

Student Midwife – Short Course



At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.





Dear candidate,

I am delighted you are interested in a Student Midwife position here, on the shortened course, at Gloucestershire Hospitals NHS Foundation Trust in partnership with Oxford Brookes University. This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with me for an informal conversation.

We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital. We remain the major provider of secondary care services in the area and analysis shows that for Gloucestershire we are the leading acute healthcare provider by a significant margin.

At the very centre of our organisation is our dedicated nursing, midwifery and care staff, being part of the team here at Gloucestershire Hospitals NHS Foundation Trust is a huge privilege and if successful you will be joining over 2,000 nursing, midwifery and care colleagues each committed to delivering great experience and outcomes for our patients.

Here at Gloucestershire Hospitals NHS Foundation Trust, our patients are at the heart of everything we do, and pivotal to this are our nurses, midwives and care staff, whose dedication, expertise and kindness ensures that patients receive the very best care throughout their treatment. I wish you every success with your application to join this team.

Best wishes,

Matt Holdaway,
Director of Quality and Chief Nurse

Job details

Job Title:	Student Midwife – Short Course
Division	Women and Children's
Department:	Maternity
Reporting to:	Student Practice Education Facilitator/Practice Assessor
Responsible to:	Education and Training Lead Midwife
Band:	Band 5, 37.5 hours per week
Location:	Gloucester Royal Hospital NHS Foundation Trust

About Us

Gloucestershire Hospitals NHS Foundation Trust operates hospitals on our two main sites in Cheltenham and Gloucester, and we're one of the largest NHS trusts in the country.

Our workforce of almost 8,000 staff provide high quality emergency, elective and specialist care across a range of clinical areas.

Our maternity services provide exceptional choice to women and midwives offering a maternity service through a range of settings.

It is expected that all employees uphold the values of the organisation as our values underpin everything we do and describe the way we expect our staff to behave towards our patients, families and carers and between each other. We have the following three values:

1. Caring

Patients said: *"Show me that you care about me as an individual. Talk to me, not about me. Look at me when you talk to me."*

2. Listening

Patients said: *"Please acknowledge me, even if you can't help me right now. Show me that you know that I'm here."*

3. Excelling

Patients said: *"Don't just do what you have to, take the next step and go the extra mile."*

Job description

The NMC Standards of Proficiency for Midwives (2019) require that, at the point of registration, students must demonstrate the ability to be an accountable, autonomous, professional midwife who can:

- Provide safe and effective midwifery care
- Provide universal care for all women, optimising normal physiological processes and promoting health and public health via assessment, screening and care planning
- Provide additional care for women and newborns with complications by undertaking first line assessment and management of emergencies, complications and additional care needs; and provide ongoing care and support of women and infants across the range of complication and complexity, in partnership with the interdisciplinary team
- Promote excellence in midwifery practice as a colleague, scholar and leader
- Combine clinical knowledge and understanding, clinical skills, interpersonal and cultural competence to provide quality care that is tailored to individual circumstances and preferences

In order to achieve this, the course will develop the students' knowledge, understanding and skills across a range of themes, via taught time in university, guided independent study, and time on practice placement. The programme will explore:

- Evidence-based care and the importance of maintaining a current knowledge-base
- The physical, psychological, social, cultural, and spiritual safety of women and newborn infants
- Communication and relationship building, working in partnership with women, including enabling and advocating for the human rights of women and children
- Working across the whole continuum of care and in all settings, and understanding the woman and newborn infants' whole maternity journey
- Providing continuity of care and carer
- Optimising the normal processes of reproduction and early life
- Ensuring that women, partners and families have all the information needed to fully inform their decisions
- Anticipating, preventing, and responding to emergencies, complications and additional care needs

- Public health, health promotion, and health protection, including understanding and working to mitigate health and social inequalities
- Interdisciplinary and multiagency working
- Protecting, promoting and supporting breastfeeding

Entry criteria

- Hold a Diploma or (preferably) a Degree in Adult Nursing
- Are registered on the NMC Register as a Registered Nurse (adult)
- Have worked full-time in clinical practice as a Registered Nurse caring for adults for at least 6 months in the year prior to the course (or equivalent)
- Applicants whose first language is not English will also be required to evidence IELTS with a minimum language pass of level 7 in all areas
- Priority will be given to nurses currently employed by Gloucestershire Hospitals NHS Foundation Trust

Salary

Students on the shortened midwifery programme will receive salary support at Mid-Point Band 5 and their tuition fees, funded by Health Education England/NHS England. This funding is awaiting final confirmation for a September 2024 start.

