Inpatient Services OR<br>Midwifery Matron for Intrapartum Care |
| <b>DATE:</b>           | January 2020  |

### **DIMENSIONS OF JOB:**

To work as a midwife and a member of the midwifery team in all areas of the maternity service as required – i.e. Community, Antenatal Ward, Labour Ward, Postnatal Ward, Transitional Care Unit, Birth Centre, Antenatal Clinic, Maternity Assessment Centre.

Frimley Health NHS Foundation Trust cares for 9900 women per annum; we have 2 sites that have both midwifery and obstetric led services, the Frimley Park site which caters for approximately 5500 women and the Wexham Park site caters for approximately 4400 births per annum. Both sites have Birth Centre's, en suite labour rooms, antenatal inpatient beds, postnatal beds, transitional care cots, Maternity Assessment Centre/Triage facilities and Antenatal Outpatient's clinics.

This is a developmental role and there is an expectation that you will achieve the set competencies within a year of starting with us. Once successful achievement is demonstrated, Annex 21 will be revoked, more details about Annex 21 can be found in Appendix A or at <https://www.nhsemployers.org/tchandbook/annex-21-to-25/annex-21-arrangements-for-pay-and-banding-of-trainees>.

### **PURPOSE OF JOB:**

- All midwife practitioners will be Registered Midwives, accountable for their own midwifery practice and will be able to fulfill the following role through the ability to make decisions with current protocols and principles of care in compliance with the NMC's Midwives Rules and code of Midwifery Practice.
- This midwife may be a recently qualified midwife or he/she may be very experienced but she/he will be expected to continue with post-registration education and development to become a confident midwife able to provide care with the women either in the community or hospital environment.
- The post holder is required to take responsibility as a prime care provider in either the hospital or community setting. She/he will be confident in providing midwife led care.

## **KEY TASKS & RESPONSIBILITIES:**

### ***Leadership & Courage***

Courage enables us to do the right thing for people we care for, to speak up when we have concerns.

- To make effective and efficient use of given resources.
- To be responsible for the use of all Trust equipment
- To comply with all Trust policies and procedures.
- To apply the Trust values to all aspects of your work

### ***Clinical Knowledge and Skills & Maintaining Clinical Competence***

- To acknowledge professional accountability by demonstrating and ensuring high standards of practice.
- To be responsible for the assessment planning, implementation and evaluation of care during the antepartum, intrapartum and postpartum periods.
- To facilitate birth either in the hospital or home setting.
- To be the lead professional and be responsible in providing midwife-led care to low risk women.
- To be aware of the need for changes in professional practice, whilst acting as a resource for women, their families and also colleagues. In conjunction with the Practice Development Team analysing personal training needs and making changes to clinical practice where appropriate.
- To participate in the setting, implementing and monitoring of clinical standards.
- To participate in the achievement and maintenance of high standards of service using the task of clinical audit, consumer satisfaction surveys to their full effect.
- To record information accurately, and complete documentation in compliance with the NMC Code.
- To enter information accurately onto the maternity information system (EPIC).

### ***Decision Making, Responsibility and Accountability in the Delivery of Care***

- To be able to organise appropriate support for client group.
- To use all resources efficiently and effectively and maintain operational standards, taking responsibility for regular testing and maintenance of all equipment.
- To participate in the achievement and maintenance of high standards of service, using the tools of clinical audit, environment audit, and consumer satisfaction surveys to their full effect.
- To be accountable for their own professional practice.
- To be aware of and participate in the development of the service to meet changing needs.
- To record information accurately and complete midwifery documentation in compliance with the NMC standards.
- To be aware of the Child and Adult Safeguarding and the implication for Child protection procedures and to attend training when required. To liaise with other agencies as appropriate.
- To report clinical incidents as they arise using the trust incident reporting systems in line with the maternity services risk management strategy.

## ***Communication & Compassion***

Compassion is how care is given through relationships based on empathy, respect and dignity.

