

Job Description

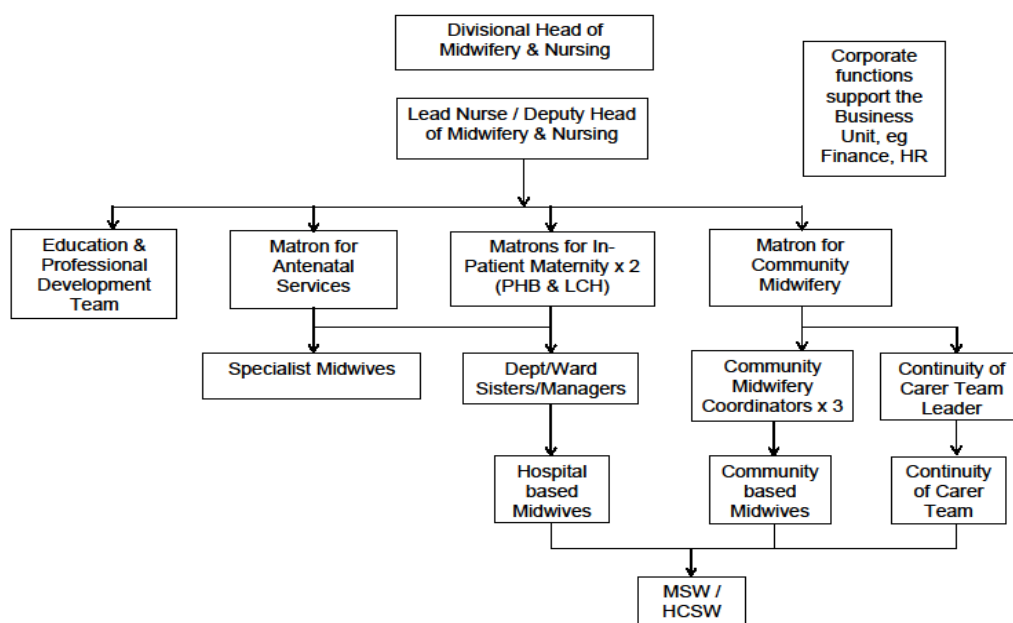
1. Job Details

Job title:	Community Midwife
Current Job grade:	Band 6
Reports to (Title):	Community Co-Ordinator
CMT:	Family Health
Department/Ward:	Community
Location/Site:	Lincoln Team

2. Job Purpose

To provide a high quality community midwifery service by assessing, planning, implementing and evaluating midwifery care.

3. Organisation Chart



4. DUTIES

1. Lead professional for an identified caseload, provides cover for colleagues caseloads, in providing and organising quality care for mothers and babies.
 2. Use a flexible, innovative and safe approach to practice appropriate to the individual needs of mother and baby. Participation in an on call/ escalation rota.
 3. Identify and act accordingly on child protection issues.
 4. Communicate effectively with women, families and colleagues within the multi-disciplinary team.
 5. Act as an advocate for women and their families in midwifery care and for junior members of the team.
 6. Adhere to all standards and rules as laid down by the NMC for Midwives.
 7. Adhere to ULH NHS Trust protocols, policies and guidelines. Participate in development of ULH NHS Trust protocols, policies, guidelines and risk management.
 8. Provide leadership and support to junior members of staff and students. Provide induction for new staff to the clinical area. Contribute to staff development review process.
 9. Lead and participate in the implementation of clinical audit and standard setting. Ensure practice is evidence based and initiate the implementation of new developments.
 10. Share research findings and innovation with colleagues. Maintain and enhance professional self-development, requiring regular updating within the hospital.
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11. Act as a mentor to colleagues and students.
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12. Assist in undertaking budgetary controls when planning and administering care.

5. Physical and Mental Skills

- Maintaining advanced midwifery skills in antenatal, intrapartum and postnatal care
- Ability to cope under pressure/dealing with distressing events and unpredictability of work
- Manual dexterity and good hand to eye co-ordination
- Ability to work cost effectively
- Ability to plan and prioritise own workload and that of others in the team
- Pro-active approach to change management
- Excellent written and verbal communication skills
- Excellent inter-personal and customer care skills
- Ability to use own initiative

- Analytical and problem solving skills in child protection issues
- IT skills

6. Responsibilities of the Post Holder

To provide a high standard of care in a safe environment for mothers, babies and their families. Ensure effective and efficient clinical/non clinical management of the community midwifery caseload and area.

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
Excellence	I will always go the extra mile and improve things for my patients and my colleagues

I am competent to carry out my role and committed to my personal and professional development

I will share good ideas and best practice and encourage my team members to do so too

7. Freedom to Act

The role requires an ability to work on own initiative and to act independently within ULH NHS Trust policies, procedures and guidelines.

8. Physical, Mental and Emotional Effort Required

- Short bouts of moderate physical effort including awkward positions during antenatal, intrapartum and postnatal care in the community setting.
- Frequent distressing emotional effort in child protection issues, breaking bad news to parents, counselling.
- Frequent requirement for concentration in unpredictable work, including prioritising workload, time management, lone working, call out, traffic navigation, leading to high levels of stress.

9. Outline of Working Conditions

- Driving for large parts of the day in variable weather conditions on nationally high road traffic accident rate roads.
- Frequent 24 hour on call commitment alongside daily workload.
- Attendance at planned home births, with emergency medical back up only.
- Lone working in an unpredictable environment in isolated, rural practice area including 24 hour call out responsibility.
- Exposure to varying standards of hygiene, animals, safety and tobacco smoke in women's homes. Regular extremes of temperature.
- Working with infrequent comfort and meal breaks.
- Frequent unpleasant working conditions dealing with body fluids.

Person Specification
Post of Community Midwife Band 6

Job Related Criteria	Essential	How Identified	Desirable	How Identified
Qualifications (Academic, Professional & Vocational)	Registered Midwife with NMC Recognised teaching qualification Diploma in Midwifery or equivalent. Demonstrate commitment to on-going professional development	Certificate/Application form Certificate/Application form Certificate/Application form Interview	Recognised management qualification Degree in Midwifery Computer literacy qualification	Certificate/Application form Certificate/Application form
Previous Experience (Nature & Level)	Able to undertake, interpret and apply appropriate research based findings. Demonstrate involvement in clinical audit.	Interview Interview	Skilled and updated in all spheres of midwifery practice	Application form/Interview
Evidence of Particular: - Knowledge - Skills - Aptitudes	Excellent written and oral communication skills Resource management skills Change management Computer literacy Awareness and Knowledge of the dignity in care agenda.	Application form/ Interview Interview Interview Application form/ Interview Interview		

	<p>Ability to evidence/demonstrate key values and behaviours in line with the Trust framework:</p> <ul style="list-style-type: none"> ➤ Patient Centred ➤ Safety ➤ Compassion ➤ Respect and ➤ Excellence 	Application form/ Interview		
Specific Requirements	<p>Ambition to succeed</p> <p>Skilled in multi-disciplinary team working</p>	<p>Interview</p> <p>Application form/Interview</p>		

Job Description Agreement

I declare that I have read the Job Description and Person Specification and confirm that this is an accurate and fair description of the role.

Signature

Date

Job Holder:

Line Manager: