





Job Description

1. JOB DETAILS	
Job title:	Midwife Integrated – Community / Hospital
Accountable to:	
Managerially	Lead Midwife Hospital / Community
Professionally	Clinical Midwife Manager, Hospital / Community
Location:	North Cumbria Integrated Care NHS Trust
2. JOB SUMMARY	
<p>All staff are expected to work to the Trust Values:</p> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">  </div> <div> <p>Kindness – Kindness and compassion cost nothing, yet accomplish a great deal.</p> </div> </div> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">  </div> <div> <p>Respect - We are respectful to everyone and are open, honest and fair – respect behaviours.</p> </div> </div> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">  </div> <div> <p>Ambition – We set goals to achieve the best for our patients, teams, organisations and our partners.</p> </div> </div> <div style="display: flex; align-items: flex-start;"> <div style="margin-right: 10px;">  </div> <div> <p>Collaboration – We are stronger and better working together with and for our patients.</p> </div> </div> <p>Provide specialist expertise to clients in the antenatal, intrapartum and postnatal period, delivering high quality, evidence based care to women and acting as advocate for women and protector of the child within the hospital / community setting. Responsible and accountable for the development of the maternity service to ensure high standards of clinical care are maintained. Maintain professional development, liaise with other professionals in the multidisciplinary team, and support the other midwives in developing the maternity services.</p>	
3. ROLE OF DEPARTMENT	
<p>Achievement of high quality, evidence based care in the antenatal, intrapartum and postnatal periods. Department philosophy is that for the majority of women the transition to parenthood is an entirely normal event and this assumption underpins maternity care. Each woman has physical, social and emotional needs, unique to the individual. The aim is to meet these needs to ensure experience is both safe and satisfying.</p>	
4. ORGANISATIONAL CHART	

Head of Midwifery

Clinical Midwife Manager Named Midwife Child Protection

Lead Midwife Hospital/Community

Integrated Midwife Community/Hospital

5. KEY WORKING RELATIONSHIPS

Women and families.
Head of midwifery.
Supervisors / specialist midwives.
Maternity support workers.
Consultant staff.
Designated child protection team (acute / community).
Paediatricians.
Head of nursing, paediatrics.
Children's services.
SCBU staff.
University of Cumbria and midwifery tutors.
Clerical & admin staff.
Maternity services liaison committee.
Local supervising authority.
Nursing & Midwifery Council.
Head of governance / governance facilitator.
Human resources business partner.
Finance business partner.
Divisional general manager.
Assistant medical director.
Directorate / divisional team.
Occupational health department.
Estates department.
Trade union reps.
Education and training department.
Bereavement councillor.
Drug & alcohol services.
Ambulance services / police service.
Primary care teams, including health visitors, GPs.
External agencies / charitable organisations.
Infection control.
Pathology department.
Theatre team.
Ultrasound department.
Psychiatric services.

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical

- Develop programmes of care for women throughout pregnancy, labour and postnatal period. Work autonomously, without referral to medical staff, to support and promote normality, detect abnormality and act accordingly, supporting women's choice.
Provide high dependency care when required.

- Provide a flexible community based maternity service that identifies areas of special needs, social deprivation, drug and alcohol dependency, domestic violence within the public sector, including contraceptive advice and support following termination of pregnancies, miscarriages, intra-uterine deaths and stillbirths.
- Administer medication on initiative in line with midwives rules and standards (NMC 2004). Prepare pharmaceutical solutions for intravenous infusion.
- Assist medical staff with procedures as necessary to meet the needs of women.
- Arrange antenatal screening in line with NICE guidelines, e.g. ultrasound scans, MSSTs, and amniocentesis.
- Arrange for appropriate investigations to be undertaken, interpret results and act on these accordingly.
- Give specialist advice relating to pregnancy, labour and early postnatal period.
- Act in accordance with the NMC code of professional conduct and midwives rules and standards.
- Identify and deal with child protection issues as they arise.
- Provide a homebirth service, with necessary risk assessments, with indirect support from midwifery managers and supervisors of midwives (LSA).
- Contribute to community on-call rota depending on service needs, homebirths.
- Offer and undertake appropriate counselling as a result of screening activities when foetal abnormalities are identified.
- Deal with clinical / obstetric emergencies, taking appropriate action.
- Demonstrate practice based on current advances in midwifery practice and research.
- Responsible for safe use and maintenance of equipment.
- Carry maternity equipment, BP machine, sonicaid, equipment for homebirths.
- Comply with infection prevention and control procedures at all times.
- Comply with responsibility to safeguard children and vulnerable adults, ensuring attendance at appropriate training.
- Take personal responsibility for putting the person receiving care first, and to challenge poor care/practise, doing so as soon as any shortcomings are seen.

