

## Job Description

<b>Job Title:</b>	Psychological Wellbeing Midwife
<b>Base:</b>	Great Western Hospital
<b>Grade:</b>	Band 7
<b>Reporting to:</b>	Patient Safety Lead for Maternity and Neonatal Services

### 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. We will expect your values and behaviours to reflect the STAR Values of the organisation:

- 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 postholder will work in collaboration with the multi-disciplinary team to ensure that women/birthing people with birth related trauma and tokophobia receive the appropriate psychological care and treatment.

### Main Responsibilities and Duties

1. To work cooperatively with existing maternity and trust bereavement services to provide appropriate support to women/birthing persons with grief relating to pregnancy loss.
2. To act as a lead resource for maternity services with expert knowledge of psychological support for women/birthing people to provide clinical advice, support and training to staff, mothers, birthing people and babies and other members of the multi-disciplinary team.
3. Demonstrate understanding of ethics, UK law, and Nursing and Midwifery Council guidelines relating to maternity care and childbirth, particularly relating to advocacy, consent, and sexual health.
4. Take personal responsibility for own professional development and updating in accordance with revalidation requirements.
5. Commitment to providing non-discriminating and non-judgemental care
6. Commitment to providing evidence-based care.
7. Promote professional behaviour by example.
8. Excellent time management and organisation skills
9. Participate in annual appraisal, 360-degree feedback for self and team; demonstrate ongoing professional development by keeping up to date with national and local developments in nursing/midwifery and NHS policy and practice.
10. Actively seek opportunities to develop own skills and experience relating to leadership, management, and quality improvement.

11. Maintain accurate records in accordance with The Nursing and Midwifery Council.
12. Have knowledge of the Trust and local protocols, policies, and procedures.
13. Demonstrate a willingness to be flexible to meet the changing needs of clients and the service.
14. Act as an effective team worker who works with others towards a common goal, being respectful and supportive of each member of the multi-disciplinary team.
15. Access and facilitate appropriate mentorship and clinical supervision.
16. To ensure the rights, dignity, privacy, and confidentiality of patients are protected at all times.
17. To complete screening and triage of women presenting with trauma symptoms and prepare and chair triage meetings with relevant professionals.
18. To be responsible for providing consultation, advice, referral and treatment (within scope) for women with mild/moderate trauma symptoms as part of the maternal mental health pathway for women with birth trauma and tocophobia
19. To provide personalised care based on each woman's needs including support of personalised care and support plans, ensuring that these are updated in a timely way and communicated to relevant professionals.
20. Develop, implement, and evaluate multi-agency and individualised specialist mental health birth plans in conjunction with women/birthing person and support person.  
To be competent and confident in all areas of midwifery practice and act as an expert specialist resource in the provision of care for birth related trauma, highly offering specialist advice to other midwives and medical staff in birth related trauma matters
21. Liaise with other agencies and professions, participating in multi-agency meetings to facilitate ongoing treatment and care.
22. To collaborate with the Obstetric team in the care of women requesting caesarean section for previous traumatic birth, offering evidence-based therapeutic interventions for PTSD.
23. Promote a mother and baby friendly environment adapting to the needs of the individual.
24. To follow trust infection prevention and control measures for safe practice.
25. To work in a clinical capacity as required as a midwife.
26. Maintain competence and expertise, manage and co-ordinate emergency procedures.
27. Act as an advocate for women to ensure they get the specialist mental health care they need.  
Work with colleagues to ensure that there is routine screening and early identification of women with, or at risk of a mental illness.
28. Work with colleagues to ensure that women and their families receive appropriate information about mental health and illness in a sensitive way.
29. Understand the impact of poor maternal mental health on infants and other family members, and the role that maternity services can play in mitigating this
30. Provide feedback from study events as agreed in your appraisal to enhance the learning opportunities of other staff.
31. To identify any staff training needs related to Maternal Mental Health and contribute to Maternity and Neonatal training needs analysis.

