

Job Description

Post	Midwife (Generic)
Band	Band 5/6
Department	Maternity
Responsible to	Midwifery Sister
Professionally Accountable to	Matron
Date written	Updated 1st October 2021
Written by	Anne Richley

Job Summary

Responsible for providing holistic women centred midwifery care. To support the Senior Midwives in the execution of their role.

Promote and maintain professional standards ensuring midwifery practice is evidence based.

Promote midwife led care in partnership with other health professionals Provide effective input into the work of the Trust, to support the achievement of our vision and values:

To be responsible for the maintenance and development of her own clinical skills and maintain PREP requirements. Including attendance at Trust mandatory training.

Key Working Relationships

Patient
Senior
Midwives
Midwifery
Sister Matron

Organisational Structure

Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust and become University Hospitals of Northamptonshire.



Compassion



Accountability



Respect



Integrity



Courage

Main Duties and Responsibilities

Promote collaborative working partnerships and effective communication between all members of the multi-disciplinary team.

To be responsible for the maintenance and development of her own clinical skills and maintain PREP requirements. Including attendance at Trust mandatory training.
Ensure professional and clinical standards are maintained and developed in response to new evidence

Act as a professional role model for midwifery

To observe the NMC Code of Conduct. Patient/client care

Assess, plan, implement and evaluate individual programmes of care, ensuring clinical practice is clinically effective and research based.

Undertake relevant clinical practices in accordance with the Scope of Professional Practice
Maintain standards of recordkeeping within the practice setting, utilising accepted standards where appropriate

Support the Ward Manager in clinical developments

Act on behalf of women, carers and staff to ensure their views are represented at all levels
Provide midwifery care to women during the antenatal, intrapartum and postnatal periods in all settings including woman's home, GP, Children's centres and hospital

Service development implementation

Assess and teach others in the clinical setting

Participate in Preceptorship and Mentorship within the clinical settings

Attend updates and refresher study session and mandatory study days Information resources

Input information and have a working knowledge of the hospital and Maternity information systems

Attend training and updates on implementation of Maternity Information System

Please note that this role includes on call and will be rotational within different areas of Maternity including inpatient & outpatient areas and community dependant on clinical need.

Research & development

Possess knowledge of the audit process and methods of critically appraising Research

Demonstrate clinical competence and fitness for practice

Involvement in clinical audit and evaluation of practice within the clinical area

Promote and disseminate research and audit findings

Contribute ideas and undertake monitoring with regards to quality of women centred care

Personal skills

Maintain personal professional profile and Revalidation

Identify and negotiate training needs, actively address these through the Trust appraisal system

Maintain an awareness of issues relating to midwifery on the national agenda

Communicate effectively both verbally and in writing Co-ordinate the responsibilities, capabilities and workload of team members

OTHER INFORMATION

The postholder may be required to carry out other relevant duties as required. The postholder will adhere to the duties specified under the Staff Responsibilities of the NHS Constitution in their day to day work and behaviours. The postholder will be expected to aspire to the Values of the Trust in their day to day work and behaviours in order to support the Trust in achieving its Vision. The postholder will adhere to, at all times, any Professional, NHS Code of Conducts and legislation relevant for their area of work. The postholder will make themselves familiar with, and adhere to, at all times, the policies and procedures of the Trust, and their area of work. The postholder will be expected to work to any Corporate/Division/Directorate/Department objectives and standards in order to provide an acceptable level of service. The postholder will be expected to undertake training, including mandatory and role specific training, relevant to their role and ensure it is renewed as required. This job description reflects the present requirements of the post and it does not form part of the contract of employment. As the duties of the post change and develop the job description will be

Statutory and Miscellaneous

- Takes responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns of if registration lapses or expires (all registered staff).
- This post involves treatment to children and/or adults at risk, as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary for the post holder to apply for and be in receipt of a satisfactory **Enhanced DBS check. (this statement relates to patient facing clinical roles)**
- The Trust requires all new starters to subscribe to the DBS update service, where it is a requirement of the role.
- Be responsible for maintaining own vaccinations that are applicable to the role.
- Safeguard patient confidentiality at all times, including adherence to the Data Protection Act.
- Attend statutory and mandatory training and refresher courses as necessary.

- This post is subject to the terms and conditions of employment of Northampton General Hospital NHS Trust.
- Be aware of the responsibilities of all employees to maintain a safe and healthy environment for patients, visitors and staff.
- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiative within the area of work and the Trust's Equality, Diversity and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to the manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirements of the post.
- This job description reflects the present requirements of the post and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder. Appropriate notice of such changes will be given.

Confidentiality, Data Protection and Data Quality

General Data Protection Regulation (GDPR) safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- Uphold its principles; and
- Adhere to Trust policies and to maintain strict confidentiality at all times.

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained, where appropriate.