- To work as an active member of the midwifery service in collaboration with other Health care professionals and other agencies.
- To have interpersonal skills which enable you to:
- Understand, influence and communicate with colleagues, women and their families from a wide range of backgrounds in a non-judgmental way, ensuring confidentiality.
- Facilitate the delivery of high-quality midwifery care to women and their families.
- Recognise the need for peer group support at all times.

## ***Education & Commitment to the service***

- Commitment is seeing women and their families as the corner stone of the service, and the area we need to build on.
- Our overall commitment is to improve the care and experience of women and their families.
- To ensure up to date information and advice is given to women, their partners and other members of staff in line with the latest evidence.
- To participate in development programmes for both qualified and unqualified staff.
- To provide mentorship/preceptorship to others as requested.
- To remain updated and continue to gain additional knowledge, skills and competencies which may be used to improve the services to women and their families.

This job description is an indication of the type and range of tasks that are expected of the post holder, and other duties may be required, in line with the role and the banding. It will be reviewed and amended from time to time in consultation with the post holder to take account of changing organisational need.

This job description should be read in conjunction with the non-supervisory JD Addendum, available at: <https://www.fhft.nhs.uk/media/2754/jd-addendum-non-supervisory.pdf>

## PERSON SPECIFICATION

**JOB TITLE:** Preceptorship Midwife

**PAY BAND:** Band 6 – Annex 21

**DEPARTMENT:** Maternity

| CRITERIA                      | Essential  | Desirable  |
|-------------------------------|--|--|
| <b>Qualifications</b>         | <ul style="list-style-type: none"> <li>• Registered Midwife – Newly qualified that does not yet meet the competencies required of a Band 6 midwife.</li> <li>• Current on the NMC register</li> <li>• BSc in Midwifery Studies</li> </ul>  | <ul style="list-style-type: none"> <li>• Registered Nurse</li> </ul>   |
| <b>Experience</b>             | <ul style="list-style-type: none"> <li>• Be able to demonstrate a knowledge of the 6 C's</li> <li>• Able to demonstrate awareness of research related to midwifery practice</li> <li>• Evidence of successful collaboration with multi-disciplinary teams</li> <li>• Understands the application of the child protection processes and the mental health act</li> </ul>  | <ul style="list-style-type: none"> <li>• Knowledge of clinical governance processes/ risk management</li> <li>• Political awareness and diplomacy</li> </ul> |
| <b>Skills &amp; Knowledge</b> | <ul style="list-style-type: none"> <li>• Epidural management</li> <li>• Perineal suturing</li> <li>• IV drugs and cannulation</li> <li>• Waterbirth</li> <li>• CTG Interpretation</li> <li>• Demonstrates excellent written and presentation skills</li> <li>• Ability to work on own initiative and prioritise work load effectively</li> <li>• Exercises professional and personal accountability</li> <li>• Maintains confidentiality and data protection needs</li> <li>• Can demonstrate effective Communication skills</li> <li>• Able to demonstrate interpersonal skills</li> <li>• Positive attitude to change and inspires confidence</li> <li>• Effective internet and IT skills</li> </ul> | <ul style="list-style-type: none"> <li>• Has participated in undertaking midwifery research and audit</li> </ul>   |

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| <b>Special Requirements</b> | <ul style="list-style-type: none"> <li>• Punctual and organised</li> <li>• Good attendance record</li> <li>• Willing to work in all departmental areas</li> <li>• Able to work day and night duty</li> <li>• Able to fulfil on call service (community posts only)</li> <li>• Car driver (community posts only)</li> </ul> | <ul style="list-style-type: none"> <li>• Flexible with off-duty to fit the needs of the service</li> </ul> |
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| <b>Values &amp; Behaviours</b> | <p>We will expect your values and behaviours to mirror those of the Trust, available at: <a href="https://www.fhft.nhs.uk/about-us/our-values/">https://www.fhft.nhs.uk/about-us/our-values/</a></p> <div style="text-align: center;">  <p>Committed to excellence Working together Facing the future</p> </div> |
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