

JOB DESCRIPTION

Job Title:	Band 6 Integrated Midwife	<i>HR use only</i>
Report to:	Clinical Leads	Job Reference Number
Accountable to:	Head of Midwifery/ NMC	

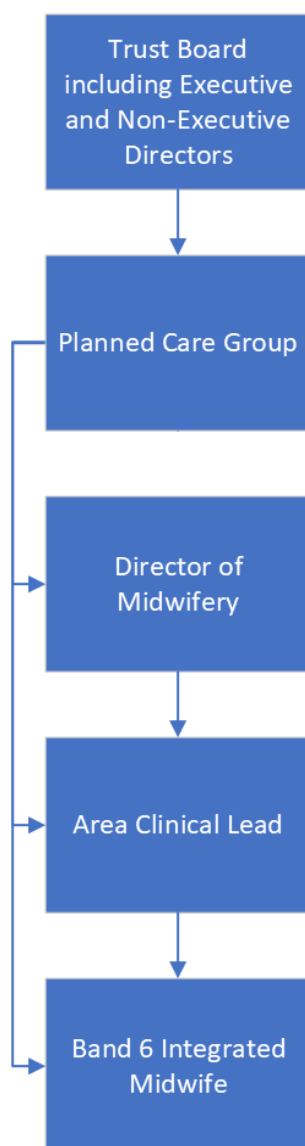
Job Purpose

- To be accountable for the overall provision of excellent individualised, evidence-based care to all women, birthing people and their families. To be a competent Midwife, working flexibly within the Midwifery Service and within The Code (NMC, 2018) as an autonomous professional practitioner.
- Maintaining compliance with service standards, policies, and guidelines so that effective and safe care is always provided

Job Statement

- To participate in the integrated midwifery model working within both community and all areas of the acute setting working shifts, including day and night shifts
- To partake in the morning multidisciplinary handover in the absence of a Clinical Lead Midwife
- To act as shift lead in the absence of a Clinical Lead Midwife
- Participate in the on-call rota for both hospital and community as part of the escalation process as well as promoting and facilitating home births
- Be confident in dealing with obstetric emergencies in hospital and community setting as appropriate
- Ensure that accurate, clear and contemporaneous, legible records are kept with evidence of assessment, planning, implementation, and evaluation of care.
- To be responsible for delivering and maintaining a high standard of day-to-day evidence-based practice for all women and birthing people in the designated clinical area/caseload
- To maintain and continually develop in-depth specialist knowledge of midwifery practice relevant to the individual clinical area
- To engage with women, birthing people and their families to encourage and promote holistic individualised care
- Provide support and advice following pregnancy loss
- Ensure the safe custody of drugs in accordance with the hospital policy and The Code (NMC, 2018)
- Responsible for the protection of safeguarding of children with an awareness of child protections procedures
- To be a source of reference regarding Health Education and Social Care
- To act as a practice supervisor- and/or assessor for student midwives

Organisational Chart



1. Communication and Relationships

- To participate in the Trust's appraisal programme, which includes performing appraisals to demonstrate strengths and recognise weaknesses in professional practice.
- To liaise with medical staff and audit department to participate in the process of audit and research trials to facilitate clinical effectiveness and monitor outcomes and standards within the clinical governance agenda.
- To undertake the role of preceptor for newly qualified midwives, practice supervisor for student midwives, providing and participating in their midwifery education.
- To participate in attending regular team meetings in the maternity unit or community
- To participate in a programme of risk management. To take part in leading reflective practice sessions to improve care in an open and transparent culture.
- To communicate with external agencies as required including neighbouring trusts and social services

2. Analysis and Judgement

- To identify and use the most effective means of communication, appropriate to the situation and individuals involved. This frequently involves contentious issues of a sensitive nature. These include daily involvement with child protection issues, as well as frequent involvement with termination of pregnancy for fetal abnormalities, miscarriage and occasionally still births.

