

<b>Job Title</b>	<b>Midwife</b>		
<b>Agenda for change Band</b>	Band 6	<b>Division</b>	Division C
<b>Directorate/Care Group/Department</b>	Women & Newborn	<b>Reports to</b>	Director of Midwifery, Deputy Director of Midwifery, Midwifery Matron, Team Leader and Clinical Ward Lead
<b>Budgetary responsibility</b>	Responsible for safe use of own equipment	<b>Line Manages</b>	Click or tap here to enter text.
<b>Date Reviewed</b>	Click or tap to enter a date.	<b>Management Responsibility</b>	Choose an item.

## Job Summary

To work as an autonomous, competent practitioner, undertaking the entire role of the midwife.

To be responsible for the safe care of women and babies, attending to women during the antenatal, intrapartum and postnatal periods.

To be responsible for providing midwifery care, as per Nursing, Midwifery Council Rules and Trust policies, on a rotational (clinical area) basis covering both day and night shifts.

To engage with women and their families to encourage and promote woman centred care, normalising their experience as much as possible.

The midwife will work collaboratively with the multidisciplinary team, other agencies and user representatives.

## General Duties

1. Promote a women centred service, which will ensure continuity of care, working autonomously to attend women during the antenatal, intrapartum and postnatal periods.
2. Act as an advocate for women and their babies receiving care, involving them in the planning, implementation and evaluation of their care, thus enabling them to make informed choices which will be safe and effective.
3. Have the appropriate skills and knowledge to understand, interpret and manage complex physiological, psychological and social changes a women and her baby may experience.
4. Personally responsible and accountable for the care they give to women and their babies, thus maintaining autonomous contemporaneous practice.
5. Ensures effective communication with patients, relatives, carers, colleagues and external agencies.
6. Establishes a liaison with other professionals to ensure effective and appropriate care of women and babies, including their transfer of care.

7. Promote health education for women and their families at all times, demonstrating an awareness of the public health agenda.
8. Maintains effective working relationships with all staff including medical staff, general practitioners, health visitors, independent midwives and staff from other Trusts.
9. Promotes a positive 'team spirit' between all areas of the midwifery service.
10. Supports and advises junior staff on midwifery issues.
11. All employees have a duty and a responsibility to protect and safeguard children and vulnerable adults. The midwife must have an excellent working knowledge of local safeguarding children and vulnerable adult procedures and act in accordance with these at all times, in addition to ensuring mandatory training requirements are up to date.
12. Comply with the midwife's rules and code of practice as laid down by the NMC and in liaison with the professional midwifery advocates ensure that these are adhered to by members of the team.
13. Comply with the NMC Code of Professional Conduct and maintain revalidation documentation.
14. Maintain and develop professional knowledge and competence in accordance with NMC revalidation requirements.
15. Maintain and continually develop in-depth specialist knowledge of midwifery practice relevant to the individual clinical area.
16. To be guided by clinical protocols and the policies of UHS Trust for women's care.
17. Monitor and maintain good standards of care within their designated area and implement recommendations from Government and Professional Bodies in relation to maternity care.
18. Maintain contemporaneous record of care and advice given to women in line with the NMC guidelines for Records and Record Keeping.
19. Facilitate the mentorship of learners in conjunction with the School of Midwifery and ensures an appropriate learning development.
20. Actively pursues opportunities for personal development, as part of the development plan emerging from the Individual Performance Review.
21. Participates in Midwifery research and applies it to practice, assisting with audit and collection of statistics.
22. Report inadequate staffing levels and skill mix to the Ward leader.
23. Maintain equipment and supplies, reporting deficiencies to the clinical lead midwife, and ensures a safe environment for staff, women, babies and visitors.
24. Assist the clinical lead midwife in ensuring that all staff are aware of health and safety and security policies.
25. Promote the Princess Anne Hospital, and UHS, as a centre of excellence.

## Trust Values

All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values, every patient, every colleague, every day.

Each post holder is expected to ensure they live the values of:



**PATIENTS FIRST**



**WORKING TOGETHER**



**ALWAYS IMPROVING**

These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff, and partners in continuing to improve the experience people have using and delivering our services

## Person Specification

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Skills and competencies	
Prioritisation	
Able to work under pressure	
Communication	
Microsoft Office skills	
Driving skills	
Time management	
Teamwork	
Able to work autonomously	

  

Qualifications, knowledge and experience	
Essential	Desirable
Registered midwife on relevant part of the NMC Register	Physical Examination of the Newborn (NIPE) qualification
Diploma or degree in midwifery	Recognised teaching / mentorship qualification
Completion of preceptorship	Professional Midwifery Advocate (Supervisor of Midwives)
Competent clinical skills and knowledge across all areas of midwifery practice	Case loading experience
Understanding of clinical priorities	High dependency experience
Understanding of current midwifery issues	Shift leading experience
Knowledge of current Government NHS Agenda relevant to Maternity Services	
Suturing competency	
Cannulation competency	

**Additional Information**

This job description is designed to help post-holders understand what is expected of them in their role though, please note, it focuses upon the core requirements of the post. Other related duties within the employee's skills and abilities will be expected whenever reasonably instructed. The job description may be amended in consultation with the post-holder within the scope and general level of responsibility associated with the post. It is the post-holder's responsibility to ensure that they adhere to all Trust policies, procedures and guidelines relating to their employment, regardless of their position.

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast-moving organisation and therefore changes in employees' duties may be necessary from time to time

**Safeguarding**

The Trust is committed to safeguarding children, young people, and adults at risk within its care. As an employee you are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person, or adult at risk. The Trust will support you in this process by providing training, support, and advice. There is a Corporate Safeguarding Team who can be contacted for guidance, support, and safeguarding supervision. For children and adults, you should be aware of your responsibilities detailed in UHS policies and procedures and local safeguarding children and adult boards procedures.

**Mental Capacity Act 2005**

All staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role. It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first.

**Job Reference – IJES00879**