

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Midwife
Band: 6
Directorate: Obstetrics and Gynaecology
Location: Various sites across the maternity service

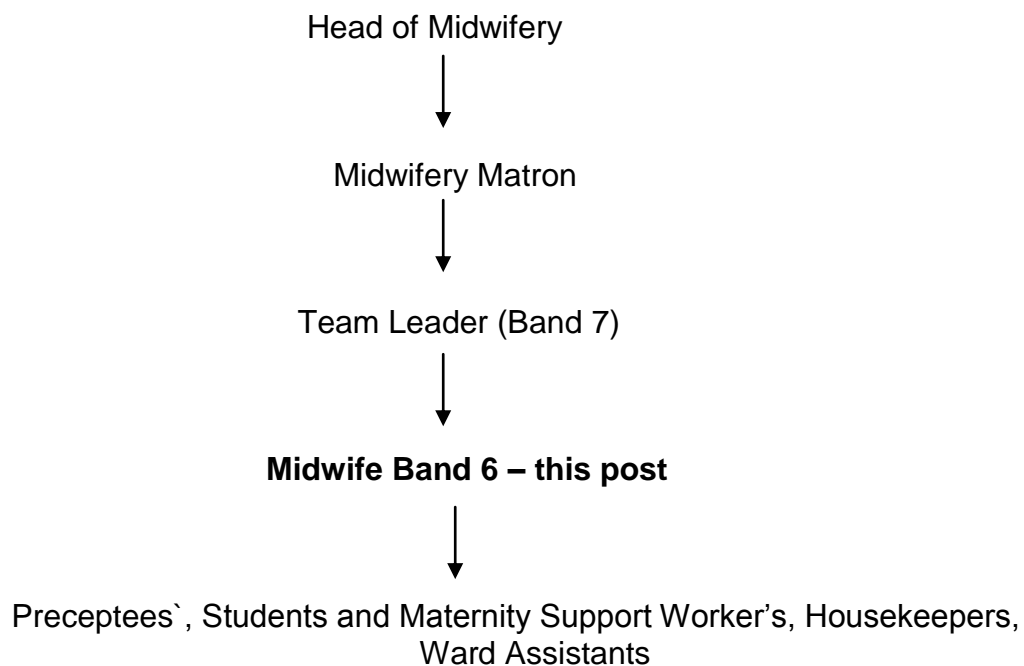
2. JOB PURPOSE

- The post-holder will work as part of the Midwifery Team, providing a high standard of individualised care in the antenatal, intrapartum and postnatal period in the hospital setting.
- To undertake delegated responsibility for the department in the absence of the Ward Manager.

3. DIMENSIONS

No scheme of delegation for this post.

4. ORGANISATION CHART



5. KNOWLEDGE, SKILLS AND EXPERIENCE REQUIRED

Clinical

- To be able to work in all areas of midwifery practice according to service needs.
- Develop and maintain the clinical skills and knowledge necessary to provide clinically effective, holistic, evidence based midwifery care, as reflected within the Scope of Professional Practice and to be competent in the following.
 - Perineal repair.
 - Neonatal and adult resuscitation.
 - Midwifery led care.
 - Epidural top ups for women in labour.
 - IV cannulation (desirable).
 - Interpreting Cardiotocographic recordings.
 - Supporting breast feeding in line with Trust guideline.
- To ensure the provision of excellent, evidence based care for the women and their families.
- To act as an advocate for the woman ensuring the provision of appropriate information and support services.
- Communicate effectively, promoting open and trusting relationships.
- To be aware of the uses, safety precautions and handling of equipment in the department.
- Assist in the development and review of policies and standards for the safe use of equipment and any new equipment introduced to the department.

