

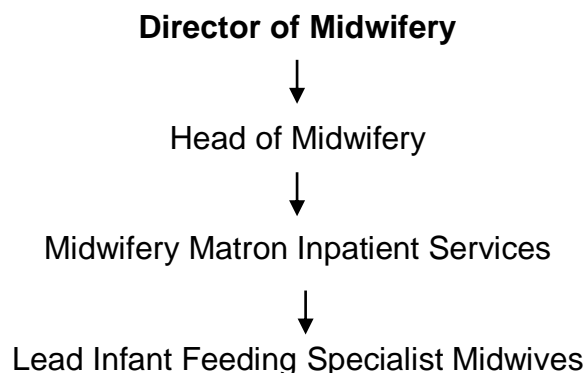
## **JOB DESCRIPTION**

<b>JOB TITLE:</b>	Infant feeding Team Midwife
<b>PAY BAND:</b>	Band 6
<b>DEPARTMENT:</b>	Maternity
<b>RESPONSIBLE TO:</b>	Infant Feeding Specialist Midwife
<b>DATE:</b>	May 2022

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, ensuite labour rooms, antenatal inpatient beds, postnatal beds, transitional care cots, Maternity Assessment Centre/Triage facilities and Antenatal Outpatient's clinics.

### **DIMENSIONS OF JOB:**

As a band 6 midwife and member of the infant feeding team, you will be promoting excellent infant feeding practices, throughout the unit to women and maternity staff, during the antenatal, intrapartum and postnatal period. Whilst supporting the specialist Infant feeding lead midwives, in the provision of advice expertise and education, to maintain the baby friendly accreditation within the hospital. The role will also involve working in the community setting, leading the infant feeding/tongue tie clinics. There will also be a 50% clinical requirement to this role, which will be divided between running the SBR clinic and working as a midwife clinically in either the hospital or community setting.



## **PURPOSE OF JOB:**

- All midwife practitioners will be Registered Midwives, accountable for their own midwifery practice and will be able to fulfil 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 will be at least 2 years qualified, 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.
- To support implantation and evaluation of a programme of care aimed specifically at childbearing women for infant feeding.
- To be actively involved in women and midwifery education.
- Support breast feeding clinic and tongue tie service.
- Keep up to date with Infant feeding developments by attending conferences, course and work towards completing the baby friendly training.
- Provide education for other Midwives in all aspects of infant feeding during pregnancy.
- Be Responsible for monitoring and evaluating the infant statistics throughout the Trust.
- Work closely with Maternity Department.

## **KEY TASKS & RESPONSIBILITIES:**

- Offer professional advice and support to women attending the infant feeding clinic.
- Work closely with other member of the multi-disciplinary team to provide a comprehensive clinical service.
- Work as part of a team continuing initiatives towards achieving an infant-friendly status, striving to raise the breast-feeding rate in line with Government targets.
- Provide and deliver education training for the hospital and community staff.
- Provide antenatal breastfeeding workshop for expectant mothers to encourage mothers, prior to the birth of their infant, to consider and make an informed choice on the feeding method they will use.
- Actively support women with breast-feeding in the community and postnatal ward
- Work clinically both as a rotational midwife and facilitating the SBR outpatient clinic.
- Provide assistance with monitoring the success of further development in the service.
- Act as a resource for staff in both a hospital and community setting.
- Maintain own clinical competency in respect of breast-feeding and wider midwifery practice, utilising opportunities for professional development.
- To monitor and assess all learners during their clinical experience and participate in the appraisal of their performance.
- Be aware of current research/approaches to client care and demonstrate this in practice & encouraging innovation in midwifery practice.
- May take charge of a shift in the ward area for the shift duration.

### ***General responsibilities***

- Work as an independent practitioner within the multi- disciplinary team to promote the highest possible standards of care.
- Provide an advisory service to GPS and Health visitors.
- Ensure that policies and guidelines are upheld in order to promote and maintain a quality service.

