



**University Hospitals  
of North Midlands**

NHS Trust

# Job Description and Person Specification

**PROUD  
TO  
CARE**



# Join the UHNM Family

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research.

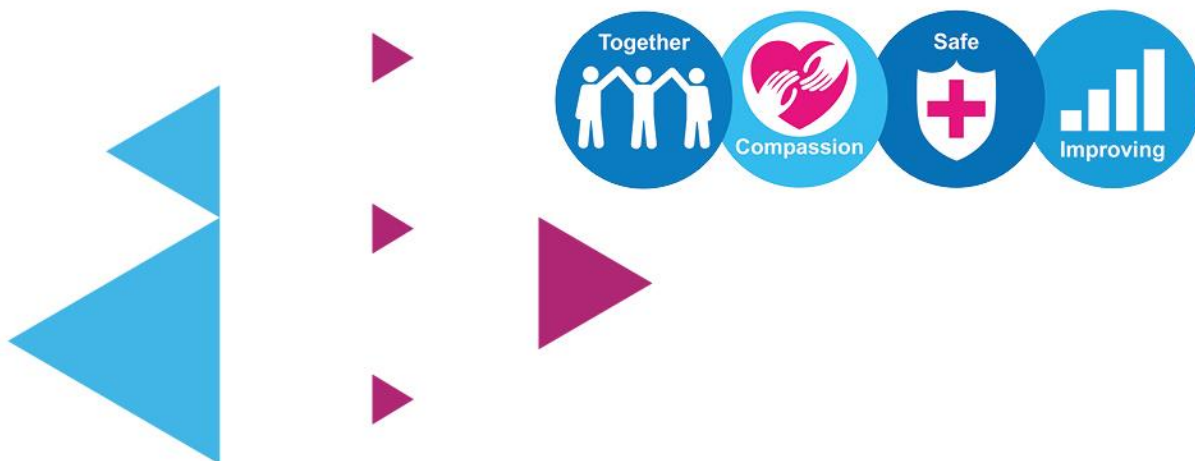
The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are a specialist Major Trauma Centre for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort.

Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at [www.uhnmcharity.org.uk](http://www.uhnmcharity.org.uk)



# Values & Promises

We have four core values and promises that were co-created by our staff, patients and carers.



## Together

- We are a Team – I will be considerate, help others to achieve our goals and support others to make positive changes
- We are Appreciative – I will acknowledge and thank people for their efforts and contributions
- We are Inclusive – I will be open and honest, welcome people's views and opinions and involve people in decisions that affect them



## Compassion

- We are Supportive – I will be empathetic and reassuring. I will support and encourage people when they need it
- We are Respectful – I will treat people fairly, with respect and dignity, protect their privacy and help them to feel comfortable
- We are Friendly – I will be welcoming and approachable. I will make eye contact, say hello and introduce myself #hellomyname is



## Safe

- We Communicate Well – I will explain clearly, share relevant and timely information and keep people updated
- We are Organised – I will plan ahead, manage my time well and be prompt in what I do
- We Speak Up – I will contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values



## Improving

- We Listen – I will welcome people's views and ideas, invite people to ask questions and share their opinions and respond to what I hear
- We Learn – I will share best practice, celebrate good performance and support others to use their skills, learn and grow
- We Take Responsibility – I will have a positive attitude, act and encourage people to take the initiative and make improvements

**Division: Nurse Bank / Central Functions**

**Job Title: Bank Midwife**

**Band: 5 & 6**

**Location: Royal Stoke Hospital / County Hospital**

**Hours: 0 Hours Workers Agreement**

**Managerially accountable to: Senior Sister for Nurse Bank / Deputy**

**Professionally accountable to: Senior Sister for Nurse Bank / Deputy**

### **Role Summary**

The midwife will participate in high quality care for women and their families, also providing mentorship and professional support to enable students and maternity support workers to do the same. As a rotational post the midwife will have the opportunity to gain experience and maintain skills within antenatal, intrapartum and postnatal care. There is also an expectation that the midwife will be involved in aspects of Continuity of Carer. The midwife works autonomously within Trust guidelines and sphere of professional practice with reference to departmental manager as appropriate. The midwife will work within their sphere of practice in accordance with NMC codes of practice and professional guidelines.