3. Planning and Organising

- To plan workload for shift, considering skill mix, in absence of Clinical Lead
- To liaise with midwives throughout the maternity unit and in the community to ensure cohesion of the maternity service is being provided, in the absence of the Clinical Lead
- To participate in the on-call rota and rotation throughout the maternity service
- To admit, transfer and discharge women, birthing people and babies at own discretion, providing appropriate follow up as necessary.
- To deal with complaints, untoward incidents, and accidents as they occur and report to Clinical Lead Midwife/Deputy Head of Midwifery/Director of Midwifery as appropriate.
- To order and check drugs, ensuring they are in date. Check availability of other supplies. Ensure stock levels are maintained.
- To take the lead role, where appropriate for obstetric and neonatal emergencies.
- To take responsibility for correct usage of equipment, e.g. Glucometer, resuscitation equipment, Cardiotocograph machines. To ensure all are checked daily and any faults are reported and followed up immediately to the appropriate personnel.
- To order and check drugs, ensuring they are in date. Check availability of other supplies. Ensure stock levels are maintained.

4. Patient and Client Care

- To be a competent autonomous practitioner, accountable for own actions, working within the The Code (NMC, 2018) and Standards of proficiency for midwives (NMC,2019).
- To provide the full range of midwifery support, and care, which includes antenatal, one to one care in labour and postnatal care. Liaising with midwifery colleagues, obstetric consultants, and other relevant members of the multi-professional team when appropriate.
- To provide 24-hour telephone advice to clients throughout the Island
- To be competent in the full range of midwifery skills, including: venepuncture, perineal suturing, intravenous drug administration, maternal and neonatal resuscitation, care of regional anaesthesia, advice, and support with infant feeding.
- To carry out appropriate screening tests on women and birthing people and babies following appropriate discussion and informed consent. To be responsible for the safe dispatch of specimens and evaluate results.
- To be able to diagnose/recognise specific problems and make decisions in the provision of care related to pregnancy, childbirth, and the postnatal period, informing the most suitably qualified person to assist in the provision of care, in the event of any concerns.
- To maintain detailed contemporaneous midwifery records, based on fact, in accordance with the NMC Guidelines on record keeping (2002). To communicate effectively between colleagues where appropriate, both written and verbally.
- To be able to work under pressure, due to unpredictability of work, frequently necessitating re-evaluation of priorities.
- To be able to sustain awkward and uncomfortable positions when facilitating birth and supporting women and birthing people with infant feeding, daily.
- To be able to stand for prolonged periods in obstetric theatre on a frequent basis
- To cope with daily emotional stress, when working on a one-to-one basis with women and birthing people in labour, pregnancy loss, fetal and infant abnormalities, aggressive behaviour, and child protection issues.
- To work in highly unpleasant conditions, including exposure to body fluids, contaminated sharps, and instruments daily.
- Frequent manual handling of women and birthing people with regional anaesthesia and following operative delivery requiring moderate physical effort.
- Prolonged periods of concentration associated with working one to one in highly emotional circumstances and involving continuous examination and assessment of care.
- Daily movement of beds, equipment etc.

- The unpredictable nature of the Service will require the midwife to re-prioritise according to emergency situations and client demands.

5. Service and Policy Development

- To participate in the development, implementation and review of maternity services evidence-based guidelines, to provide women and birthing people with appropriate care.
- To observe and adhere to all the requirements of the Trusts policies and procedures, including health and safety, fire, and infection control.

6. Managing Financial Resources

To be aware of revenue spent on maternity services and contribute to effective use of resources

7. People Management and Development

- To work within The Code (NMC, 2018) as an autonomous practitioner
- To maintain and develop clinical competencies in all aspects of midwifery care. To provide record of same in the form of a PREP Portfolio. Ongoing reflection on care provided, to enhance quality of service provision.
- To regularly access educational opportunities to enhance knowledge and improve quality of care.
- To assist in the development of a culture of continuous quality improvement, embracing lifelong learning, continually striving to deliver a higher standard of evidence-based midwifery care.
- To support maternity support workers at NVQ Level, familiarising them and new staff with Trust policies and protocols and facilitating their practice within a safe environment.
- To provide support and guidance to colleagues in their professional role in the ward environment, facilitating change where appropriate.
- To participate in mandatory trust and midwifery in-service training to enhance safety and quality of care provided.

8. Information System use and management

- Information technology to input, daily, personally generated observations and also daily data entry of computerised records recorded by others.
- To maintain standards of data quality relating to the collection and use of information that conforms to nationally defined standards and Trust Policy for all manual and computerised systems.

