

John Radcliffe Hospital/ Community Teams

Title of post: Midwife (Hospital / Community)

Band: 5/6 depending on experience.

Hours of duty: Full and part time- rotational post day and night duty

Department: Maternity

Division: Surgery and Oncology

Reporting relationships:

Accountable to: Director of Midwifery

Reporting to: Practice area manager

Liaises with: Clinical area colleagues and other trust personnel and external agencies relevant to the care of mothers, babies and their families

Role summary: Working as a midwifery practitioner to:

- **Provide continuity of care**, advice and support throughout pregnancy, labour and the postnatal period.
- Be responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care within the practice area and to provide and maintain high standards of midwifery care.
- Teach, motivate and encourage high standards of practice whilst furthering personal knowledge and experience.
- Accept responsibility for own personal and professional development
- To contribute to the management of the practice area by accepting delegated responsibility from senior colleagues.
- Contribute to the learning environment of the practice area to enable students and new members of the practice area team to be supported
- Ensure all statutory and non-statutory rules and regulations are complied with.
- Assist in promoting Clinical Risk Management within the practice area.

Main Responsibilities:

Working as a midwife the post-holder will:

Professional/Clinical Practice:

- Fulfil the role of midwife, as defined by the World Health Organisation and the NMC Midwives Rules and Code of Practice.

- Assess, plan, implement and evaluate midwifery care, to a defined group of women taking into account the standards and philosophies of the county-wide Maternity Services.
- Accurately document all care given.
- Provide clinical supervision and support to less experienced midwives and maternity care assistants.
- Have ability and skills to organise own workload
- Maintain awareness of current advances and changes in practice
- Develop clinical expertise through experience and by attending appropriate courses, study days and discussion groups etc.
- Provide evidence of achieving the consolidation of clinical skills and the development of additional practice skills and knowledge
- Participate in and contribute to programmes of care to develop parenting skills and knowledge
- Evaluate practice by utilising of evidence based practice and participating in research as appropriate.
- With support of a senior colleague act as advocate for women and their families to ensure appropriate care.
- Participate, where appropriate, in the on-call rota for the service.
- Develop ability to take charge on a shift by shift basis.
- Be able to cannulate and suture.

Managerial practice:

- Be aware of the working structure of the Oxfordshire Maternity Services and the resources available.
- Assist in maintaining a safe environment, reporting all accidents and incidents to the Ward Manager/Team Leader. Ensure relevant documentation is completed.
- Provide professional support to other members of the multi-disciplinary team.

Professional Development, Education & Research:

- Act as a supervisor to Maternity Support Workers and undergraduate students.
- Act as a preceptor
- Supervise Maternity Support Workers and help in the identification of their training needs.
- Define own educational and development needs and to discuss these at appraisal.
- Participate in the setting of standards of care using valid evidence-based practice.
- Keep up to date with professional issues that influence midwives' practice relating to their area of clinical practice, management education and research.
- Contribute towards the continuing development of professional practice within the clinical area embracing new ideas and changes for the benefit of women and their families.
- Inform the ward manager/team leader if there are insufficient resources available to provide safe care.

- Demonstrate the ability to record data on the maternity system and to be able to retrieve data results from OUHFT information systems.
- Accept responsibility for own personal and professional growth and maintaining a record of professional development experiences.
- Use the Trust ELMS Revalidation tool in preparation for revalidation.
- Participate in formal and informal review of own performance with your preceptor, team leader, ward manager and peer group.
- Contribute towards the collection of data for local, regional or national reports.

Responsibilities for Health and Safety:

The post holder is responsible for ensuring that all duties and responsibilities of the post are carried out in compliance with the health and Safety at Work Act 1974, Statutory regulations and Trust

policies and procedures. This will be supported by the provision of training and specialist advice where required.

Confidentiality:

Attention is drawn to the confidential nature of aspects of the post. Any breach of confidence may result in disciplinary proceedings, which could result in dismissal and may also result in civil action for damages

This job description is not definitive or restrictive in any way and should be regarded only as a guideline to the duties required, and also it will be understood that at a time of rapid change within the Health Service other responsibilities may be added, as determined by the Directorate manager, professional head of midwifery. The job description does not form part of the contract of employment.

Jane Upham March 2020

**PERSONAL SPECIFICATION:
(MIDWIFERY SCALE)**

QUALIFICATIONS	ESSENTIAL	DESIRABLE	EVIDENCE
Professional Qualifications/ knowledge and key competencies	Registered Midwife with current UK Registration and a minimum of 6 months employed experience as a midwife. Student Midwife to qualify in next 3 months.		Registration with the N.M.C.
	Evidence of: A positive enthusiastic character.		Professional portfolio CV References Application form Interview
	Being self-aware and able to accept constructive criticism		
	Ability to prioritise own workload		
	Able to work as part of a team		
	Demonstrates good verbal & written communication skills		
	Belief in and commitment to women centred philosophy		
	Demonstrate developing strategies and ability to cope under pressure		
		Mentor Qualification	
Physical attributes	Good health record Smart professional appearance in accord		Professional portfolio CV Application form

	with professional dress code		Interview References
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