### **Key Areas/Tasks**

- To assess, develop, implement and evaluate nursing and midwifery care for women and babies within the ward/department/community in order to provide and maintain a high standard of informed and effective holistic care under the guidance of the Ward/Department Manager or deputy.
- To promote and empower women to make appropriate choices regarding their care and act as their advocate when necessary.
- To work autonomously as a midwife practitioner throughout the whole spectrum of maternity care for the "low risk" woman.
- To be able to assess and make professional judgements when a woman's risk category changes to "high risk" and liaise with the relevant medical specialist. To continue to care for the "high risk" woman with the medical specialist.
- To rotate on a regular basis to maintain skills in all aspects of maternity care including the intrapartum period and meet the needs of an integrated service.
- Provide continuity of care, advice and support throughout pregnancy, labour and the postnatal period to an assigned caseload.

## Professional

- To assess, develop, implement and evaluate nursing and midwifery care for women and babies within the ward/department/community in order to provide and maintain a high standard of informed and effective holistic care under the guidance of the Ward/Department Manager or deputy.
- To promote and empower women to make appropriate choices regarding their care and act as their advocate when necessary.
- To work autonomously as a midwife practitioner throughout the whole spectrum of maternity care for the “low risk” woman.
- To be able to assess and make professional judgements when a woman’s risk category changes to “high risk” and liaise with the relevant medical specialist. To continue to care for the “high risk” woman with the medical specialist.
- To rotate on a regular basis to maintain skills in all aspects of maternity care including the intrapartum period and meet the needs of an integrated service.
- Provide continuity of care, advice and support throughout pregnancy, labour and the postnatal period to an assigned caseload
- Will work within the context of this post in accordance with the Nursing and Midwifery Council (NMC) codes of practice and the University Hospitals of North Midlands Trust policies, procedures, standards and guidance.
- Keep abreast of issues related to the post and ensure that these are reflected in practice.
- Maintain professional registrations with NMC and undertake appropriate clinical practice to maintain registrations.
- Provide expert clinical advice to patients / families / staff/visitors.
- Participate in University Hospitals of North Midlands Trust annual appraisal system.
- Identify areas of professional development to meet the changing needs of the service user and in accordance with contemporary professional practice.
- To participate in personal objective setting and review, including the creation of a personal development plan. Ensure personal development links to Service Improvement and Divisional and Trust policies.
- Participate in the preceptorship programme to meet the requirements of the NMC and the Trust Induction Policy for those acquiring new skills.
- At all times, maintain and promote professional standards of dress and behaviour.



## **Clinical**

- Contribute to the development and implementation of the 10 key roles for nursing and to enhance / advance nursing roles within a local and national framework.
- Update personal knowledge and ability by attending and participating in appropriate seminars, study days and conferences.
- Maintain and keep accurate records.
- Where appropriate undertake enhanced clinical practice within agreed competency-based training programmes. Maintain evidence of educational preparation, training undertaken and assessment of competence.
- Communicate effectively to all families and as a member of the multidisciplinary team.
- Develop and maintain a dialogue with all internal and external agencies required to ensure a high standard of patient care. Liaise closely with the Ward manager and Senior Clinical Nurse (Matron).

## **Quality / Governance**

- Contribute to the principles of clinical governance ensuring that quality standards in policy and practice are set and monitored within this role. Ensure that Clinical Risk Management and clinical audit are an integral part of this role.
- Be fully conversant with and follow the Trust Policy for Handling Written and Verbal Complaints.
- Be proactive in ensuring that Nursing and Midwifery clinical supervision takes place within the unit.
- Adopt and promote a systematic, evidence based, outcome focused approach.
- Identify opportunities to improve service delivery, effectiveness and efficiencies and make recommendations accordingly. Ensure that agreed practice development are appropriately introduced, regularly reviewed, evaluated and reported on.
- Ensure all resources are managed as effectively and efficiently as possible.

