

Job title:	Senior Midwife – Private Maternity Unit
Division:	Women's Health
Board/corporate function:	Specialist Hospital Board
Salary band:	Band 7
Responsible to:	Lead Midwife Private Maternity Unit
Accountable to:	Lead Midwife Private Maternity Unit, Inpatient matron and head of Midwifery
Hours per week:	Full-time
Location:	Elizabeth Garrett Anderson

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world-class support services including critical care, imaging, nuclear medicine and pathology.

The Specialist Hospitals Board is led by Dr Gill Gaskin and made up of six divisions: the Eastman Dental Hospital, The Heart Hospital, Paediatric and Adolescent Services, Queen Square (NHNN and the Royal London Hospital for Integrated Medicine), The Royal National Throat, Nose and Ear Hospital and Women's Health Division.

Job Purpose

The post holder will provide clinical midwifery care to the highest standard within the Fitzrovia suite, ensuring that midwifery resources are managed effectively at all times. They will ensure that patient experience within the private maternity unit is of the highest possible standard at all times, with particular emphasis on quality and compassion. They will work closely with the Lead Midwife for the Fitzrovia Suite to ensure a professional and safe private patient service is maintained.

As well as working in The Fitzrovia Suite, the postholder will be working closely with the wider senior band 7 inpatient team ensuring safe care is delivered across the EGA inpatient areas and to develop transferable skills.

The wider maternity unit comprises:

- The Fitzrovia Private Maternity Unit- A dedicated 7 bedded private maternity suite with 2 delivery and 5 postnatal rooms
- Delivery Suite with 13 rooms, 12 of which are delivery rooms one birthing pool, incorporating more complex induction of labour cases and two obstetric theatres, 4 Assisted Care Beds
- Birthing Centre with 6 rooms including 2 birthing pools.
- Antenatal Care Unit with 10 beds for lower-risk induction of labour and antenatal inpatients
- Foetal Medicine Unit (tertiary referral unit)
- Maternal Foetal Assessment Unit with 7 rooms for triage and walk-in unit
- Maternity Care – 40 beds which include 12 transitional care cots
- Community midwifery – community midwives work in geographical teams, providing an integrated service for women and their families who live locally.
- Antenatal clinic – women from outside the area receive antenatal care and parent education at the antenatal clinic. All other women have antenatal care and parent education sessions in the community setting.
- Neonatal unit – tertiary referral level three neonatal unit with 32 cots.

Key Working Relationships

1. To work according to the NMC Code of Professional Conduct and relevant professional guidelines as a named midwife with facilitation for a defined group of women and their babies with minimal supervision in the maternity care setting.
 - The assessment of care and health education needs of women and their babies
 - The development, implementation and evaluation of programmes of care for each woman.
 - To maintain accountability for assessing, planning, implementing and evaluating programmes of care within the framework of team/primary midwifery incorporating the Named Midwife initiative.
2. To develop leadership skills and experience in the management of the ward/ department.
3. To promote and participate in the implementation of the UCLH Nursing & Midwifery strategy:
 - Reviewing midwifery practice and implementing appropriate changes based on research/best practice.
 - Developing and implementing Audit, Quality and Risk Management initiatives.

4. To participate in supervision programmes as appropriate and to teach and act as a facilitator/mentor/preceptor to midwifery or non-midwifery staff.
5. To promote and maintain effective communication.
6. Create a supportive blame-free environment for staff and women.

Main Duties and Responsibilities

Women Care Responsibilities

1. To promote a woman-focused approach to care in collaboration with all relevant health professionals and to coordinate the babies' discharge arrangements in accordance with UCLH discharge policy.
2. To educate parents as required where a need has been identified.
3. To provide information that enables parents to choose a healthier lifestyle for their babies and themselves.
4. To ensure that all-clinical documentation is completed correctly by members of the midwifery/nursing team.
5. To maintain a safe ward environment, to work with other members of the team, to produce health care environments that are conducive to safe therapeutic and ethical practice
6. To assist in the establishment and monitoring of protocols/care pathways.
7. To promote and maintain effective communication within the unit.
8. To maintain woman confidentiality.
9. To supervise junior staff in the delivery of care.
10. To promote a mother and baby focused multi-disciplinary approach to care in collaboration with health professionals and other agencies, help mothers gain access to health and social care, information and support relevant to their needs.
11. To teach families the practical baby care skills they need providing support and encourage them as they face increasing responsibility for their babies physical and emotional needs.
12. To be an advocate for breast feeding by encouraging and assisting mothers to breast feed.
13. To keep infant feeding knowledge base updated in line with current evidence-based practice guidelines on premature and term infants.

