

Job Description

Job Title:	Midwife
Base:	Great Western Hospital
Grade:	Band 6
Reporting to:	Midwifery Matron

Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are.

Service	We will put our patients first
Teamwork	We will work together
Ambition	We will aspire to provide the best service
Respect	We will act with integrity

Main Purpose of the Job

The post holder is required to provide holistic midwifery care to women/birthing people and babies in the antenatal, Intrapartum and postnatal periods. The midwifery care is provided both in hospital, birth centre and community settings including the management of individual caseloads, clients and/or ward areas. The post holder will deputise for the Band 7 in all clinical areas. The role is multidimensional and requires the postholder to integrate and fulfil all the identified dimensions.

Main Responsibilities and Duties

1. To assess, implement and evaluate programmes of antenatal, intrapartum, postnatal and neonatal care for women/birthing people and babies (within their family unit) in line with current evidence.
2. Provide midwifery care across the Hospital maternity, birthing centre and community settings as deemed necessary by needs of the women/birthing people and babies within your caseload.
3. To act as an advocate for the women/birthing people and babies receiving maternity care.
4. Demonstrate appropriate behaviour/attitude (helpful, kind, caring, compassionate and respectful) when dealing with service users and colleagues, acts as a professional role model for other. Provide parenting education, advice on health issues, and support in altering health behaviours, thereby improving health and wellbeing.
5. Maintain comprehensive, accurate and contemporaneous records
6. The practitioner is expected to ensure that their own clinical practice and that of other staff on each shift, within the area of practice is of a high quality and safe standard, in local policies and guidelines.
7. Participate in on-call rotas system to ensure 24 hour cover of midwifery
8. Recognise complications and deviations from the norm in midwifery and refer to the appropriate professional.
9. Collaborate with and assist obstetric colleagues in the care of women/birthing people with complicated pregnancies, maintaining effective communication with obstetricians and other disciplines involved in maternity care.
10. Be aware of the indicators relating to vulnerable persons and child protection and respond in accordance with local policies to any suspect or confirmed instance of abuse.
11. Participate in initiation, designing, implementing and evaluating guidelines, policies, protocols and standards relating to midwifery practice.
12. To be aware of the public health strategy and work in partnership with other providers of health and social care to meet local community needs.
13. Effectively manage time in response to changing workloads. Identify any areas of need to line manager.

14. Assist team members in building a cohesive, supportive team.
15. Participate in the co-ordination of workload.
16. Be responsive to changes in systems of care and health care provision.
17. Be aware of recent plans and directives at local and national level
18. Participate in team/unit/divisional meetings; ensuring information is disseminated to colleagues where appropriate.
19. Ensure the appropriate storage and maintenance of clinical and non-clinical equipment.
20. All staff must ensure they use resources in a manner consistent with organisational objectives and policies, ensuring that resources are realistic, justified and of clear benefit to the organisation.
21. Participate in the risk management strategy of the department and Trust.
22. Report immediately any incidents, accidents, complaints or other occurrences involving patients, visitors or staff, resolve wherever possible, complete accurate statements and report to the appropriate manager as soon as possible.
23. Report defects in equipment and the general fabric of the unit to the appropriate officer of the Trust.
24. Take action to assess the management of risk to reduce where possible the impact on patients, visitors, staff and NHS Property.
25. Any information gained by virtue of employment, including any confidential/personal information concerning patients or staff, must not be divulged to other staff not directly involved. A breach of confidentiality would result in disciplinary action. Each employee is personally responsible for ensuring that no breaches of information security result from their actions. Staff should be aware that all personal information about patients and staff, regardless of its format (e.g. computerised, written or spoken), is subject to the Data Protection .
26. Administer medications in accordance with NMC Standards for Safe medicines administration and Trust Medicines Policy.
27. To regularly use IT technology including the use of electronic maternity data collection systems to input data relating to maternity care.
28. To be able to prioritise and delegate safely and appropriately to relevant staff. Consistently observe Trust Infection Prevention & Control policies, procedures and best practice guidance in order to maintain high standards of Infection Prevention & Control.
29. Be responsible for maintaining and developing professional skills, knowledge and expertise to ensure that their educational and developmental needs are met in line with NMC Revalidation requirements to meet the needs of modern maternity services. To assess plan and support own development and education needs in consultation with Band 7 midwives, practice development midwives and Midwifery Matron's. To maintain a professional portfolio.
30. Be active in the support, training and professional development of students and junior staff, and to provide clinical advice where necessary.
31. To act as mentor and/or assessor for midwifery learners and other related disciplines
32. To act a preceptor for newly qualified midwives.
33. To participate in department based training that meets the needs of the specific areas in order to maintain high standards of care.
34. To participate in the Trusts Appraisal and Midwifery programmes

Flexibility

This 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, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Supplementary Information

This job description should be read alongside the Supplementary Information provided on NHS Jobs for applicants and alongside the Employee Handbook for current staff members

Person Specification

Job Title:	Midwife
Base:	Great Western Hospital

The following criteria will be assessed from information provided on your completed application form, during the shortlisting and assessment process, and by your referees.

Criteria	Essential	Desirable
STAR Values	<p>We will expect your values and behaviours to reflect the STAR Values of the organisation:</p> <ul style="list-style-type: none"> Service - We will put our patients first Teamwork - We will work together Ambition - We will aspire to provide the best service Respect - We will act with integrity 	
Education, Qualifications and Training	<ul style="list-style-type: none"> Registered Midwife Practising Midwife Maintained an up to date professional portfolio Training in obstetric emergencies Valid Driving licence 	<ul style="list-style-type: none"> To have obtained or be studying to degree level (or diploma with equivalent experience). Teaching/Mentoring qualification
Experience	<ul style="list-style-type: none"> Recent experience in all aspects of midwifery practice. Competencies relevant to sphere of practice. 	<ul style="list-style-type: none"> Evidence of further study and development of professional and academic skills Experience of mentoring students
Knowledge and Skills	<ul style="list-style-type: none"> A good standard of written and spoken English is required to be able to undertake the relevant duties. Knowledge of current evidence based midwifery practice. Ability to demonstrate competence in fetal monitoring. Ability to demonstrate knowledge of effective management of obstetric emergencies. Ability to demonstrate an in-depth knowledge of medicines management. Ability to demonstrate key issues relating to safeguarding. Ability to demonstrate effective verbal and written communication. Ability to interact effectively within a multi-disciplinary team Ability to organise/prioritise own workload autonomously. Flexible in approach to work Supportive to others within team 	<ul style="list-style-type: none"> Demonstrate a broad knowledge of current midwifery issues. Competent in Perineal suturing. Competent in IV medicines administration. Competent in cannulation. Competent in care of women with epidural analgesia. (Acute unit)
Other Job-Related Requirements	<ul style="list-style-type: none"> Willing to work in other areas of the Trust or Trust-wide as and when required to do so. 	