

Job description

POST

Midwife

SALARY

£35,392 - £42,618 per annum
(pro rata where applicable)

CARE GROUP

Women's Health Care Group

BASE

Queen Elizabeth the Queen Mother Hospital, Margate & William Harvey Hospital, Ashford

CONTACT

Peyma Hajilou – Matron
phajilou@nhs.net

Welcome to East Kent Hospitals

As a team we are working hard to ensure we put women and families at the heart of everything we do. We are on an exciting improvement journey and can offer you a rewarding, flexible and supportive role providing a full range of midwifery care.

To work as part of a team to provide a full range of midwifery care in a variety of settings e.g. home, birthing centre and acute sites. Take an interest in or a lead role within the directorate and promote an innovative working environment.

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Job title

Role specific duties

Professional

- Provide professional leadership, advice and guidance to junior midwives and healthcare assistants and foster collaborative partnerships with other disciplines.
- Communicate effectively with patients and their relatives, ensuring accurate and seamless information is conveyed and documented
- Assist in the maintenance and monitoring of agreed standards, ensuring that any shortfall is brought to the attention of the line manager.
- Ensure that all quality initiatives within the midwifery environment are adhered to and that the highest standards of care are maintained at all times.
- Assist in the development of clinical protocols ensuring that these are reviewed in accordance with the needs of the service in conjunction with the Ward/Unit manager
- Ensure that accurate and legible patient records are kept in line with professional and legal requirements.
- Promote and maintain effective working relationships and communications with consultants, medical staff, midwifery colleagues and other multi-agency professionals.
- Adhere to the NMC “The Midwives Rules and Standards” and “Code of Professional Conduct.
- To develop and maintain good working relationships with colleagues and attend meetings whilst promoting a positive team spirit.

Clinical

- To utilise the full skills of a midwife as laid down in the World Health’s Organisations definition of a midwife to ensure individualised care for women and families.
- To be responsible for the management of individualised care to a defined group of mothers and babies by using the assessing, planning and implementing and evaluating process within the multi-disciplinary framework.
- Patterns of shift work will be required to enable a twenty-four-hour service, also includes on-calls.
- To make efficient and effective use of resources with regular review of personal and service objectives ensuring personal annual appraisal and supervisor of midwives’ review are performed.
- Act as the identified midwife for a group of patients by assessing, planning, implementing and evaluating their care.
- Supervise more junior members of staff in giving and maintaining high standards of care.
- Act as the patients’ advocate.
- Liaise with all members of the multidisciplinary team
- Participate in taking an active role in planning effective, timely, and safe discharges.
- Be clinically competent in all areas of advanced practice relevant to the post.
- Work to eliminate all avoidable infection by acting as a role model in infection prevention and control prevention to all staff, visitors and patients.



- Work in accordance with the Health Act (2006) and comply with national and local infection control policies and procedures and any other related infection prevention policies or procedures.
- Take responsibility for ensuring cleaning standards are maintained throughout the shift.
- To maintain a safe working environments in accordance with risk management and statutory guidelines reporting and acting on all accidents and incidents whilst maintaining accurate records.

Research and Training

- Seek opportunities to create changes, which will enhance standards of care and practice.
- Help to facilitate the development of reflective practice.
- Participate in research projects within the unit
- Participate in the development and delivery of appropriate training materials / programmes to promote professional development.
- Provide training and support to new and junior staff in accordance with Trust policies and procedures.
- To facilitate a conducive environment for all learners enabling staff to reach their full potential to enable career progression.
- To maintain clinical competence and responsibility for professional development in all areas of midwifery to ensure continuing professional development meeting the standards set by the knowledge and skills framework in Band 5 and enable progression to Band 6.

Patient Safety, Quality Improvement and Patient Experience

- To develop with colleagues new practice initiatives that are evidenced based ensuring a first-class quality service.
- Contribute to monitoring of quality improvement metrics to measure quality of care.
- Identify clinical and non-clinical risk to minimise risk of harm to patients, staff and visitors.
- Assist in the investigation and resolution of complaints in relation to patient care, reporting to the ward/unit manager
- Monitor all aspects of clinical governance locally including clinical incident reporting.
- Regularly assess and act on the views of patients, relatives and staff about the standards of care experienced by recipients of the service.
- Involve patients in their care and ensure their understanding of treatment plan and care options before gaining informed consent for care delivery and interventions.
- Ensure that Privacy and Dignity of patients is maintained at all times.

