

Job description

POST

[Antenatal and Newborn Screening Midwife
Reporting to Antenatal and Newborn Screening Coordinator]

SALARY

[£35,392 - £42,618 pa annum (pro rata where applicable)]

CARE GROUP

[Women, Children and Young People]

BASE

[Kent and Canterbury Hospital, Canterbury]

CONTACT

[Rachael Chapman Antenatal and Newborn Screening Coordinator
Rchapman1@nhs.net]

Welcome to East Kent Hospitals

[As a team we are working hard to ensure we put women and families at the heart of everything we do. We are on an exciting improvement journey and can offer you a rewarding, flexible and supportive role providing a full range of midwifery care.

We are offering a position within the Antenatal and Newborn Screening Team to provide expert knowledge in the development of the screening programmes throughout the antenatal and postnatal period.

The post provides the opportunity to provide support and highly expert advice to women throughout the antenatal and newborn screening pathways]

We offer a full package of benefits, including a car lease scheme; on-site childcare; generous annual leave in line with NHS terms and conditions; high street and public transport discounts; a 24/7 staff support service - and the little things that make life easier, like on-site Amazon lockers and fresh fruit and veg stalls.

About us

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We care about our patients and our people. We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. With our emphasis on staff training and development, a staff support scheme that's second to none, and a healthy package of benefits, it's easy to put down roots in East Kent Hospitals.



Antenatal and Newborn Screening Midwife

Role specific duties:

Work as a collaborative member of the antenatal and newborn screening team

Assist in the provision of quarterly reports in relation to key performance indicators to the regional Screening and Immunisation Team

Participate in daily responses to screening enquiries from all multidisciplinary screening stakeholders

Work collaboratively with the multidisciplinary staff within the Maternity Service, other services within East Kent Hospitals, NHS England, ICB and service user groups

Attend regional and national antenatal and newborn screening meetings in order to learn and share good practice, as required

Assist with the development, implementation and audit of local policies, guidelines and pathways in relation to all antenatal and newborn screening programmes in line with UK National Screening Committee programme standards

Participate in the provision of an annual educational update for midwives with regard to antenatal and newborn screening

Support the provision of up to date and accurate information and advice to mothers accessing routine antenatal and postnatal screening services, to enable informed decision making

Support the development of and utilise failsafe processes, to ensure that all women booking for maternity care in East Kent are offered screening for themselves and their babies. To ensure that any tests accepted are carried out robustly. This will include the follow up women and babies for whom screening is identified as outstanding

Provide highly specialised information, advice and ongoing support to women and their families when high chance / positive / inconclusive screening results have been received

Refer women to other practitioners e.g. obstetrician, physiotherapist, paediatrician when required

Report and investigate screening incidents, in line with national guidance on managing screening incidents

Undertake after action reviews and root cause analysis investigations and report on as required

Support the Antenatal and Newborn Screening Coordinator to ensure that learning from incidents is embedded in practice

Provide support for immunisation programmes relevant to the Maternity Service



Strive to ensure high standards of care are achieved by efficient and effective use of resources, maintaining associated records, utilising clinical audit, research, supervising of practice and teaching

Communication

Communicate clearly with team members and diffuse conflicts ensuring that situations are managed in a sensitive way

Communicate with a range of professionals and organisations in order to achieve high quality screening programmes

Communicate sensitively with service users, sometimes difficult circumstances. For example, discussing implications of care options with mother / parents, and / or communicating bad / sad news to families. This may include conveying complex information in a way that the service user is able to understand

Agree the arrangements for communication with the mother / parents and document these in accordance with Trust policy and the patient's right to confidentiality

Act as a resource and actively encourage others to seek advice and solutions to problems

Education

Support the Antenatal and Newborn Screening Coordinator in the planning and delivery of specialist teaching programmes to update multidisciplinary colleagues on issues surrounding antenatal and newborn screening. This will include participation in the annual mandatory midwifery update days, as required

