

DIABETES MIDWIFE JOB DESCRIPTION

Job Title:	Midwifery Ultrasound Practitioner
AfC Band:	Band 7
Directorate/Service:	Perinatal
Accountable To:	Lead Midwife
Responsible To:	Director of Midwifery
Base Location:	Maternity Unit, Royal Oldham
On-Call Requirement:	No
AfC Job Code:	

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

Main purpose of the job:

To undertake third trimester ultrasound scanning as part of their role as a midwife working within the Maternity Unit.

Key Role and Responsibilities

The post holder will:

1. Work autonomously providing care based on Trust guidelines and within their sphere of professional practice.
2. Undertake the role of the midwife and midwifery ultrasound practitioner, planning and providing care accordingly.
3. The post holder will work as a midwifery practitioner undertaking ultrasound scans in the third trimester and will be required to produce reports on the findings of the ultrasound scan.
4. The post holder will be able to manage day-to-day operational issues such as accommodating urgent referrals within the pre-booked case lists giving due regard to available resources and the clinical priority request.
5. The post holder is required to have the appropriate technical skill to operate the ultrasound machinery safely and effectively.
6. Whilst predominantly being based within the Antenatal Day Unit you may be required to undertake work within the Maternity Triage Department, Fetal Medicine Unit and the Maternity Ultrasound Department.
7. The post holder will have successfully completed a post graduate course in Third Trimester Obstetric Ultrasound Scanning.

Main Tasks & Overview of Responsibilities

1. Provide care during the antenatal, intrapartum and postnatal continuum based within the hospital to include undertaking third trimester scanning.

2. Provide the highest standard of care for women and their families by effective use of available resources ensuring departmental standards and quality issues are observed.
3. Promote women's and family's equality, diversity and rights.
4. Assess women and babies' health and wellbeing needs when those needs are complex. Using information available on the referral request, determine the type of ultrasound examination required and whether any preparation prior to the examination is necessary.
5. Work collaboratively with colleagues across the multidisciplinary team always respecting women's values and beliefs during their maternity experience, supporting them to make choices in the context of a mutually respectful, trusting relationship.
6. As part of the clinical examination take a brief history from the women to confirm and expand on the clinical information already available. Have the ability to make decisions or recommendations for the best interests of the women.
7. Use judgement to change/discuss requests from referrers within clinical and national guidelines.
8. Support an environment in which excellence clinical care will flourish.
9. Maintain clinical competence and facilitate application of theory to practice.
10. Maintain accurate legible and timely record keeping and communicate effectively with women and other members of the multidisciplinary team.
11. Maintain scan equipment by undertaking safety checks to ensure equipment is suitable for each scan.
12. Will have comprehensive knowledge and understanding of the principles and concepts underpinning the broad range and applications used for ultrasound imaging.

13. Produce digital images of the examination for long term storage of the clinical record.
14. Provide a report of the clinical results for the referring clinician and discuss these results with the women. Plot results as per protocols and guidelines.
15. Demonstrate knowledge in all aspects of the midwifery/obstetric related antenatal care.
16. Be responsible for the assessment, development, implementation and evaluation of care to mothers and babies.
17. Participate in any local and national initiatives as required/requested by Line Manager including audit.

Communications and Relationships

1. The post holder will be responsible for using both verbal and written communication promoting and maintaining communication systems. Will be able to expand on the given medical history by direct discussion with the woman using focused questions. Able to explain why the examination is being requested/performed, including the risks, benefits and limitations of the test.
2. To take a holistic approach to the women's needs ensuring good communication skills for counselling and support with the ability to give information depending on the scope of own knowledge.
3. Support individual's equality, diversity and right identifying and addressing discrimination.
4. To ensure that regulations covered by the Data Protection Act. Including IT security are observed. To maintain accurate patient record both handwritten and computerised.

Analytical and Judgmental Skills

1. To analyse information and the purpose of that analysis this may include the interpretation of the women's observations medication and plans of care to be able to make a judgements and act accordingly which may or may not include data entries and general data.

2. Analyse and interpret highly complex sonographic findings, differentiating conflicting image characteristics, throughout the examination. Use experience and professional judgement to determine the most likely diagnosis from a range of possibilities within the clinical context.
3. Will be expected to independently perform, interpret, diagnose and produce a final written report with minimal need for advice/validation by another clinician/practitioner. The report should enable the referring clinician to confidently plan patient management based on its content.
4. The midwifery sonographer must have the ability to impact bad news in a compassionate and understanding manner, discussing the findings of the report and to be able to discuss and support the potentially distressing results with the women and their families.
5. Undertake data collection effectively using the agreed systems.

Physical Skills

1. The post holder should be able to work in line with normal clinical duties within the Maternity unit.
2. The post holder should have experience and proficiency in using various formats of IT.
3. Be enthusiastic and have passion for improving the service and care given to our women.
4. The post holder will be required to be a continuous VDU user frequently operating in dim lighting conditions.
5. Must possess excellent hand-eye co-ordination skills and manual dexterity. Be capable of intense concentration for prolonged periods throughout the working day.
6. Have physical skills where a high degree of precision or speed and high levels of hand-eye and sensory co-ordination are essential.

Planning and Organisational Skills

1. Responsible for planning and organising workload throughout a shift, prioritising care in accordance with acuity seeking guidance and support from more senior staff as appropriate.
2. Provide additional support to the ultrasound sonographers to manage capacity and demand undertaking third trimester scans.
3. Will be willing to take an active role in research, audit and clinical governance activities on an individual, service area, Trust wide or Regional level as directed by the ultrasound professional lead.