Professional and People Development and Education Responsibilities

1. To develop general management skills and to take part in unit cover as required in the absence of more senior staff.
2. To assist in promoting and maintaining an effective learning environment for staff, acting as a facilitator in the supervision and teaching of staff.
3. Undertake orientation of new staff, teaching and information sessions regarding role and associated activities.
4. To be responsible for developing and sustaining own knowledge, clinical skills and professional awareness in accordance with PREP requirements and to maintain a professional profile.
5. To participate in the appraisal of staff at least annually, addressing development needs and monitoring performance.
6. To assist in establishing programmes of supervision as appropriate.
7. To work within a multidisciplinary team, with senior midwives, the Practice Development Department etc in developing and implementing midwifery practice.

8. To participate in the training and development of Maternity Support Workers, nursery nurses and junior staff including pre and post-registration midwifery and nursing students and complete assessors training as required.

Research and development Responsibilities

1. To promote midwifery and neonatal clinical practice in line with relevant research.
2. To participate in reviewing and implementing evidence-based practice.
3. To contribute to research and development programmes within the unit.

Audit, Quality and Risk Management Responsibilities

1. To lead/assist in the setting and monitoring of measurable standards of care and be accountable for maintaining standards.
2. To ensure staff are familiar with national, professional and local quality issues relevant to the delivery of midwifery and neonatal services.
3. To uphold quality initiatives that improves 'customer care' and enhances the interface between staff, women and visitors.
4. To lead/assist in the audit process for monitoring and reviewing midwifery quality.
5. To identify potential risks for all personnel, women and visitors, taking appropriate action/advice.
6. To promote the role of the midwife in handling complaints in accordance with UCLH policy.
7. To be fully conversant with Child Protection issues and to report concerns to the appropriate healthcare professionals

Resource Management Responsibilities

1. To demonstrate effective budgeting practice, exercising care and economy.
2. To develop partnerships with finance, department and directorate management teams in order to:
 - Gain an understanding of resource management processes
 - Have representation in service development issues.
3. To contribute to the directorate management process.
4. To manage staffing resources effectively and efficiently.
5. To be involved in the recruitment and selection process after undergoing appropriate training

Other

The job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

You will be expected to actively participate in annual appraisals and set objectives in conjunction with your manager. Performance will be monitored against set objectives.

Quality

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

Our Vision and Values

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through values to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

We deliver our vision through **values** to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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We achieve through **teamwork**

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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Person Specification

Essential defines the minimum criteria needed to carry out the job and the job cannot be done without these.

Desirable refers to criteria which are not essential and which successful applicants would be expected to acquire during their time in post. The desirable requirements are not taken in to consideration in a job evaluation panel.

Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
Knowledge and Qualifications						
Registered midwife	E		x			
Educated to Degree Level or working towards Masters	E		X			
Neonatal course of relevant experience	E		X			
Leadership or Management Qualification		D	X			
PMA trained		D	X			
Experience						
At least 3 years post qualification Midwifery Experience	E	D	X			
Operational Management experience in acute hospital setting			X			
Substantial experience of teaching and mentoring more junior staff	E		X	X		
Experience of undertaking research		D	X	X		
SSSA		D	X			
Proficient in supporting women requesting hydrotherapy		D				
Previous experience of working in a private healthcare setting		D				

NHS Foundation						
Communication Excellent written and verbal communication skills	E	Desirable	X	X		
Formal verbal and written presentation skills	E			X		
Able to work effectively within multi-disciplinary teams	E		X	X		
Requirements	Essential		Assessment Criteria			
			A	I	R	T/P
Able to meaningfully engage stakeholders	E		X	X		
Excellent negotiation skills	E		X	X		
Able to communicate sensitively and appropriately	E		X	X		
Able to challenge clinical decisions in the best interest of patients	E		X	X		
Demonstrating awareness of maternity related clinical governance	E		X	X		
Personal and People Development						
Able to manage a large staffing group and deal with complex staffing issues	E		X	X		
Demonstrable organisational and planning skills	E		X	X		
Able to make decisions under pressure	E		X	X		
Up to date knowledge of professional nursing and midwifery issues	E		X	X		

Able to manage time effectively						
Able to prioritise complex demands as required	E		X	X		
Highly professional role model	E			X		
Able to manage a range of staff groups	E		X	X		
Able to act as a visible clinical leader	E		X	X		
Able to network professionally within the organisation as well as externally	E		X	X		
Specific Requirements						
37.5hrs per week	E					
Will be required to attend recruitment fairs around UK/abroad	E					

A= Application I= Interview R= References T/P = Test/Presentation