32. To facilitate learning of other Midwives including presenting at maternity training days
33. To identify any gaps in your own knowledge and work to address them.
34. Develop and maintain a working knowledge of mental health legislation, policy and guidance.
35. Develop and maintain skills in assessment of women/birthing person relating to identification of tocophobia and birth related trauma.
36. Able to demonstrate professional expertise and knowledge acquired through postregistration academic study, clinical leadership, and management development.
37. To lead on pathway, policy, guidelines, and training development for women with or at risk of birth trauma and tokophobia
38. To work collaboratively with Bereavement Support Midwife to lead on pathway, policy, guideline and training development for women experiencing grief and bereavement in maternity services
39. To work collaboratively with LMNS team and colleagues implementing the Maternal Mental Health clinics
40. To be responsible for implementing and monitoring of any key performance indicators related to maternal mental health clinic provision.
41. To participate in relevant professional or clinical committees internal or external to organisation where required
42. To be responsive and flexible to the changing priorities of the service and within the remit of the role
43. To work collaboratively with other professional providing care on the perinatal pathway including Midwives, Health Visitors, specialist perinatal mental health services and third sector providers
44. To contribute to highly complex safeguarding conferences/core groups when appropriate, preparing specialist reports as required for complex child protection cases.
45. Links with colleagues across the perinatal pathway to ensure early detection of primary or secondary tokophobia.
46. To monitor, evaluate and improve women's experience as a direct result of user feedback.
47. To identify any risks within clinical pathway/environment and communicate these.
48. To participate in appraisal system for any directly managed staff
49. To participate in the full recruitment processes of directly managed staff and support others with the recruitment, induction and retention of staff.
50. To maintain patient safety through rigorous and consistent compliance with Trust policies for the prevention and control of infection, including hand hygiene.
51. To co-operate with management and safety representatives on matters relating to the Health and Safety at Work Act.
52. To act responsibly in the care of equipment and the maintenance of a clean and tidy work environment.
53. Any faults with equipment or hazards (real or potential) should be reported without delay.
54. To report any untoward incidents involving patients, staff, or equipment in accordance with Hospital

Policy.

55. Monitor staff attendance, appearance and behaviour and take appropriate action if required.
56. Ensure that the annual leave and other absences are covered by effective utilisation of funded establishment.
57. Working collaboratively with PALS to investigate and resolve concerns/ complaints.
58. To ensure that all midwifery and clinical documentation is completed correctly and timely by members of the team.
59. Promoting an open culture of reporting and learning from incidents and near misses.
60. Support and contribute to delivering the wider Trust agenda as directed by the Director of Midwifery and Neonatal Services and the Chief Nurse.
61. Responsible for the implementation of audit, quality and risk management initiatives and publicising and sharing good practice with the team and peers.
62. Assertive and able to challenge others when the rights of women/families may be infringed.
63. To represent the Trust at regional meetings and act as a point of contact for outside agencies.
64. To work with local Trusts to ensure a seamless approach to care for women who access cross-boundary care, ensuring safety is paramount.
65. Be professional in appearance and adhere to the Trust and local uniform policy.

### **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

<b>Job Title:</b>	Psychological Wellbeing Midwife
<b>Base:</b>	Great Western Hospital

Criteria	Essential	Desirable
<b>Education, Qualifications and Training</b>	<ul style="list-style-type: none"> <li>Registered Midwife</li> <li>Educated to Masters level</li> <li>Counselling qualification</li> <li>Qualification in mental health and/or bereavement</li> </ul>	<ul style="list-style-type: none"> <li>MSc in Midwifery or related qualification</li> <li>Further leadership / management related qualification or training</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Evidence of working across a variety of midwifery settings including experience working with women with mental ill health.</li> <li>Able to demonstrate effective consolidation of midwifery knowledge and practice.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of involvement in service users' advocacy and complaints resolutions.</li> <li>Evidence of leading change.</li> <li>Evidence of working with a wide team of professionals</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>Thorough and up to date knowledge of national and local drivers for change</li> <li>Demonstrates compassion and caring approach to women and relatives and ability to motivate staff to demonstrate this also.</li> <li>Able to work under own initiative within boundaries of role.</li> <li>Strong organisational skills - Able to organise own workload and take responsibility for own clinical actions and systems / standards across area of responsibility.</li> <li>Highly effective communication skills</li> </ul>	<ul style="list-style-type: none"> <li>Ability to act as effective facilitator, coach and clinical supervisor.</li> <li>Experience of managing a team.</li> </ul>
<b>Other Job-Related Requirements</b>	<ul style="list-style-type: none"> <li>Willing to work in other areas of the Trust or Trust-wide as and when required to do so.</li> <li>Responsibility to promote the welfare of all children, young people and adults and to keep them safe and to practise in a way that protects them from potential harm or abuse</li> <li>To have knowledge of, and follow local policies and procedures regarding acting appropriately to protect vulnerable adults and children at risk</li> </ul>	