9. Involvement in Surveys and Research

- To liaise with medical staff and audit department to participate in the process of audit and research trials to facilitate clinical effectiveness and monitor outcomes and standards within the clinical governance agenda.

10. Freedom to Act and Autonomy

- To be a competent autonomous practitioner, accountable for own actions, working within the NMC Standards of proficiency for midwives (2019).
- To observe and adhere to all the requirements of the Trusts policies and procedures, including health and safety, fire, and infection control.
- To be fully aware of National Guidelines and policies as well as those locally agreed by the Trust. To have an input into developing local trust evidence-based guidelines and review them in their draft stage before completion. To ensure their content is reviewed on a regular basis with changing researched evidence.
- To observe patient confidentiality including legal requirements of the Data Protection Act (1998) and guidance on sharing information in Working Together to Safeguard Children (1999)
- To adhere to the Misuse of Drugs Regulations (1985) and the Medicines Act (1968)

relating to the acquisition, custody, administration, and disposal of controlled and other drugs.

- To be fully conversant with Child Protection issues and latest recommendations (Safeguarding our Children 2004). To work in the best interests of the child.
- To provide appropriate support and follow up for the family. To liaise with appropriate professionals and agencies

General compliance:

1. To comply with all Trust Policies and Procedure, with particular regard to
 - Risk Management
 - Health and Safety
 - Confidentiality
 - Data Quality
 - Freedom of Information
 - Equality Diversity and Inclusion
 - Promoting Dignity at Work by raising concerns about bullying and harassment
 - Information and Security Management and Information Governance
 - Counter Fraud and Bribery
2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:
 - Understand duty to adhere to policies and protocols applicable to infection prevention and control.
 - Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
 - All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
 - All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.
3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.
4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.
5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. **Our vision, values and behaviours** have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
6. Perform any other duties that may be required from time to time.
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004 , Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Safeguarding Policy.
9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures
10. Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,

This job description may be altered to meet changing needs of the service, and will be reviewed in consultation with the post holder.

PERSON SPECIFICATION

Key Skills required undertaking this role.	On Appointment (Essential)			After 12 months in post			At 2 nd Gateway (Desirable on appointment)			How this will be measured.
Qualifications and role specific knowledge*	Current RM registration with the NMC and any other relevant post registration qualifications			Working towards NIPE qualification			Level 3 safeguarding training, sound knowledge of child protection, domestic violence, substance misuse and women and birthing people with additional needs			
	Certificate in mentorship/practice supervisor			Attend regional units 5 days a year to work within both low and high risk environments			Attended appraisal course			
	Full UK driving license									
Safeguarding Children **	1	2	3	1	2	3	1	2	3	
Physical Skills	Well developed IT skills.									
	Able to recognise own limitations in order to seek advice appropriately									
	Contribute to creating a positive working environment									
Dementia Awareness	Level 1			Level 1			Level 1			

PERSON SPECIFICATION

Aptitudes	<p>Self-motivated Approachable and Flexible attitude to work for the needs of the service Demonstrate strong motivation and ability to work autonomously.</p> <p>Adaptable to changing practices and service modernisation</p> <p>Able to accommodate the demands of the post with flexible working as required and good attendance</p> <p>Current knowledge of professional issues on a local and wider NHS level.</p>			
Abilities	<p>Able to prioritise work And work under pressure</p> <p>Able to undertake all midwifery duties without supervision</p> <p>Basic neonatal and adult life</p>		<p>Evidence of ward management / teaching</p> <p>Ability to manage sickness cover in absence of the ward manager</p> <p>Ability to implement staff</p>	

PERSON SPECIFICATION

	<p>support knowledge and skills</p> <p>Able to coordinate / lead midwife for the service area in the absence of the line manager</p> <p>You must be able to meet the minimum of 4 of the following competencies</p> <p>Perform IV Cannulation, venepuncture and the administration of IV drugs</p> <p>Management of epidurals including giving 'top ups'</p> <p>Parent education</p> <p>Conduct and manage antenatal clinics</p> <p>Able to coach students and new staff members</p> <p>Perineal repair</p> <p>Perform and interpret CTG's</p>		<p>contingency plan and deploy staff appropriately in periods of high activity</p>	

PERSON SPECIFICATION

Communication Skills	Excellent verbal and written communication skills, demonstrating compassion and empathy with the service users			
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* = State knowledge required in terms of level of competence NOT X years' experience, as this is age discriminatory.

