

Job Description

Job title:	Preceptorship Midwife
Division:	Women's Health
Board/corporate function:	Specialist Hospital Board
Salary band:	Band 5
Responsible to:	Lead Midwife for Education
Accountable to:	Director of Midwifery
Hours per week:	37.5
Location:	EGA

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

We are committed to sustainability and have pledged to become a carbon net zero health service, embedding sustainable practice throughout UCLH. We have set an ambitious target of net zero for our direct emissions by 2031 and indirect emissions by 2040.

The Specialist Hospitals Board is led by Dr Gill Gaskin and made up of six divisions: the Eastman Dental Hospital, The Heart Hospital, Paediatric and Adolescent Services, Queen Square (NHNN

and the Royal London Hospital for Integrated Medicine), The Royal National Throat, Nose and Ear Hospital and Women's Health Division.

Job Purpose

The post holder will undertake a 12 month rotational training programme covering all clinical areas of the Maternity Service. This includes working in an inpatient setting e.g. during an antenatal or postnatal admission of a woman to the unit; outpatient setting e.g. supporting women with antenatal care and education and intrapartum care for women e.g. assisting women in labour, during their birth and in the immediate period following birth.

Maternity Unit comprises:

- Delivery Suite with 13 rooms, 12 of which are delivery rooms one birthing pool, incorporating more complex induction of labour cases and two obstetric theatres, 4 Assisted Care Beds
- Birthing Centre with 6 rooms including 2 birthing pools.
- Antenatal Care Unit with 10 beds for lower risk induction of labour and antenatal inpatients
- Fetal Medicine Unit (tertiary referral unit)
- Maternal Fetal Assessment Unit with 7 rooms for triage and walk in unit
- Maternity Care – 40 beds which includes 12 transitional care cots
- Community midwifery – community midwives work in geographical teams, providing an integrated service for women and their families who live locally.
- Antenatal clinic – women from outside the area receive antenatal care and parent education at the antenatal clinic. All other women have antenatal care and parent education sessions in the community setting.
- Neonatal unit – tertiary referral level three neonatal unit with 32 cots.

Key Working Relationships

The post holder will work as part of a multi-disciplinary team including midwives, obstetricians, anaesthetists, health visitors, GPs, social workers, health advocates/interpreters and other members of the team and the Maternity Services at UCLH.

Main Duties and Responsibilities

- The post holder will work as a midwife and will rotate across all areas of the maternity unit.
- To actively participate in and complete the UCLH Preceptorship programme which aligns to CapitalMidwife programme and the National Preceptorship Framework.
- To work according to the NMC Code and relevant professional guidelines as a midwife with facilitation for a defined group of women and their babies with minimal supervision in the Maternity Care setting.
- The assessment of care and health education needs of women and their babies
- To develop leadership skills and experience in the management of the ward/department.
- To promote and participate in the implementation of the UCLH Nursing Midwifery strategy:
- Reviewing midwifery practice and implementing appropriate changes based on research/best practice.
- Developing and implementing Audit, Quality and Risk Management initiatives.
- To participate in training programmes as appropriate .

- To promote and maintain effective communication.
- Create a supportive blame-free environment for staff and women

Women Care Responsibilities

1. To promote a woman focused approach to care in collaboration with all relevant health professionals and to co-ordinate the babies discharge arrangements in accordance with UCLH discharge policy.
2. To educate parents as required where a need has been identified.
3. To provide information which enables parents to make choices about adopting a healthier lifestyle for their babies and themselves.
4. To ensure that all-clinical documentation is completed correctly by members of the midwifery/nursing team.
5. To maintain a safe ward environment, to work with other members of the team, to produce health care environments that are conducive to safe therapeutic and ethical practice
6. To assist in the establishment and monitoring of protocols/care pathways.
7. To promote and maintain effective communication within the unit.
8. To maintain woman confidentiality.
9. To supervise junior staff in the delivery of care.
10. To promote a mother and baby focused multi-disciplinary approach to care in collaboration with health professionals and other agencies, help mothers gain access to health and social care, information and support relevant to their needs.
11. To teach families the practical baby care skills they need providing support and encourage them as they face increased responsibility for their babies physical and emotional needs.
12. To be an advocate for breast feeding by encouraging and assisting mothers to breast feed.
13. To keep infant feeding knowledge base updated in line with current evidence-based practice guidelines on premature and term infants.

Professional and People Development and Education Responsibilities

1. Undertake orientation of new staff, teaching and information sessions regarding role and associated activities.
2. To be responsible for developing and sustaining own knowledge, clinical skills and professional awareness in accordance with PREP requirements and to maintain a professional profile.
3. To assist in establishing programmes of supervision as appropriate.
4. To work within a multidisciplinary team, with senior midwives, the Practice Development Department etc in developing and implementing midwifery practice.
5. To participate in the training and development of Health Care assistants, nursery nurses and junior staff as required.
6. Commit to undertaking relevant post preceptorship SSSA training to support undergraduates.

Research and development Responsibilities

1. To promote midwifery and neonatal clinical practice in line with relevant research.
2. To participate in reviewing and implementing evidence-based practice.
3. To contribute to research and development programmes within the unit.

Audit, Quality and Risk Management Responsibilities

1. To uphold quality initiatives that improves 'customer care' and enhances the interface between staff, women and visitors.
2. To lead/assist in the audit process for monitoring and reviewing midwifery quality.
3. To identify potential risks for all personnel, women and visitors, taking appropriate action/advice.
4. To promote the role of the midwife in handling complaints in accordance with UCLH policy.
5. To be fully conversant with Child Protection issues and to report concerns to the appropriate healthcare professionals

Other

The job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

You will be expected to actively participate in annual appraisals and set objectives in conjunction with your manager. Performance will be monitored against set objectives.

Quality

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

Our Vision and Values

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through values to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

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We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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We achieve through **teamwork**

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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Person Specification

Essential defines the minimum criteria needed to carry out the job and the job cannot be done without these.

Desirable refers to criteria which are not essential and which successful applicants would be expected to acquire during their time in post. The desirable requirements are not taken in to consideration in a job evaluation panel.

Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
Knowledge and Qualifications						
Registered midwife	E		X			
Educated to Degree Level	E		X			
Up to date knowledge of professional nursing and midwifery issues	D		X			
Experience						
Familiarity with basic IT applications	E		X			
Ability to prioritise own workload and that of others	E		X			
Ability to use own initiative	E		X	X		
Commitment to extend clinical skills	E		X			
Communication						
Excellent written and verbal communication skills	E		X	X		
Able to work effectively within multi-disciplinary teams	E			X		

Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
Able to meaningfully engage stakeholders	E		X	X		
Excellent negotiation skills	E		X	X		
Able to communicate sensitively and appropriately	E		X	X		
Able to challenge clinical decisions in the best interest of patients	E		X	X		
Personal and People Development						
Organisational skills	E		X	X		
Decision making skills	E		X	X		
Able to manage time effectively	E		X	X		
Able to prioritise objectives and workload	E		X	X		
Committed to professional and personal development and always maintaining updated mandatory training.	E		X	X		
Able to prioritise complex demands as required	E		X			
Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
Health, Safety and Security Monitors and maintains health, safety and security of self and others	E		X	X		
Demonstrable organisational and planning skills	E		X	X		
Able to make decisions under	E		X	X		

pressure						
Specific Requirements						
Able to work a range of shifts including unsocials	E					

A= Application I= Interview R= References T/P = Test/Presentation