Personal Development

- To keep abreast of current professional issues and maintain the knowledge and skills necessary to perform your role effectively.
- Develop and maintain a professional portfolio
- Ensure compliance with professional expectations as outlined in NMC Code of Professional Conduct.
- To participate in an annual appraisal with relevant reviews and to follow your personal development plan as agreed with your line manager.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Peyma Hajilou via phajilou@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<p>Midwife on practising register.</p> <p>ENB 997/Preparation for mentorship course or equivalent.</p> <p>Be prepared to undertake further academic study.</p>		Application Form Interview
Clinical skills and experience	<p>Demonstration of experiences in relation to the knowledge and skills framework expected for Band 6.</p> <p>Ability to work towards and demonstrate completion of:</p> <ul style="list-style-type: none"> • Induction pack • Preceptorship pack • Practice portfolio <p>Work independently and supervise Junior staff.</p> <p>Working towards Band 7 skills framework</p>		Application Form Interview
Governance	<p>Midwives rules and code of practice.</p> <p>Awareness of role of Professional Midwifery Advocate</p> <p>Knowledge of local and national maternity transformation programme</p>		Application Form Interview
Personal/professional attributes	<p>Communication and inter personal skills (verbal and written)</p> <p>Self-motivation</p> <p>Organisational prioritising skills</p> <p>The ability to converse at ease with women and provide advice in accurate spoken English is essential for the post</p>	<p>IT Skills</p> <p>Appropriate Time Management</p> <p>Woman centred care</p> <p>Car driver</p>	Application Form Interview
Other requirements	<p>Upholds and models the Trust values</p>		Application Form Interview



The small print

Band	Band 6
Salary Scale	<p>£35,392 - £42,618 per annum (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory and role specific training.</p>
Hours of work	Full-time & part-time hours available
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>



Dimensions

Financial and Physical	Manages	To have an awareness of budgetary requirements within the Trust
	Impacts	None
Workforce	Manages (Bands and WTE)	Will support colleagues in all bands up to Band 6. Will support the Band 7 midwives and act up to manage a clinical area in their absence.
	Located	QEQM Hospital
	Impacts	None
Other		Flexible approach to working patterns.

Communications and working relationships

Internal	<p>Managers within the Woman's Health Directorate Supervisors of Midwives</p> <p>Department Managers</p> <p>Anaesthetic / paediatric and obstetric medical staff Midwives</p> <p>Special care baby unit / neonatal Intensive Care Unit staff Lead midwife in child protection</p> <p>Ancillary staff Other Trust Staff</p> <p>Patients</p> <p>Relatives</p> <p>Ward Clerk</p> <p>Sonographers</p> <p>Pathology</p> <p>Domestic staff</p> <p>Porters</p>
External to NHS	<p>Health Visitors and child protection advisors</p> <p>Local supervisory authority</p> <p>General Practitioners</p> <p>Nursing and Midwifery Council</p> <p>Community Providers</p> <p>Visiting Clergy</p> <p>Ambulance personnel</p> <p>Coroners officers</p>
Other	<p>Social Services</p> <p>Midwives teachers</p> <p>Students of midwifery, nursing and medicine universities</p> <p>Canterbury Christchurch</p> <p>University Link Lecturers</p> <p>Primary Care Groups</p> <p>Royal College of Midwifery</p>

Environment

Category	Description/Definition	Frequency
Working Conditions	Unpredictable exposure to adverse environmental conditions, i.e. occasional aggression by patients or their partners, also unpleasant working conditions when visiting patients at home. Frequent contact with body fluids when providing care.	Frequent
Physical Effort	This post involves several periods of moderate physical effort including walking or standing for most of the shift, pushing or pulling trolleys or commodes, kneeling and crouching to support women's choice of delivery position, and manoeuvring women.	Frequent
Mental Effort	Frequent concentration is required	Frequent
Emotional Effort	Dealing with distressed relatives, caring for women and their family who have suffered a bereavement, caring for women who are extremely unwell, caring for women at a particularly emotionally vulnerable period in their life	Frequent

Most challenging part of the job

To be an active team member providing the full range of midwifery care at the same time as developing your skills in order to become an advanced midwifery practitioner. To enhance your midwifery role by developing excellent leadership and managerial skills to ensure a dynamic and innovative approach to team building / performance.

You will be required to change your unit on a temporary basis to maintain service provision and develop your practice. You will be required to rotate within the community, day-care, Midwife led units and high-risk units to ensure a varied and comprehensive exposure to all areas of midwifery and development. You will be required to develop your competencies set out in the practice portfolio relating to the knowledge and skills framework for Band 6. To develop competencies in line with working towards development of band 7.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.

