

JOB DESCRIPTION

POST: Maternal Medicine Specialist Midwife

DEPARTMENT: Antenatal services, Maternity

GRADE: Band 7

ACCOUNTABLE TO: Antenatal Clinic Services Matron ORC

RESPONSIBLE TO: North West Maternal Medicine Network Lead Midwife

WORK BASE: Maternal Medicine Centre, Saint Mary's managed Clinical services, Oxford Road

Manchester University NHS Foundation Trust (MFT) is one of the largest acute Trusts in the UK, employing over 20,000 staff. We are responsible for running a family of nine hospitals across six separate sites, providing a wide range of services from comprehensive local general hospital care through to highly specialised regional and national services.

We are the main provider of hospital care to approximately 750,000 people in Manchester and Trafford and the single biggest provider of specialised services in the North West of England. We are also the lead provider for a significant number of specialised services including Breast Care, Vascular, Cardiac, Respiratory, Urology Cancer, Paediatrics, Women's Services, Ophthalmology and Genomic Medicine.

Our vision is to improve the health and quality of life of our diverse population by building an organisation that:

- Excels in quality, safety, patient experience, research, innovation and teaching
- Attracts, develops and retains great people
- Is recognised internationally as a leading healthcare provider

Background to the Northwest Maternal Medicine Network

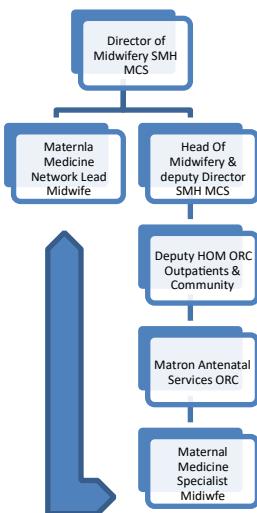
Maternal Medicine Networks (MMN) are central to NHS England's Improvement strategy for reducing mortality for all pregnant woman and reducing neonatal morbidity and mortality. The aim of MMNs is to ensure women with acute and chronic medical problems have timely access to specialist advice and care at all stages of pregnancy. One of the essential actions highlighted in the recently published Ockenden report (2020) was that there must be robust pathways in place for managing women with complex pregnancies. The report states that the development of maternal medicine specialist centres (MMC) must be an urgent national priority. The development of MMNs is underpinned by national and local transformation plans in maternity and neonatal care; this includes Better Births, Saving Babies Lives Care Bundle V2, the Neonatal Critical Care Review and the recent Ockenden Reports.

Maternal Medicine Specialist Midwives will provide clinical leadership for the identification, referral and management of women and their medical conditions within the network alongside their counterparts within the Northwest region including East Cheshire & Mersey & Lancashire and South Cumbria, with identified MMCs having responsibility for co-ordinating the care required for this cohort of women. MMNs will encourage a multi-disciplinary approach, improve pre-pregnancy counselling and optimise medical therapy. It will strive both to improve the whole service's approach to medical co-morbidities in pregnancy and support the specialist clinical contribution. www.mft.nhs.uk

Incorporating:

Altrincham Hospital • Manchester Royal Eye Hospital • Manchester Royal Infirmary • Royal Manchester Children's Hospital •
Saint Mary's Hospital • Trafford General Hospital • University Dental Hospital of Manchester • Wythenshawe Hospital • Withington Community
Hospital • Community Services

HIERARCHY



JOB SUMMARY

The Northwest of England has joined together to form a Maternal Medicine Network: this includes the three local maternity systems being Greater Manchester and East Cheshire (GMEC), Cheshire & Mersey (C&M) and Lancashire and South Cumbria (L&SC) working with commissioners, providers, Clinicians, the Maternity Clinical Network, service users via the Maternity Voices Partnerships and has the support of the integrated Care Boards.

The aim is to provide equitable and expert support for women with pre-existing or pregnancy-induced significant medical issues, to ensure sustainability of that care wherever in the region they may live, and additionally, to provide perinatal mental health support or another onward referral as required.