Flexibility

This job description is intended to provide a broad outline of the main responsibilities only. The post holder is required to be flexible in developing their role in agreement with their designated manager. In addition, they may be required by their manager to carry out any other duty commensurate with their banding and expertise.

Confidentiality

In the course of your employment, you may have access to, see or hear confidential information concerning the medical or personal affairs of patients and or staff. Unless acting on the instruction of an authorised officer, on no account must such information be divulged or discussed except in the performance of normal duties. Breaches of confidence, including improper passing of registered computer data, will result in disciplinary action, which may lead to dismissal. You should be aware that regardless of any action taken by your employing authority, a breach of confidence could result in a civil action for damages. In addition, records, including VDU screens and computer printouts of registered data must never be left in such a manner that unauthorised persons can obtain access to them. Written records must either be destroyed or retained in safe custody when no longer required, VDU screens should always be cleared when unattended.

Terms and Conditions of Service

The principle terms and conditions of your appointment will be those set out in the Agenda for Change national agreement as amended from time to time by the NHS Staff Council. These terms and conditions are set out in the NHS Terms and Conditions of Service Handbook, which is available on the Trust's intranet and NHS Employers web site.

Health and Safety

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective Line Managers.

Data Quality

As part of your employment, you may be required to record Patient Information (computerised or on paper). You have a responsibility to ensure that information is entered accurately, completely and consistently. It is particularly important that patients' demographic details are kept up to date. Problems should be reported to your manager.

No Smoking Policy

Gloucestershire Hospitals NHS Foundation Trust operates a no smoking policy. Smoking is not permitted anywhere within the buildings and grounds of all Trust sites. These restrictions include all areas up to the boundaries of all sites.

NB

This job description is not intended to form part of the contract of employment or to be a complete list of duties and responsibilities, but is a good guide for information to the job. It will be periodically reviewed in the light of developing work requirements in the department. The officer in the post will be expected to contribute to that review.

Job description agreement

Job holder's signature:	Date: DD / MM / YYYY
Head of department signature:	Date: DD / MM / YYYY

Person specification: Student Midwife – Short Course

Key to terms: E: Essential, D: Desirable. *How is it assessed?* I: Interview, A: Application

Qualifications

Registered nurse with the Nursing and Midwifery Council	E	A
Hold a Diploma or (preferably) a Degree in adult nursing	E	A
Evidence of ongoing professional development through maintenance of professional portfolio and registration revalidation	E	A

Experience

Experience of working in an acute clinical environment	E	A/I
Have worked full-time in clinical practice as a Registered Nurse caring for adults for at least 6 months in the year prior to the course (or equivalent).	D	A
Are employed by Gloucestershire Hospitals NHS Foundation Trust/other UK NHS Trust	D	A

Knowledge, Skills, Abilities

Able to prioritise own workload and that of others as appropriate	E	A
Personally resilient and able to manage complexity and work in an ambiguous or changing environment.	E	I
Excellent presentational, communication and interpersonal skills	E	I
Demonstrates ability to maintain and contribute to the development of standards of practice, conduct or decision making in conjunction with team, Lead Midwives, Consultant Obstetricians	E	I
Demonstrates ability to use clinical reasoning skills and techniques to assess, diagnose, plan and offer a range of treatment options; deliver, evaluate and amend the treatment plan.	E	I
Acts as a role model and are able to lead by example to ensure the Trust's values and behaviours are reinforced throughout their area of practice.	E	A
Able to effectively and appropriately escalate concerns to reduce risk and promote patient safety	E	A
Demonstrates ability to keep up to date with professional issues that influence midwifery practice relating to area of clinical practice, management, education and research.	D	A/I
Able to contribute to the development, implementation, monitoring and evaluation of policies/protocols/guidelines relevant to area of practice.	D	A/I
Demonstrates ability to question and challenge midwifery practice in a constructive way so that standards of care are continually evaluated and improved.	E	I
Tenacity to pursue goals energetically and succeed despite resistance	E	I
Strong, professional leadership qualities, assertive and self-confident individual	E	I
Ability to lead, manage and motivate all staff within sphere of responsibility	E	I

Self-motivated and able to work under own initiative and prioritise workload	E	I
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Qualities

Enthusiastic and self-aware	E	I
Creative and Flexible	E	I
Resilient under pressure	E	
Team focused	E	I
Reliable, Adaptable and Dependable	E	I