



Senior Midwife & Practice Development Lead

Enterprise Division

JOB DESCRIPTION



Chelsea and Westminster Hospital
NHS Foundation Trust



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Welcome



Chelsea and Westminster Hospital NHS Foundation Trust is proud to be one of the top performing and safest trusts in England.

We have two main acute hospital sites—Chelsea and Westminster Hospital and West Middlesex University Hospital, plus our award-winning clinics across North West London and beyond.

- We employ over 7,000 staff and 500 volunteers
- We treat someone in A&E every 90 seconds
- We deliver a baby every 50 minutes
- We operate on a patient every 16 minutes
- We do 50 imaging procedures each hour
- We serve a diverse population of 1.5 million from the beginning to the end of life

Our values

Our PROUD values demonstrate to staff, patients and the public the standards of care and experience they should expect from our services:

- **P**utting patients first
- **R**esponsive to patients and staff
- **O**pen and honest
- **U**nfailingly kind
- **D**etermined to develop

Job summary

Job title Senior Midwife & Practice Development Lead for Private Maternity

Band	7
Division	Enterprise
Responsible to	Lead Nurse/Midwife for Private Patients
Accountable to	Deputy Director of Midwifery and Nursing (Maternity, Neonates and Gynaecology)
Type of contract	Permanent
Hours per week	37.5
Location	The Kensington Wing – Chelsea & Westminster Hospital

Key responsibilities

The post holder will work within the private maternity unit to support the learning and development of the workforce in a predominantly clinical role, alongside the NHS Maternity Practice Development team and International Recruitment team. The post holder will maintain a senior professional midwifery role within the private maternity service, providing expert evidence based care in daily practice whilst acting as a role model for other staff.

Key working relationships

- General Manager – Private Patients
- Operations manager – Private Patients
- Lead Nurse/Midwife for Private Patients
- Lead Midwife for Professional Practice
- Lead Midwife for International Recruitment
- Practice Development Teams
- Ward manager – Kensington Wing
- Quality & Safety leads
- Maternity Cultural Safety team
- Clinical staff of all grades and specialties

Roles and responsibilities

Educational

- Contribution to the maternity clinical and emergency skills program in liaison with the maternity practice development team
- Facilitate the development of maternity clinical and emergency skills for all midwifery and maternity support workers (MSW) in the private maternity service
- Assist in the delivery of orientation and training programs for new staff in private maternity, ensuring that the appropriate training is offered and delivered
- Ensure the communication and dissemination of training information related to educational offerings and Mandatory training requirements to

- ensure attendance and timely completion of training requirements
- Ensure the maintenance of training records and the production of reports for monitoring mandatory and other skills training
- In conjunction with the leadership team, participate in the short and long term strategic development of the service and educational requirements within private maternity
- Attend any meetings appropriate to your area/role, ensuring effective communication within the team and leading on actions that are undertaken and applications of recommendations into the training and education programmes
- Coordinate and deliver in-situ “live drills” of maternity emergencies and audit the response. Where appropriate negotiate the implementation of changes as identified during “live drill” audits
- Support senior midwives to develop educational facilitation skills to support teaching
- In conjunction with the Clinical Placement Facilitator and student link midwife, ensure all junior and student midwives educational and training needs are met
- Liaise with other specialist midwives to promote practice development and ensure effective systems for delivery of training within private maternity
- Provide educational support for MSW’s undertaking the Excellence in Care certificate/Level 3 apprenticeship whilst facilitating training requirements in the workplace
- Support the recruitment process in private maternity, with a particular focus on assessing clinical skills and competency
- Work alongside internationally-educated midwives (IEM’s) during their supernumerary period before and after their OSCE as well as during their preceptorship.
- Orientate IEM’s to the clinical areas, acting as a supportive link between the midwives and the wards to ensure a smooth transition into the maternity service. Ensure staff are oriented to the culture in the UK including choice and body autonomy
- Ensure all educational and training needs of the IEM’s are met
- Be a central contact for the IEM’s, signposting them in areas such as wellbeing, accommodation, amenities, local community contacts and spiritual care
- Ensure a buddy system is in place from established IEM’s for those newly recruited
- Arrange virtual and face-to-face social gatherings to welcome the IEM’s to the Trust, supporting the development of friendships amongst international recruits, buddies and other staff who wish to participate.