Provide clinical expertise in relation to antenatal and newborn screening giving support and advice to colleagues

Contribute to the development of positive learning environments for students and staff to enable them to develop clinical competency

Assist the Antenatal and Newborn Screening Coordinator in the review of information available for parents, ensuring that information given is based on nationally accepted standards and is made available in an accessible format

Help to identify the specific educational needs of individual parents and facilitate meeting those needs through the provision of specialist education, care and support

Assist the Antenatal and Newborn Screening Coordinator in the identification of maternity service staff development needs in relation to antenatal and newborn screening

Personal/Professional Development

Be wholly accountable for own practice and take every reasonable opportunity to sustain and improve own knowledge and professional competence



Maintain own professional development and competence to practice

Identify on going education needs

Meet with line manager for annual performance review and contribute to the setting of work place and personal objectives

Comply with mandatory midwifery training updates and e-learning requirements

Attend relevant educational activities, study days and training programs to maintain an appropriate level of clinical expertise

Maintain a professional portfolio of evidence of continuing education and learning

Planning and Organising

Manage own diary and plan own work schedules in order to achieve timely completion of tasks

Prioritize workload to meet submission dates and deadlines, discuss any potential breaches with Antenatal and Newborn screening Coordinator as soon as possible

Be available to participate to answer incoming emails and phone calls, as requested by the Antenatal and Newborn Screening Coordinator

Attend team meetings to review, discuss and plan workload

Assist the Antenatal and Newborn Screening Coordinator with the organisation of Trust Screening Steering Group meetings

Assist with the maintenance a database of screening incidents, logging references, actions taken, deadlines and outcomes

Analysis and data management

Support the Antenatal and Newborn Screening Coordinator with the development and use of failsafe processes

Participate in undertaking audits in relation to antenatal and newborn screening as part of the care group's annual audit programme

Support the Antenatal and Newborn Screening Coordinator in the development and implementation of clinical guidelines in relation to the antenatal and newborn screening pathways.



Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- maintain the confidentiality of information about patients, staff and other health service business and adhere to data protection law
- comply with the Trust's policies and procedures, including infection prevention and control, risk management, health and safety, safeguarding children and adults, financial management and use of resources
- act at all times in accordance with the professional Codes of Conduct and Accountability relevant to your role
- participate in annual mandatory training.

We are a smoke-free Trust, and offer staff support to stop smoking.

Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.

Living and working in East Kent

Our large district general hospitals, specialist units and community sites provide a vibrant and diverse working environment with the extensive opportunities and teaching facilities you would expect of a large trust.

East Kent offers stunning countryside, beautiful beaches and charming places of historic interest, with easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

How to apply

For more information or to arrange to visit us, please contact Antenatal and Newborn Screening Coordinator Rachael Chapman via rchapman1@nhs.net



Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training]	Registered midwife with minimum of 2 years experience Mentorship or equivalent]	Examination of the Newborn /NIPE training Genetic counsellor for sickle cell and thalassaemia]	Application form Interview]
Clinical skills and experience]	Previous experience-worked in a variety of settings utilising all midwifery skills To be proficient in the use of Microsoft applications Able to demonstrate situations where effective leadership and management skills have been used Effective communicator with good leadership and interpersonal skills]	Evidence of undertaking presentation to groups or enhancing team working Be able to demonstrate tact and diplomacy when working with others Awareness of the Antenatal and Newborn Screening pathways and their application in practice]	Application form Interview]
Governance]	Demonstrating awareness of maternity related clinical governance]	Demonstrate an awareness of the importance of audit and guidelines Develops action plans to improve the service]	Application form Interview]
Personal/professional attributes]	Able to communicate sensitively and appropriately Upholds and models Trust values Able to prioritise objectives and Workload]	Demonstrate forward planning, problem recognition, pre-emption and resolution Demonstrated ability to work both independently and collaboratively]	Application form Interview]
Other requirements]	Able to travel between sites in a timely manner]]	Application form Interview]

