

**YORK AND SCARBOROUGH TEACHING HOSPITALS NHS  
FOUNDATION TRUST**

**FAMILY HEALTH DIRECTORATE**

**PERSON SPECIFICATION**

**TITLE:** Midwife (within 18 months after qualification as a midwife) **BAND: 5**

**Summary of Job:**

- Will work autonomously within locally agreed policies and guidelines, taking account of NMC and LSA Guidance in relation to practice.
- Is responsible for the assessment of care needs and the development, implementation and evaluation of programmes of care to women and their babies throughout pregnancy, labour and the postnatal period.
- Is required to manage own workload and meet the needs of women and their babies under their care.
- Is required to support students including basic and/or post-basic students and support staff.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>EXPERIENCE</b>  Registered Midwife having completed an educational programme to be on Part 10 of the NMC register and have current registration  Experience of providing care to low risk women in the antenatal, intrapartum and postnatal period and have an understanding of working in support of women with high risk pregnancies	  ✓    ✓		  Application/CV    Application/Interview
<b>QUALIFICATION</b>  Registered Midwife with current registration with the NMC	  ✓		  Application/CV/NMC

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>SPECIAL KNOWLEDGE:</b>  Infection control (COSHH) Breastfeeding Bereavement Antenatal education Drug abuse Counselling HIV Staff development and support Clinical supervision Child protection Domestic violence Midwifery services in the wider context Water births	✓	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	) ) ) ) ) ) ) Application/Interview ) ) ) ) ) )
<b>INTERPERSONAL SKILLS/PERSONAL ATTRIBUTES</b>  Able to demonstrate good communication skills verbally and in writing  Understands the issue of working as an advocate for women and in supporting them in their decision making autonomously  Must be able to reflect on practice, willing to question and promote evidence based practice  Positive professional approach and image	✓  ✓  ✓  ✓		Application/Interview/ Presentation  Interview  Interview/Presentation  Interview/Presentation
<b>PRACTICAL SKILLS / PROFESSIONAL KNOWLEDGE</b>  Can demonstrate an understanding of women centred care  Can discuss professional issues and is aware of current recommendations in relation to midwifery practice	✓  ✓		Application/Interview  Application /Interview/ Profile