

Job Description

JOB TITLE: Lead Midwife – Community Midwifery

BAND: 7

BASE: Women's and Children's Unit Blackpool Victoria Hospital

RESPONSIBLE TO: Maternity Matron for community and enhanced pregnancy care

ACCOUNTABLE TO: Head of Midwifery

DBS: Enhanced

JOB SUMMARY:

DUTIES AND RESPONSIBILITIES

- Fulfil the role of a midwife as defined by the Nursing and Midwifery Council (NMC) Midwifery Rules and Code of Practice and reflect the Trust's guidelines, policies and standards of practice.
- To provide clinical and professional leadership and to act as a credible and professional role model and encourage and empower staff to develop personally and professionally to achieve their maximum potential.
- To provide effective visible leadership support and management to all staff working within the maternity services.
- The post holder will be the lead professional for the development and continuing development of the community maternity services including meeting local and national target for continuity of care.
- To have an understanding of the Maternity Incentive Scheme, NHS Three year plan delivery plan, Saving Babies Lives version 3 and to work with community midwifery services to enable implementation and sustainability of these programmes.
- The post holder will be responsible for managerial decisions regarding community midwifery services to include:
 - 24-hour staff cover
 - Recruitment and retention of staff

- Be involved in the planned midwifery rotational programme through maternity services.
 - Liaise with the Maternity and Neonatal Voices Partnership (MNVP) and service users to ensure effective collaboration.
 - Ensure staff training is monitored to meet training targets.
 - To work with the Team Leaders for Intrapartum services, Antenatal and Postnatal services, and Outpatient Antenatal services, to effectively manage absence, appraisal, and revalidation.
 - Support the future development of continuity of care teams.
 - Ensuring caseloads are equitable and safe in line with birth rate plus assessment.
- To be periodically responsible as the manager of the day responding to escalation from all maternity areas, sickness, and staffing issues.
 - To support community midwives and the wider multidisciplinary team in offering women and their families' personalised care throughout pregnancy, labour and the postnatal period within the standards laid down by the Families and Integrated Community Care Division.
 - To maintain effective communication and working relationships within the team and between the team and other health care professionals.
 - To actively foster strong links with other clinical areas and support wider partner agencies.
 - To actively participate in local and national audits.
 - Take a lead role in planning systems of midwifery activity, which satisfy agreed standards at Local or Trust or National levels.
 - To be responsible for managing risks in the community setting in accordance with Trust risk policies and arrangements.
 - Advocate for a positive reporting culture, psychological safety and participation in risk governance reporting and learning.
 - To be visible, accessible, and approachable in the maternity unit and for the community teams so that staff, patients, and their families can access you for assistance, advice, and support.
 - Participate in the managers out of hours on call rota for Maternity, Children's Ward and NNU, at least two a month including one weekend.

KEY WORKING RELATIONSHIPS:

Director of Midwifery, Head of Midwifery, Consultant Obstetricians, Maternity Matrons, Midwives, Divisional Governance Team, Specialist Midwifery Teams, MNVP, service users, other health care providers including GP's medical staff, Sonographers, Health visitors, Clerical staff, and partner agencies in the community.

ADDITIONAL INFORMATION:

Physical Effort:

- Standard keyboard skills required.
- High levels of accuracy required handling large volume of data.
- Facilitation and training delivery / presentation skills
- The post holder may be sat at a computer station for long periods of time, and to walk within and between locations.

Mental Effort:

- The post holder requires high levels of concentration as they deal with heavy demands for a variety of sources.
- Likely to experience frequent and unpredictable interruption due to the operational nature of the post.
- The work is often unpredictable, and the post holder may have to adapt to change in a short time frames and be able to deliver revised outcomes or deadlines.
- Frequent requirement for concentration when analysing and interpreting data/information from internal and external sources.
- Frequent concentration when preparing for meetings and report writing.

Emotional Effort:

- The post holder will experience workload pressure and must on occasions be able to work successfully under time or resource constraints.
- Some exposure due to management of staff.
- Some exposure associated with learning from adverse events and dealing with emotive or distressing events/patient outcomes.

Working Conditions:

- Frequent VDU use involving exposure to VDU screens whilst inputting data.
- Dual Office based & clinical and may need to visit a range of sites and clinical settings.

Additional information

BTH is part of the Lancashire & South Cumbria NHS Collaborative, therefore all roles will be required to support system wide working across the Lancashire & South Cumbria regions.

GENERAL REQUIREMENTS

1. Quality

Each member of staff is required to ensure that:

- a) The patient and customer are always put first.
- b) That in all issues, the patient/customer requirements are met and all staff contribute fully to achieving the Trust's corporate goals and objectives.
- c) That all staff hold themselves personally responsible for the quality of their work and therefore seek to attain the highest standards achievable within their knowledge, skills and resources available to them in furtherance of the Trust's Vision and in embedding the organisation's Values.

2. Confidentiality

Each member of the Trust's staff is responsible for ensuring the confidentiality of any information relating to patients and for complying with all the requirements of the Data Protection Act whilst carrying out the duties of the post. Any breaches in confidentiality will be dealt with by the Trust Disciplinary Procedure and may result in dismissal.

3. Data Protection/Freedom of Information Acts

Carry out any requirements within the duties applicable to the Data Protection Act, 1998 and the Freedom of Information Act 2000.

4. Health and Safety

Each member of the Trust's staff is responsible for ensuring that they carry out the duties of their post in accordance with all appropriate Health and Safety legislation (Health & Safety At Work Act 1974), guidance and procedures and they do not, by any act or omission on their part, create a threat to the Health and Safety of any other person.

5. Equality & Diversity

It is the responsibility of all employees to support the Trust's vision of promoting a positive approach to diversity and equality of opportunity, to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply through the implementation of the Trust's Equality and Diversity Strategies and Policies.

6. Working Time Directive

You are required to comply with the regulations governing working time and to any locally agreed associated arrangements.

7. Harassment & Bullying

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

8. External Interests

Each member of the Trust's staff is responsible for ensuring that any external interest they have does not conflict with the duties of their posts and they must disclose the external interest if this is likely to occur, or if they are in any doubt about a possible conflict of interest.

9. Mandatory Training

Each member of the Trust's staff has a statutory obligation to attend mandatory training. It is the responsibility of each member of staff to ensure that they comply with this legal requirement.

10. Flexibility

This job description is intended to act as a flexible guide to the duties of the post and therefore will require revision in consultation with the post holder to reflect the changing requirements of the post, to enable the Trust to achieve its corporate goals and objectives.

11. Smoke-free Policy

In line with the Department of Health guidelines, the Trust operates a strict smoke-free policy.

12. Safeguarding

The Trust are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all staff and volunteers to share its commitment.

Rigorous recruitment checks are carried out on successful applicants who may be required to undertake Enhanced Disclosure via the DBS.

Sustainability / Net Zero Carbon

Blackpool Teaching Hospitals are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play

their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy and water, minimise waste in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment / lighting when not in use. Report heating issues, building too hot / too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle do not overorder equipment / medicines. Healthcare waste must be disposed of in line with the Trust's waste management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the estate team for further details.
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport

Active Travel

Blackpool Teaching Hospitals encourages employees to participate in active travel methods to and from their place of work, where possible. All main Trust sites are on local bus routes, have access to good cycle storage facilities and have safe paths for walking. Please note, car parking is limited at main Trust sites and therefore other modes of transport may be a more suitable, healthy, and sustainable choice.