Managerial

- To organise, prioritise and manage own time in relation to the needs of the woman and ward team.
- Support the provision of effective communication between all members of the multi-disciplinary team, other hospital departments, relatives and visitors.
- Assist in ensuring the safety of the department, and the risk management process by actively participating in clinical audit, clinical risk and quality issues, including the managing and reporting of incidents.
- To contribute to the setting and monitoring of standards and quality of care.
- To contribute on an agreed area of department management e.g. infection control, teaching, research, manual handling etc.
- Act as a mentor / preceptor, and facilitating their development through challenge and support.
- Participate in the process of recruitment and retention of staff.
- Promote and support the improving working lives philosophy, and initiatives
- To contribute to the appraisal process, and if required disciplinary activities.
- Deputise for the Ward manager as requested and regularly take responsibility for the organisation of the ward setting, according to relevant experience.

- Participate in events or publications that promote the Trust and midwifery.

Educational

- To actively assist in the education and practical training of learners at every opportunity, through formal and informal teaching.
- To provide a supportive and challenging environment for students in training.
- Participate in the audit of the clinical learning environment.
- Supervise and orientate learners, temporary staff and staff new to the area.
- To act as a mentor for junior midwives.
- To be a resource for students and junior colleagues, facilitating the development of junior staff.
- Teach women, as necessary, the clinical skills required for them and their babies care.
- To initiate and participate in relevant audit and research studies relating to midwifery presenting findings through presentations and writing for publication.
- Maintain own professional development and mandatory training.

Professional

- Demonstrate a professional approach to work, and act in accordance with the NMC Code of Professional Conduct, Midwives' Rules and Midwives' Code of Practice at all times.
- To have knowledge of and adhere to ward and Trust policy and professional standards.
- To maintain confidentiality, privacy & dignity surrounding the women's care at all times.
- Ensure documentation is complete and up to date, in line with NMC and Trust guidelines.
- To meet PREP requirements, identifying own learning needs and ensure own professional development is maintained by keeping up to date with practice developments.
- Participate in staff appraisal, staff development and in service training activities.

6. COMMUNICATIONS AND WORKING RELATIONSHIPS

- Head of Midwifery.
- Midwifery Matron.
- Divisional Manager.
- Director of Operations.
- Maternity Colleagues.
- Team Leaders.
- Women.
- GP's and relevant Consultants.
- Members of the Primary Healthcare Team.
- Child Protection Team.

- Family Planning Services.
- Voluntary Agencies involved with mother and babies.
- District General Hospital.
- Social Services.
- University of Plymouth.

7. OTHER

- The post-holder must comply with all RCHT Policies and Procedures.
- The post-holder must work within infection control guidelines to ensure that work methods do not constitute a risk of infection either to the health care professional, to the client or to any persons working/visiting in RCHT premises.
- This job description is subject to the Terms and Conditions of service of Royal Cornwall Hospitals NHS Trust, and the post-holder will undertake any other duties which may be required from time to time.

THIS JOB DESCRIPTION IS SUBJECT TO REVIEW IN CONSULTATION WITH THE POST-HOLDER

8. JOB DESCRIPTION AGREEMENT

Job holder's Signature:

Date:

Head of

Department Signature:

Date:

Title:

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. A provisional offer of employment will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

The Royal Cornwall Hospitals Trust is a non-smoking organisation. Smoking will not be permitted on any of the sites by staff in trust uniform and/or wearing a trust identification badge in any location, in vehicles owned or leased by the Trust or in the homes (including gardens) of any patients visited at home.

Person Specification For The Post Of: Midwife - Band 6

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

ATTRIBUTES	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	Registered Midwife. Evidence of on-going relevant continuing professional development, linked to demonstrable clinical competencies. Basic life support.	Possession of a relevant degree or studying towards. Assessing and mentoring qualification.	Application Form
EXPERIENCE	Good level of post registration experience, including experience within relevant clinical environment. Teaching, supervision and managerial experience. Experience of co-ordinating and managing patient care.	Previous experience of taking part in research and audit. Previous experience of change management and problem solving. Experience of handling and reporting clinical incidents and complaints.	Application Form Interview
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	Excellent midwifery clinical skills. Relevant specialist skills and abilities for the department e.g. phlebotomy, perineal suturing, Epidural Top Up. Excellent verbal and written communication skills.	Interviewing skills. Appraisal skills. Cannulation. A knowledge of how to handling clinical incidents and complaints. Awareness of equality and diversity.	Interview Application from