Safeguarding Children and Adults at Risk

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact with during your work. To fulfil these duties you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

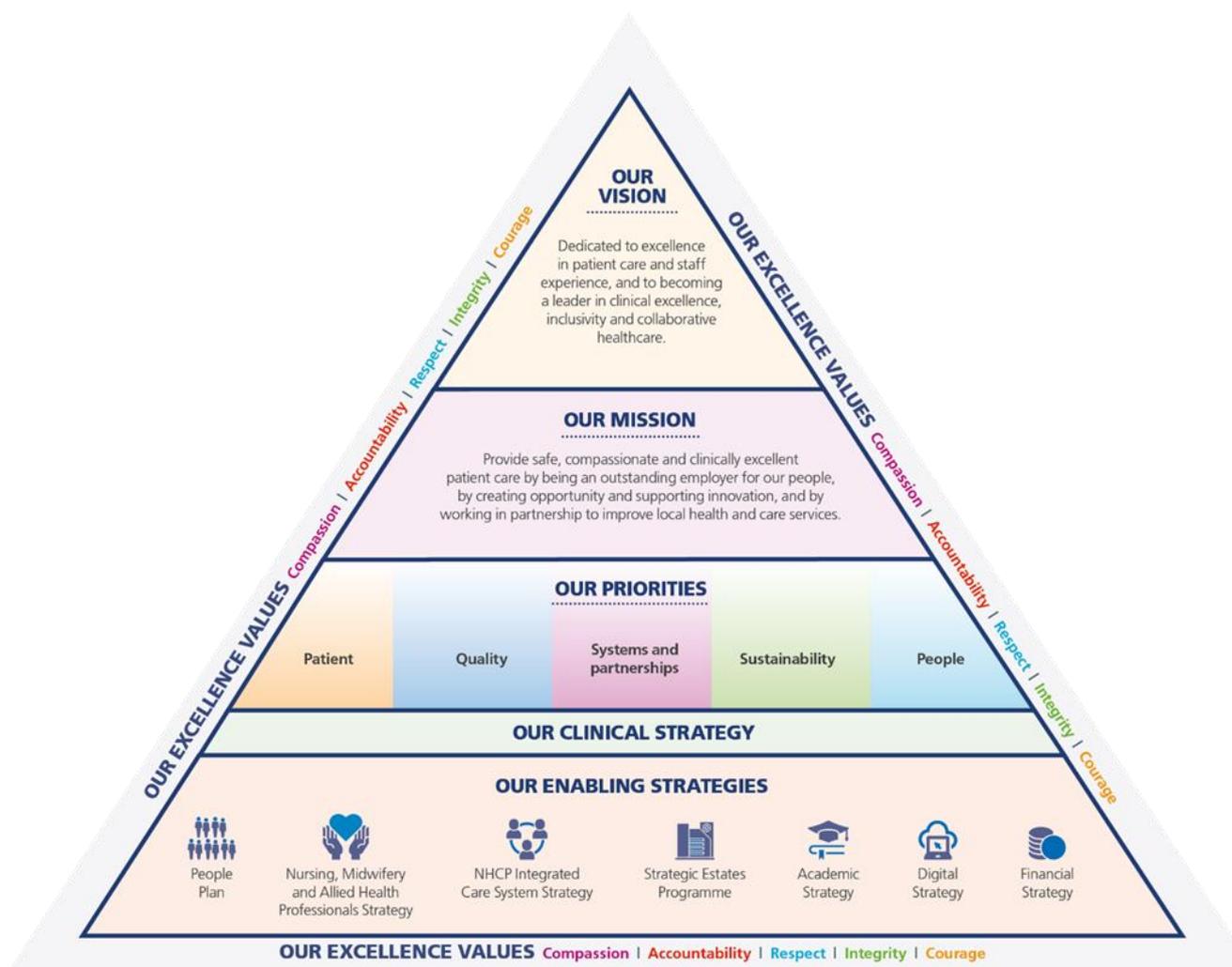
Our Vision and Values

Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust are both part of the University Hospitals of Northamptonshire Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team, leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information:

- [Northampton General Hospital NHS Trust](#)
- [Best of Both Worlds Northamptonshire](#)

- [University Hospitals Northamptonshire NHS Group](#)
- [Kettering General Hospital](#)



Our Excellence Values



▶ Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



▶ Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



▶ Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



▶ Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



▶ Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

Shortlisting Criteria	Essential	Desirable
Educations, Training and Qualifications		
Educated to Registered Midwife level or equivalent level of education, training or experience	X	
Teaching & Mentoring Course		x
Knowledge and Experience		
Midwifery experience within maternity clinical areas	X	
An understanding of integrating theory and practice	X	
Understanding current midwifery issues	X	
Experience of teaching in clinical areas		X
Knowledge and understanding of risk management		X
Awareness of safeguarding		x
Skills		
Effective verbal and written communication	x	
Ability to exercise initiative	X	
Basic IT skills	X	
Ability to attend to clients at home with equipment	X	
Physical effort (e.g. manual handling)	X	
Mental effort (e.g. concentration levels)	X	
Emotional effort (e.g. distressing or traumatic circumstances)	X	
Working conditions (e.g. VDU usage)	X	
Working conditions – working on Labour Ward and other maternity areas as required	X	
Understanding of the change process and steps needed to implement them		x
Innovative		

Key Competencies/Personal Qualities and Attributes		
Innovative	X	
Flexible	X	
Team work	X	
Leadership	X	
Motivation	X	
	x	