Administration

- Ensure accurate medical histories are maintained and individual maternity care packages are developed.
- Maintain patient records, ensuring accurate data input into all computerised systems.
- Ensure that Trust policies and guidelines are followed.
- Ensure security within the unit.
- Participate in the Trust nursing and midwifery policy agenda and the nursing and midwifery strategy.
- Liaise with members of the multidisciplinary team as required.
- Represent midwives on assigned groups and committees, including liaison with lay members.
- Support the lead midwife in the delivery of corporate objectives.
- Suggest and comment on developments / policies within the maternity unit.
- Prepare reports / statements e.g. child protection; following untoward incidents.

Education

- Maintain professional and clinical knowledge and development including perineal suturing, IV cannulation, homebirths and mandatory and statutory updating. Maintain a portfolio of development.
- Undertake parent education sessions in line with national developments and needs of women, including active birth, aqua natal and Pilates.
- Support less experienced staff in their clinical practice and professional development

including mentoring of student midwives. Promote open access to staff as a supportive resource for confidential anxieties, either personal or professional, that may need to be addressed immediately or referred to another discipline.

- Participate in the induction programme, training and development of medical staff, students and trainee GPs.
- Cascade training to less experienced staff on specialist skills and equipment.
- Update GPs on Trust guidelines and appropriate maternity service related strategies.
- Act as mentor or preceptor to less experienced staff as required.
- Undertake continuing professional development, including mandatory and statutory updating, maintaining a portfolio.
- Participate in research, audit, clinical trials and surveys as required.

7. WORK SETTING AND REVIEW

Work independently to objectives as set by the Lead Midwife, who will review performance and undertake appraisal.

8. INDIVIDUAL RESPONSIBILITIES

The post holder is expected to

- adhere to Trust policies and procedures and relevant legislation including the requirements of the any professional bodies
- attend mandatory training as identified by the Trust
- adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

9. CONFIDENTIALITY

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.

10. HEALTH AND SAFETY

Employees must be aware of the responsibilities placed upon them under the Health & Safety at work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

11. RISK MANAGEMENT

All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

12. EQUALITY AND DIVERSITY

All employees of the Trust have responsibility to:

- Act in ways that support equality and value diversity.
- Treat everyone with whom they come into contact with dignity and respect.
- Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.

13. SAFEGUARDING

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the trusts Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.

Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.

14. INFORMATION GOVERNANCE

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

15. GREEN STATEMENT

Across the North East and North Cumbria we are working together to deliver our ambition to be the greenest region in England by 2030. There is an expectation for all staff to support this by familiarising yourself with the Trust's sustainability initiatives such as waste and recycling, going paperless, videoconferencing, sustainable transport and others.

We encourage you to think about what you can do as an individual and within your team to contribute in to embedding carbon reduction into the everyday running of our organisation.

PERSON SPECIFICATION
North Cumbria Integrated Care NHS Foundation Trust

POST TITLE: **Integrated Midwife Community / Hospital**

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered midwife. Further relevant development to postgraduate certificate or equivalent. 	<ul style="list-style-type: none"> Teaching certificate or equivalent. Neonatal examination of the new-born certificate or equivalent. Relevant postgraduate diploma or equivalent. Essential IT skills (EITS) or equivalent
Experience	<ul style="list-style-type: none"> Clinical practice in all aspects of midwifery care. 	<ul style="list-style-type: none"> Water birth.
Knowledge	<ul style="list-style-type: none"> Continuing professional development with portfolio. NMC rules and code of practice. Current local and national developments in maternity care. 	<ul style="list-style-type: none"> Equality legislation and best practice.
Skills and Aptitudes	<ul style="list-style-type: none"> Ability to make informed decisions. Effective communication and interpersonal skills. Ability to prioritise workload to meet deadlines. Able to manage emergency and life-threatening situations. Able to support women and their families in events e.g. stillbirths, undiagnosed genetic or birth deformities, child protection. Ability to demonstrate the compassionate values and behaviours needed for dignified care. 	<ul style="list-style-type: none"> Leadership skills. IT skills. IV cannulation. Perineal suturing. Ability to change practice, using evidence-based research.
Personal Circumstances	<ul style="list-style-type: none"> Able to travel independently between sites as required. 	<ul style="list-style-type: none"> Driving licence
Other requirements	<ul style="list-style-type: none"> Able to participate in on-call rota for home births. 	

Experience can be considered as comparable to qualifications quoted but should be clearly detailed on the application in order to demonstrate equivalence.