** indicate the level of mandatory Safeguarding Children Training this post needs 1,2 or 3.

When submitting a job description for evaluation, it must be accompanied by a Job Description Risk Assessment form.

SUPPLEMENTARY JOB DESCRIPTION INFORMATION

Post Title: Integrated Midwife
Ward/Dept and Site: Maternity
Date Completed: Reviewed June 2021

1. General Information about the post.

Location	%	Location	%	Location	%
Office based		Home		Outpatients Clinic	
Laboratory		Kitchen		Community based	50
Ward area	50	Stores		Workshop	
In a vehicle				Theatre environment	

Indicate below if any of these apply

Location	%	Location	%	Location	%
Isolated locations		Outdoors		Works on their own	
Works with patients in isolation e.g. in their own home	25	Works with patients – assistance is accessible.		Required to be in a building on their own for periods of time	
Working hours					
Full time	X	Part time	X		
Office hours		Hours worked as a shift	X	Hours worked at night	X
Concentration and Levels of Interruptions					
Required to concentrate for long periods of time	X	Required to concentrate for short periods of time			
Interruptions throughout the day		Constant		Occasional	X

All criteria require a indication of whether the post holder will be expected to work in or be directly exposed to the following factors. Please use the comments box to provide details including frequency (e.g. how many times per shift)

2. Working Conditions	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Working in bad weather e.g. when it is windy or/and raining.			X		
Excessive temperatures				X	
Unpleasant smells/odours			X		
Noxious fumes				X	
Excessive noise &/or vibration				X	
Use of VDU more or less continuously				X	
Unpleasant substances/non-household waste				X	
Infectious Material/Foul Linen			X		
Body fluids, faeces, vomit, blood		X			
Dust/dirt			X		
Humidity				X	
Contaminated equipment or work areas			X		
Driving/being driven in normal situations			X		

Driving/being driven in emergency situations				X	
Fleas or lice				X	
Exposure to dangerous chemicals/substances in/not in containers				X	
Exposure to aggressive verbal behaviour where there is little/no support			X		
Exposure to aggressive physical behaviour where there is little/no support				X	
Exposure to risks that could result in an acute traumatic injury				X	
Undertaking exposure prone procedures				X	

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

3. Emotional Effort	Frequency				
	Certain	Likely	Possible	Unlikely	Rare/Not at all
Processing (e.g. typing/transmitting) news of highly distressing events		X			
Giving unwelcome news to patients/ clients/carers/staff		X			
Caring for the terminally ill					X
Dealing with difficult situations/circumstances		X			
Designated to provide emotional support to front line staff			X		
Communicating life changing events					X
Dealing with people with challenging behaviour					X
Arriving at the scene of an accident					X

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

4. Physical Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Working in uncomfortable/unpleasant physical conditions		X			
Working in physically cramped conditions			X		

Lifting weights, equipment or patients using mechanical aids					X
Lifting weights/ equipment or patients without mechanical aids					X
Making repetitive movements					X
Climbing or crawling					X
Manipulating objects					X
Manual digging					X
Running					X
Standing/sitting with limited scope for movement for long periods					X
Kneeling, crouching, twisting, bending or stretching					X
Standing/walking for substantial periods of time					X
Heavy duty cleaning					X
Pushing/pulling trolleys or similar				X	
Working at heights					X
The job requires to be trained in control and restraint.					X

Comments: Please use this section to provide any additional details you feel are relevant for the role (e.g. how many times per shift)

5. Mental Effort	Frequency				
	Certain	Likely	Possible	Uncertainty	Rare/Not at all
Carry out formal student/ trainee assessments			X		
Carry out clinical/social care interventions			X		
Analyse statistics				X	
Operate equipment machinery				X	
for more than ½ a shift				X	
for less than a shift				X	
Give evidence in a court/tribunal/ formal hearings				X	
Attend meetings (describe types of meeting and post holders role)			X		
Carry out screening tests/ microscope work				X	
Prepare detailed reports			X		
Check documents			X		
Carry out calculations			X		
Carry out clinical diagnosis			X		
Carry out non-clinical fault finding				X	

Signed by post holder*: _____

Date

Signed by line manager: _____

Date

* in the case of new jobs this will have to be an 'estimate' of the demands of the role.