The Northwest maternal Medicine Network is made up of three specialist Maternal Medicine Centres (MMCs) held within St Mary's Hospital Manchester, Liverpool Women's Hospital and The Royal Preston Hospital alongside services delivered in local DGHs supporting the population of the Northwest of England. The post holder will work from either one of the specialist centres alongside services delivered within the other units across the region that are acting as the lead provider for the MMN. Therefore, roles will be recruited via each MMC but will require working access across the network. Base location to be agreed on an individual basis.

The postholder will have responsibility for the effective and efficient service within the allocated Maternal Medicine Centre. S/he/they provides clinical and professional management and leadership for the team. The postholder is responsible for ensuring the assessment of care needs and development, implementation, and evaluation of programmes of care are maintained to a high standard. S/he/they manages the reporting aspects of the Maternal Medicine Centre.

MAIN DUTIES & RESPONSIBILITIES

Clinical

- Fulfils the requirement as directed by the Nursing and Midwifery Council to maintain and revalidate registration
- Work with the Maternal Medicine Network Lead Midwife to co-ordinate and develop the Maternal Medicine Centre, reflecting local and national guidance and agenda
- Provide specialist midwifery advice both within the Maternal Medicine Centres and across the Network including the DGHs
- Enables women and family's choice and involvement and initiate appropriate action, acting as an advocate for the woman and her family.

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- Provide clinical leadership and be a role model to the midwifery team by demonstrating clinical excellence within midwifery practice as an expert practitioner.
- Be accountable for own professional practice and provide a resource on clinical and professional issues ensuring staff are afforded access to development opportunities.
- Support Implementation, monitor and facilitate remedial action when necessary, and seek to continuously improve standards and the quality of care, including those standards defined in the NHS long-term plan and Ockenden recommendations
- Contribute to developments in the Maternal Medicine Network in response to objectives and develop practice accordingly
- Maintain a safe working environment.
- Supervise and maintain accurate records.
- Demonstrate effective communication skills in highly distressing or emotional circumstances with service users, families and midwives e.g. personal and health problems
- Be responsible for the optimum use of resources
- Ensure the safe use and efficient management of equipment and supplies
- Promote evidence-based practice
- Work with the Maternal Medicine Network Lead Midwife to ensure that clinical governance processes at unit/depot level encompass measures to ensure the quality of the fundamental and essential aspects of care
- Work with Infection Control / COSH to monitor the environment to maintain standards
- The role will encompass national guidance such as adhering to Continuity of Carer principles, personalisation, and clinical guidance such as Saving Babies Lives
- Act in such a way that always safeguards the health and wellbeing of children and vulnerable adults. Is familiar with and adheres to the Trust safeguarding policies
- Raise concerns with regards to risk, danger, malpractice or wrongdoing by following the Trust whistleblowing policy and supporting processes

Education and Training

- Ensure all MMC staff have an individual performance development plan
- Ensure all MMC Midwifery staff maintain mandatory training requirements
- Plan and facilitate education regarding Maternal Medicine in conjunction with Band 7 Maternal Medicine Specialist midwife counterparts at East Cheshire & Mersey and Lancashire & South Cumbria.
- Ensure implementation of the Trusts Study Leave Policy
- Responsible for the inductions and development of MMC staff
- Promote a positive learning environment within the clinical area

- Maintain detailed and accurate records regarding staff education and attendance management
- To be responsible for developing and sustaining own knowledge, clinical skills and professional awareness in accordance with NMC
- Develop and promote educational materials to support the Maternal Medicine Network and promote high quality care for service users.

Contribute to the implementing and continuing the educational programme for clinical staff in the Maternal Medicine Centre.