## **Personal/Professional Development**

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence.
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

## **Health and Safety**

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work.
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

## **Equality and Diversity**

UHNM is committed to the implementation of the Equality, Diversity and Inclusion Policy Which ensures equal opportunities for all. UHNM is also committed to embracing diversity and eliminating discrimination in both its role as an employer and as a provider of services. It aims to create a culture that respects and values each other's differences, promotes dignity, equality and diversity and encourages individuals to develop and maximise their potential. All staff are required to observe this policy in their behaviour to other workers and patients/service users

## **Infection Prevention**

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy.

All staff employed by the UHNM Trust have the following responsibilities:

### **Trust Dress Code**

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

### **Hand Hygiene**

- Decontaminate your hands as the per 'The five moments of hand hygiene'

### **Own Practice**

- Lead by example
- Encourage and praise good practice
- Be prepared to accept advice about your own practice

### **Decontamination**

- Ensure that equipment you have been using or about to use has been decontaminated effectively
- Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

### **Trust Policies**

- Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

## **Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality**

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records.

Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information

Hence staff must ensure confidentiality is maintained at all times, data is recorded accurately, and you only access this information as part of your job role

## **Safeguarding Children, Young People and Adults with care and support needs**

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who meet children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

## **Sustainability**



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): '*Our 2020 Vision: Our Sustainable Future*' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.



*SWITCH to a Sustainable UHNM* is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact [switch@uhns.nhs.uk](mailto:switch@uhns.nhs.uk)

## **Disruptive Incident & Business Continuity**

The Trust needs to be able to plan for and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident.

All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum.

All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need in clinical areas. This will include front line clinical staff who will be expected to cover alternative duties as and when required in order to ensure that all essential services are maintained.

Signed Employee \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

Signed Manager \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

## Job Title

### Person Specification

	Specification	Criteria		Evidence
		Essential	Desirable	
<b>Essential Qualifications</b>	<ul style="list-style-type: none"><li>• Educated to degree or diploma level.</li><li>• Registered Midwife on the professional register</li><li>• Portfolio of certified/accredited professional development activity undertaken in relevant areas</li><li>• Experience and/or qualifications in the specific area Organisational Development</li></ul>	✓  ✓ ✓  ✓		
<b>Knowledge, Skills, Training and Experience</b>	<ul style="list-style-type: none"><li>• Experience of working across boundaries to develop networks with key stakeholders</li><li>• Ability to prioritise workload in response to service need</li><li>• Ability to work autonomously and be accountable for own actions</li><li>• Ability to motivate and support others to achieve goals</li><li>• Able to utilise initiative to solve problems and develop the service</li><li>• Ability to work as part of the wider team</li><li>• The ability to integrate theory and practice through the effective development and delivery of learning programmes and events which take full account of relevant learning methodologies, principles and paradigms</li><li>• Good influencing and networking skills</li><li>• Excellent written and communication skills</li><li>• Ability to maintain confidentiality and deal with situations in a sensitive manner</li></ul>	✓  ✓  ✓  ✓  ✓  ✓		

	<ul style="list-style-type: none"> <li>• Ability to follow complex instructions and make the complex simple</li> <li>• Ability to contribute directly to the production of strategy and policy documentation.</li> <li>• Ability to apply evaluative and reflective techniques to personal practice, events and activities</li> <li>• Ability to understand, interpret and critically analyze data and information</li> <li>• Has at least 12 months post registration experience in an acute setting</li> </ul>	✓		
Personal Qualities	<ul style="list-style-type: none"> <li>• Positive mindset in respect of – Supporting organisational change; learning, and continuous improvement.</li> <li>• Effective interpersonal and intrapersonal skills including high degree of self-awareness and self-regulation</li> <li>• Takes responsibility and is accountable for delivering to their agree objectives</li> <li>• Consistently professional, collaborative and compassionate in their approach.</li> <li>• Works with patients and people at the fore – operates to a customer service ethos</li> <li>• Acts to support and enable effective teamwork</li> <li>• Delivers work of consistent and predictable high quality</li> <li>• There is a frequent requirement for prolonged concentration when facilitating</li> <li>• Emotional effort; the post holder will at times be exposed to distressing and emotional circumstances</li> <li>• Ability to travel to and work across multiple sites</li> </ul>	✓  ✓ ✓  ✓  ✓  ✓  ✓  ✓		