	<p>Effective teaching, training and preceptorship skills.</p> <p>Able to motivate and develop a team of staff.</p> <p>Able to problem solve and initiate change.</p> <p>Able to work across professional team and organisational boundaries.</p> <p>Ability to delegate and prioritise.</p> <p>Thorough specialty knowledge relevant to the department.</p> <p>Thorough knowledge of the principles of infection prevention and control.</p> <p>Understanding of audit and research methodologies.</p> <p>Understanding of resource management, Health and Safety, clinical risk and quality issues.</p> <p>Knowledge of Child Protection issues.</p>	<p>Understanding of professional and current issues in nursing, including the modernisation agenda.</p>	
DISPOSITION/ ADJUSTMENT/ ATTITUDE	<p>Ability to work internal rotation to night duty (as appropriate).</p> <p>A flexible approach to work.</p> <p>Effective time management.</p> <p>Evidence of fulfilling PREP.</p> <p>Committed to providing excellent women Centred Care.</p>		<p>Interview</p> <p>Application form</p>
	<p>Motivated, enthusiastic and committed to the department.</p>		

	<p>Accountability Takes responsibility for own actions and promotes good team working.</p> <p>Openness Shares information and good practice appropriately.</p> <p>Mutual respect Treats others with courtesy and respect at all times.</p> <p>Ability to undertake the tasks of the job.</p> <p>Motivated, enthusiastic and committed to the department.</p> <p>Accountability Takes responsibility for own actions and promotes good team working.</p> <p>Openness Shares information and good practice appropriately.</p> <p>Mutual respect Treats others with courtesy and respect at all times.</p> <p>Ability to undertake the tasks of the job.</p> <p>Physical Skills Undertake specific midwifery procedures involving manual dexterity for example intravenous injections, perineal suturing and vaginal examinations.</p> <p>Physical skills to manually handle patients and appropriate lifting aids to maintain patient comfort and safety.</p>		
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	<p>Physical Effort Able to work and cope with rotating shift patterns – early, late, night shifts over seven days of the week.</p> <p>Moving / manual handling of patients and equipment.</p> <p>Emotional Effort Dealing with death / bad news - ability to sensitively inform service users on emotional and complex issues such as stillbirth, maternal and neonatal death, diagnosis and treatment, complaints investigation and resolution.</p> <p>Able to effectively manage work-based stressful situations, both in self and other. Liaising with outside agencies when appropriate.</p>		
TRAINING	Mandatory training.		
ADDITIONAL CIRCUMSTANCES	<p>An enhanced Disclosure and Barring Service check satisfactory with the organisation.</p> <p>OH clearance.</p> <p>Post-holder must comply with professional code of conduct and/or code of conduct for NHS managers where applicable.</p>		

**NHS KNOWLEDGE AND SKILLS FRAMEWORK
FORM FOR DEVELOPING AN NHS KSF OUTLINE FOR A POST
(KSF2 Foundation gateway level)**

Title of Post: Midwife - Band 6

NHS KSF DIMENSIONS	Needed for Post?	Foundation Gateway	Level for post			
			1	2	3	4
CORE DIMENSIONS – relates to all NHS posts						
1 Communication	Y				✓	
2 Personal and people development	Y				✓	
3 Health, safety and security	Y			✓		
4 Service improvement	Y			✓		
5 Quality	Y			✓		
6 Equality and diversity	Y			✓		
SPECIFIC DIMENSIONS						
HEALTH AND WELLBEING			1	2	3	4
HWB1 Promotion of health and wellbeing and prevention of adverse effects to health and wellbeing				✓		
HWB2 Assessment and care planning to meet people's health and wellbeing needs					✓	
HWB5 Provision of care to meet health and wellbeing needs						✓

NHS KSF DIMENSIONS	Needed for Post?	Foundation Gateway	Level for post			
			1	2	3	4
INFORMATION AND KNOWLEDGE						
IK3 Knowledge and information resources			✓			