### ***Clinical knowledge and practical clinical skills***

- Responsible of the assessment of care needs, planning implementation and evaluation of programmes of care during the postpartum period.
- Support the setting, implementing and monitoring of clinical standards.
- Work as active member of the midwifery services in collaboration with other health care professionals and other agencies.
- Have human relation skills which enable them to understand influence and communicate with colleague's women and their families.
- Support colleagues with high level of stress recognising when counselling is required. Facilitate peer support.
- Write discuss and analyse facts about events and produce non-standard reports when required
- To record information accurately and complete documentation in compliance with the NMC midwives rules and other NMC standards.
- To enter information accurately onto the maternity information system.

### ***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 Midwives Rules and other NMC standards.
- To be aware of the Children's 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 RL systems in line with the maternity services risk management strategy.

### ***Educational responsibilities***

- Implement teaching programmes for staff to help improve standards of infant feeding.
- Educate and support women and their families as required and appropriate.
- Assist in the education of students, midwives, support workers and medical staff as required.
- Continue own professional development and update as necessary.
- Organise and participate in open days, seminars and study days as appropriate.
- Undertake research and participate in local and national surveys which audit the service.
- To provide mentorship/ preceptorship to others as requested.
- 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.

### ***Communication & Compassion***

- 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.

### ***Equality and Diversity***

- To comply with and maintain awareness of the Trust's Equality and Diversity Policy
- To undertake an equality update every three years

### ***Health & Safety***

- To take reasonable care of your health and safety and that of others who may be affected by your work activities.
- To work in accordance with the Trust's health and safety policy and other relevant policies and guidance.
- To attend all relevant mandatory health and safety training and annual update training, (including that for manual handling and fire).
- To follow high standards of infection control practice relevant to your work which includes hand cleansing and aseptic techniques for clinical staff and attend mandatory training and annual update training as necessary.

### ***Safeguarding Vulnerable Groups***

- Employees who come into contact with vulnerable adults or children and their parents during the course of their normal duties need to be aware of their responsibility to safeguard and promote the welfare of children, young people and vulnerable adults.

### ***Data Protection Act 1998 & Confidentiality, Freedom of Information Act 2000***

- You are required to comply with and maintain your awareness of the Trust's Policies and procedures relating to the Data Protection Act and Confidentiality and Freedom of Information Act 2000.

### ***Special Conditions***

The Post holder will be required to work shifts including night duty as part of their clinical hours.

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:** Infant Feeding Midwife

**PAY BAND:** Band 6

**DEPARTMENT:** Maternity

CRITERIA	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Midwife</li> <li>ENB 997/8 or equivalent</li> <li>Degree in midwifery or relevant subject</li> <li>Evidence of continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Completed UNICEF course in breastfeeding</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Able to demonstrate awareness of research related to midwifery practice</li> <li>Evidence of successful collaboration with multi-disciplinary teams</li> <li>Demonstrate application of the child protection processes</li> <li>Excellent communication skills</li> <li>Able to demonstrate excellent interpersonal skills</li> <li>Political awareness and diplomacy</li> <li>Positive attitude to change and inspires confidence</li> </ul>	<ul style="list-style-type: none"> <li>Able to demonstrate achievement in service improvement</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>Demonstrates clinical skills commensurate with a midwife who has migrated from band 5 to 6: <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> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Has participated in undertaking midwifery audit</li> <li>Understanding of the BFI standards</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates excellent written and presentation skills</li> <li>• Ability to work on own initiative and prioritise work load effectively</li> <li>• Confident in teaching and assessing students/Midwives/untrained staff</li> <li>• Exercises professional and personal accountability</li> <li>• Maintains confidentiality and data protection needs</li> <li>• Effective internet and IT skills</li> </ul>	
<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 to meet service to meet service requirements</li> <li>• Able to work day an night duty</li> <li>• Car driver</li> </ul>	<ul style="list-style-type: none"> <li>• Flexible with off duty to fit the needs of the service</li> </ul>
<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> <div>Committed to excellence</div> <div>Working together</div> <div>Facing the future</div> </div>	