The small print

Band	Band 6
Salary Scale	<p>£35,392 - £42,618 pa annum pro rata (pro rata, if applicable)</p> <p>Progression through the pay scale will be determined on an annual basis. It will be subject to the post holder demonstrating the required standards of performance, conduct and completion of statutory, mandatory and essential training.</p>
Hours of work	30 hours per week
Annual Leave Entitlement	<p>Annual leave entitlements are based upon the following lengths of NHS service (pro rata if applicable):</p> <p>On Appointment = 27 days After five years = 29 days After ten years = 33 days</p>
Pension Scheme	<p>As an NHS employee you will be entitled to join the NHS Pension scheme and will be enrolled from your first day of service, if you meet the eligibility criteria. Employees who are not eligible to join the NHS Pension Scheme may instead be enrolled in the Trust's Alternative qualifying scheme, NEST.</p> <p>Your remuneration will be subject to the deduction of superannuation contributions in accordance with the relevant scheme.</p>
Contractual Notice	<p>Bands 1-4 = 1 Month notice Bands 5-6 = 2 Months notice Band 7-9 = 3 Months notice</p>
Probationary Period	<p>New staff appointed to East Kent Hospitals University NHS Foundation Trust in this post will be subject to a 6 month probationary period. During this time you will be required to demonstrate to the Trust your suitability for the position in which you are employed. This period may be extended at the Trust's discretion and is without prejudice to the Trust's right to terminate your employment before the expiry of the probationary period. In the event that a decision is taken to terminate your contract of employment during or at the end of your probationary period, you will be entitled to a notice period in line with the statutory timescales, which for employees with less than one year's service is one week.</p>

Dimensions

Financial and Physical	Manages	No line management responsibilities
	Impacts	Expected to maintain a high quality service within available resources
Workforce	Manages (Bands and WTE)	No line management responsibilities
	Located	Trust wide. Base will be Kent and Canterbury Hospital
	Impacts	Expected to support the Antenatal and Newborn Screening Coordinator to ensure that a high quality screening service is provided
Other		N/A

Communications and working relationships

Internal	Antenatal and Newborn Screening Team Public Health Matron Head of Midwifery Newborn Hearing Screening Manager and Team Women, Children and Young People Management Team Risk and Governance Midwives Trust Clinical Governance Team Midwifery Practice Development Team Midwives Professional Midwifery Advocates NIPE examiners SCBU / NICU staff Obstetricians Paediatricians Sonographers Laboratory staff Specialist physiotherapists
External to NHS	Maternity Voices Partnership Service users and their families Student midwives
Other	Kent and Medway Screening and Immunisations Team Screening Quality Assurance Service Integrated Care Board's External Laboratories e.g. King Georges, St Thomas Child Health Records Department Health Visiting Service General Practitioners UK National Screening Committee

Environment

Category	Description/Definition	Frequency/Measures
Working Conditions	Frequent exposure to stressful and unpredictable workloads	Frequent
Physical Effort	Mainly sedentary role Required to work within a restricted position e.g. keyboard use	Frequent
Mental Effort	Prolonged concentration and attention to detail required Unpredictable work patterns with frequent interruptions	Frequent
Emotional Effort	Required to display exemplary standards of personal and professional behaviour and integrity at all times Work can sometimes be emotionally challenging for example working with women who have received increased chance screening results and with families who are making decisions about whether or not to interrupt a pregnancy	Frequent

Most challenging part of the job

Meeting the complex and challenging demands of the role including deadlines, with scrutiny from external organisations.

Analysis of large quantities of data.

Cross site working.

We confirm that the details of the above post as presented are correct. This is a description of the duties of the post as it is at present. This is not intended to be exhaustive. The job will be reviewed on a regular basis in order to ensure that the duties meet the requirements of the service and to make any necessary changes.]