Responsibility for Women's Care (including monitoring, diagnostics and investigations)

1. The post holder will be responsible for providing care to women and their families within the maternity unit.
2. Undertake midwifery intervention consistent with evidence-based practice, transferring and applying knowledge and skills to meet women's needs.
3. Undertake third trimester scans based on the agreed inclusion criteria within the Trust.
4. Midwife Ultrasonography Guidance in conjunction with the Trusts Ultrasound Protocols for Obstetrics and Gynaecology.
5. Evaluate the effectiveness and make necessary modifications of any midwifery interventions.
6. Monitor the effectiveness of care delivery and participate in developing pathways and plans of care where indicated to meet the women's needs.
7. Maintain commitment to CPD, keeping up to date with the latest developments as required for clinical governance. Ensure CPD portfolio is kept up to date and includes required updates for third trimester ultrasound and midwifery practice.
8. Obtain women's consent and discuss implications of the whole assessment process.

9. Refer women to other practitioners when needs and risks are beyond one's own scope of practice.
10. Base their decision making and any escalation to other health professionals on Trust guidance including guidelines and standard operating procedures.
11. Liaise with multidisciplinary team, co-ordinating and participating in case discussion as required.
12. Support women, encouraging them to promote their own health and wellbeing and that of their baby and to express their interests and concerns.
13. Provide support and care for the woman and her family respecting their need for privacy and dignity.
14. Maintain accurate and legible notes (written and electronic) in accordance with trust policy and the NMC code.
15. Use the CRIS system or any replacement system to report scan findings.

Responsibility for Policy/Service Development

1. The post holder will embrace and participate in quality initiatives including the setting and maintenance of standards of care.
2. Deal with day-to-day operational issues such as accommodating urgent referral within the pre-booked case lists giving due regard to availability, resources and the clinical priority of requests.

Responsibility for the care of Women

1. The post holder will be responsible for providing care to women within the Maternity Unit and be sensitive to the needs of women and staff mindful of their individual needs and requirements.

Responsibility for Information Resources

1. As an employee of the Trust you have legal responsibility for all records (including patient health financial personal and administrative) that you gather or use as part of your work within the Trust.

2. The records may be paper electronic, microfiche, audio or videotapes, x-ray/scan images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.
3. Misuse of or failure to properly safeguard confidential data will be regarded as a disciplinary offence.
4. As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. This duty lasts indefinitely and will continue after you leave Trust employment.
5. All information which identifies individuals in whatever form (paper pictures, electronic data, images or voice) is covered by the 1988 Data Protection Act and should be managed in accordance with this legislation.

Freedom to Act

1. Accountable for own professional actions undertaking all duties having regard to the NMC Code of Professional conduct for the nurse, midwife and health visitor and their professional contribution to Clinical Governance.
2. To act as a midwifery ultrasound practitioner to produce a final report, the contents of which directly contribute to the diagnosis and subsequent treatment of patients.
3. Is able to seek guidance or management advice from advanced ultrasound practitioners or ultrasound professional lead if required.

Partnership Working

1. The requirement to interact with others in order to achieve the objectives or purpose of the post. This will range from co-operating with other team members to multi agency working.

PERSON SPECIFICATION

Job Title:	Midwifery Ultrasound Practitioner
AfC Band:	Band 7

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree in Midwifery. Diploma in Midwifery. Post Graduate Course in Third Trimester Obstetric Ultrasound Scanning 	<ul style="list-style-type: none"> Post basic qualification in specialty.
Professional Registration	<ul style="list-style-type: none"> Registered Midwife 	
Knowledge, Training & Experience	<ul style="list-style-type: none"> Evidence of acquisition of relevant skills associated with the role Evidence of ongoing personal and professional development Demonstrate a knowledge of the specialty Understanding of physical principals of ultrasound production Demonstrate an understanding of the NMC Code of Conduct Demonstrate knowledge and skills relating to Trust Third Trimester ultrasound scanning Independently perform, interpret, diagnose and produce a final written ultrasound report with minimal need for advice from other Clinician/Practitioner Excellent verbal and no-verbal communication skills Good keyboard/IT skills Ability to communicate with staff at all levels 	

	Essential	Desirable
	<ul style="list-style-type: none"> • Willingness to undertake relevant further study as required for the post • Understanding of Clinical Governance and Health & Safety issues • Demonstrate and awareness of audit standards and policies • Flexible approach to working patterns • Ability to work as an effective member of a multi-disciplinary team. 	
Physical and Mental Requirements		
<p>Physical effort:</p> <p>This clinical post involves all aspects of ward activities which regularly demands long periods of standing, walking, assisting women and babies in all activities of daily living.</p> <p>Mental effort:</p> <p>This post requires regular periods of concentration, and the post holder must be able to adapt to the unpredictable working patterns.</p>	<p>Emotional effort:</p> <p>Although this post is primarily a rewarding role it can emotionally demanding and the post holder may experience distressing situations in which they will have to support women and their families.</p> <p>Working conditions:</p> <p>The post holder will be expected to work all shift patterns to meet the needs of the service which may involve day, night, weekend and bank holiday duty.</p>	

Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.
INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.
Equality and Diversity
<p>All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.</p> <p>Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:</p> <ul style="list-style-type: none"> eliminating discrimination, harassment and victimisation

- advancing equality of opportunity between people who share a protected characteristic and those who don't.
- fostering good relations between people who share a relevant protected characteristic and those who don't.
- understanding the impact of policies, services and practice on people with different protected characteristics

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, 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.