Clinical

- To provide evidence based, family centered, personalized care to women, birthing people and their families in a high quality environment that focuses on patient satisfaction and experience
- To work predominately clinically (at least 75% of the time) alongside the team as an active team member, whilst also supporting learning in practice on a daily basis
- To act as a clinical lead within the private maternity service, providing expert midwifery care within the multidisciplinary team
- Foster and develop a working environment within which midwives can work as

autonomous practitioners, accountable for their practice and in accordance with the NMC Code and NMC Standards for Midwives

- Support junior midwives to develop mentoring and assessment skills
- Act as a role model, demonstrating adherence to the PROUD values and the NMC code at all times
- Provide care in line with the philosophy of the private maternity service.

Professional and Personal Responsibilities

- Form good working relations with key team members including the Practice Development Team, clinical managers, matrons and the Cultural Safety Team
- Lead by example, role modelling a supportive, inclusive culture, with a focus on quality and inclusive management, encouraging engagement and input from all levels within the service
- Maintain membership of relevant professional organisations
- Ensure staff work in a professional manner at all times and challenge when this is not adhered to
- Actively participate and encourage others to participate in meetings appropriate to their role
- Be a role model for junior members of the team and a support to colleagues and managers
- Be flexible and undertake duties (within their sphere of practice) in other areas as required
- Have an excellent understanding of local and governmental policies and guidelines
- Undertake training and development as necessary in line with the needs of the role
- Monitor and maintain good standards of care within the maternity services to implement evidence-based practice and national recommendations
- Maintain responsibility for developing and sustaining their own knowledge and clinical skills
- Participate actively in their own appraisal and setting developmental objectives.

Leadership and Management Responsibilities

- Contribute to the development of the private maternity service, promoting high quality, excellent care that supports commercial targets.
- Contribute to quality assurance and improved ways of working, incorporating evidenced based practice
- Where appropriate, lead on the development of standards and audit for the implementation of changes to improve patient care delivery or patient safety
- Line manage the IEM's during their supernumerary time with the support of the ward manager
- Assist with the maintenance of competency records for IEM's
- Participate in the short and long term strategic development of the International Recruitment service

- Attend any meetings appropriate to their role, ensuring effective communication within the team
- Monitor and review the effectiveness of the IEM's support programme through audit
- Support talent management and career advancement of IEM's, promoting the internal transfer scheme and signposting to coaching and interview skills support and further educational opportunities.

Person specification

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Band	7
Division	Enterprise

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

E = essential

D = desirable

Trust values

Putting patients first	E
Responsive to patients and staff	E
Open and honest	E
Unfailingly kind	E
Determined to develop	E

Education and qualifications

Evidence of post-registration education	E
Practice Assessor qualification	E
Degree level or equivalent experience	E
Leadership qualification	D
Evidence of training in cultural safety	D
Newborn life support qualification	D

Experience

Comprehensive midwifery experience of at least 5 years	E
Experience of supporting learners and junior staff to develop their skills	E
Experience of teaching clinical skills and undertaking competency assessments	E
Experience of working in private healthcare	D
Experience of planning and delivering formal teaching sessions	D

Skills and knowledge

Teaching skills, including using a range of teaching modalities	E
Effective communication with both colleagues and service users	E
Facilitative of effective team working	E
Evidence of knowledge of midwifery issues, research and clinical audit	D
Computer literate (Word, Powerpoint, Outlook, Excel, MS Teams)	D

Personal qualities

Adaptability and dynamic	E
Punctual and well presented	E
Enthusiastic and confident	E
Works well under pressure	E
Confident to challenge to promote evidence based practice	E
Self motivated	E
Problem solving/solutions focused	E

Notes



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