Leadership

- Promote effective management of change by acting on audit and other reviews to implement agreed new approaches to raise the quality of care
- Delegate and empower staff without abdicating, overall, continuing responsibility
- Supervise staff rostering, ensuring adequate skill mix to provide optimum care for women and their families
- Investigate and respond to accidents, complaints, untoward incidents, and other significant events. Support staff throughout the process and ensure remedial action is taken to avoid repeat incidents and to enable lessons to be learned and shared
- Be responsible for the annual appraisal of the Maternal Medicine Centre midwifery and Midwifery support worker team, and ensure individual development needs are met including an annual inclusive conversation
- Provide emotional and professional support to staff following critical incidents
- Facilitate the professional and clinical development of individuals in the team, ensuring equal opportunity to all team members and the skills of all team members are used to optimum effect
- Monitor statistics and performance regularly and give feedback to teams
- Attend relevant Maternal Medicine Network meetings including MDT meetings
- Identify the changing needs of the Maternal Medicine Centre on an on-going basis and refer to the Head of Midwifery or Maternal Medicine Network Lead Midwife
- Actively promote an effective learning environment and ensure the delivery of education and mentorship of student midwives, medical colleagues, and other health professionals
- Act as a professional resource for the midwifery service assisting with the development and provision of training programmes for staff to maintain competencies in all aspects of midwifery led care
- Lead standard setting initiatives, protocols, and quality assurance programmes, addressing any risk management issues to ensure that midwifery practice complies with current evidence-based guidelines and protocols

- Act as resource for specialised midwifery advice and guidance to midwifery colleagues and other health professionals both within the Maternal Medicine Centre and the wider Maternal Medicine Network, including DGHs
- Contribute to the development of departmental policies, procedures, and guidelines in order to establish goals and standards within Maternal Medicine, ensuring these are met
- Proactively promote the Maternal Medicine Network to improve the quality and safety of our services.
- Work closely with Research and Innovation to promote research, disseminate outcomes and findings to support evidence-based practice
- To be the Midwifery representative for the Maternal Medicine Network in external situations, for example national and international conferences, committees.
- To facilitate and maintain effective communication with both the multi-disciplinary team and experts from all ranges of Maternal Medicine specialities.

Professional

- Accountable for your own professional actions and be a lead specialist for Maternal Medicine acting within clearly defined policies/procedures and codes of conduct including the NMC code and Trust policy.
- To act in accordance with local policies and procedures as laid down by the Trust.
- To participate in annual appraisals identifying individual learning needs that contribute to personal /professional and organisational objectives.
- To attend courses as deemed relevant, including mandatory training, and to attend meetings and conferences as appropriate.
- Promote the personal/professional development of other members of the MMC Workforce.
- Maintain a personal, professional profile, identifying role and skill developments in line with the scope of professional practice.
- To work closely with Maternal Medicine colleagues across the Northwest Maternal Medicine Network to ensure seamless processes/guidelines/pathways are achieved alongside optimal care for all service users

INFECTION CONTROL

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust's Infection Control manual. The postholder is also responsible for ensuring all their staff attends mandatory training, including infection control and to provide support to the Director of Infection Control.

HEALTH AND SAFETY

The Trust has a statutory responsibility to provide and maintain a healthy and safe environment for its staff to work in. You equally have a responsibility to ensure that you do nothing to jeopardise the health and safety to either yourself or of anybody else. The Trust's Health and Safety Policies outline your responsibilities regarding Health and Safety at Work.

The postholder must not willingly endanger him/herself or others whilst at work. Safe working practices and safety precautions must be adhered to. Protective clothing and equipment must be used where appropriate.

All accidents / incidents must be reported to your Senior Manager and documented as per Trust Policy, including the reporting of potential hazards.

SAFEGUARDING

Ensure that the policy and legislation relating to child protection and safeguarding of children, young people and vulnerable adults are adhered to. It is the responsibility of all staff to report any concerns to the identified person within your department / division or area of responsibility.

SECURITY

The postholder has a responsibility to ensure the preservation of NHS property and resources.

CONFIDENTIALITY

The postholder is required to maintain confidentiality at all times in all aspects of their work.

TEAM BRIEFING

The Trust operated a system of Team Briefing, which is based on the principles that people will be more committed to their work if they fully understand the reason behind what is happening in their organisation and how it is performing.

NO SMOKING POLICY

The Trust operated a no smoking control policy, which applies to all staff, patients and visitors and extends to the hospital grounds as well as internal areas.

THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER

This job description indicates the main functions of the postholder and may be subject to regular review and amendment in light of service development. Any review will be undertaken in conjunction with the postholder and in line with Trust policy.