

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Consultant Midwife	
<b>DIVISION:</b>	Women's and Children's	
<b>SALARY BAND:</b>	8c	
<b>RESPONSIBLE TO:</b>	Head of Midwifery	
<b>ACCOUNTABLE TO:</b>	Head of Midwifery	
<b>HOURS PER WEEK:</b>	18.75	
<b>LOCATION:</b>	Maternity Services Cross Site	
<b>MANAGES:</b>	<b>Directly:</b>	Specialist Midwives within clinical area of responsibility.
	<b>Indirectly:</b>	

### JOB SUMMARY:

The Consultant Midwife will use midwifery expertise to promote clinical pathways in maternity care leading midwifery practice within all areas of maternity services.

The role will be to lead and support midwives to realise their full potential as autonomous practitioners placing women and their families at the centre of care planning.

The post holder will act as an innovator, motivator, key change agent and role model, with a high level of autonomy in order to support and influence the clinical pathways within the midwifery services including implementation of national initiatives, service reconfiguration and appropriate models of care.

The post holder will work closely with the Heads of Midwifery, Group Director of Midwifery, Consultant Midwives, Midwifery Matrons, Obstetric, Anaesthetic and Neonatal Teams to develop a Maternity Service that is responsive to the needs of women and its staff.

The post holder will contribute to the educational commitment in ensuring midwifery clinical pathways and practices are enveloped in all staff training programmes.

This will be achieved by:

1. Leading service redesign empowering midwives to meet the needs of the local population in line with key objectives outlined the Better Birth Strategy and local and national policy documents.
2. The development of midwifery practice within all areas of the maternity service.
3. Actively promoting and developing clinical pathways for high risk and low risk care that promote normal birth for mothers.
4. Providing expert clinical advice to all medical and midwifery staff to ensure best practice standards are met that will improve outcomes for women and influence a reduction in unnecessary interventions and LSCS Births.
5. Making a significant contribution to the clinical governance agenda and collation of evidence for the maternity incentive scheme (CNST) by ensuring that practice is evidence based and through the development of staff competence at all levels.
6. Contribute to the research and audit agenda ensuring a multidisciplinary approach at all times
7. To represent the directorate at external networks and report progress to the Directorate

**Date of the JD review:** December 2021

## MAIN DUTIES AND RESPONSIBILITIES

### Royal Free World Class Values

The post holder will offer World Class Care to service users, staff, colleagues, clients and patients alike so that everyone at the Royal Free can feel:

- all of the time • Confident because we are clearly communicating
- and cared for • that they are always in safe hands

### 1. CLINICAL RESPONSIBILITIES

- Function as an expert practitioner leading midwife care and working in collaboration with the appropriate multi-disciplinary groups to meet the specific needs of pregnant women.
- Work for up to 50% of the time in clinical practice. This may be on a shift basis to work with different staff groups and will wholly depend on work priorities agreed with the Group Director of Midwifery/Divisional Nurse Director.
- To lead on-going maternity transformation with new ways of working including quality improvement projects within maternity services.
- Lead the Better Birth Strategy
- Project manages service development as delegated.
- Provide expert advice to staff and hands on practical care in all practice settings
- Demonstrate advanced clinical skills and knowledge that informs practice decisions.
- Support staff in developing their competence to enable them to keep the birth process as normal as possible.
- Be prepared to make decisions about practice where precedents do not exist, and where appropriate, without recourse to others based on sound clinical evidence.
- Advise and support colleagues where standard protocols do not apply demonstrating innovative and visionary practice
- Develop and maintain evidence-based guidelines for holistic pregnancy practice.
- Lead the development of staff to become confident in decision making through empowerment and support.
- Encourage midwives to challenge traditional models of care and to facilitate changes in practice
- Lead in the implementation of strategies to reduce clinical interventions, particularly the caesarean section rate

### 2. RESPONSIBILITY FOR WOMEN AND THEIR FAMILIES

- Acts as a named lead for midwifery led care within the Trust
- Promote woman centred care and autonomous midwifery practice in all forums
- Appropriately communicates sensitive information to women, families and midwives
- Facilitate contentious discussions where there is disagreement about best practice placing the woman at the centre of care
- Acts as an advocate for women and midwives
- Support the risk management strategy within the service
- Be competent and able to support others in investigating incidents, providing reports and implementing action plans.

Positively welcoming    Actively respectful    Clearly communicating    Visibly reassuring

- Provide a visible accessible and authoritative presence within the clinical areas in whom women and their families can have confidence and to whom they can turn for assistance, advice and support
- Ensure the delivery of care (including basic procedures), Identify and advise the directorate in order to meet the requirement of NICE guidelines, the National Service Framework, Essence of Care and evidence based practice and any other relevant national Maternity guidance

### **3. RESPONSIBILITY FOR POLICY AND SERVICE DEVELOPMENT**

- As a Trust representative to promote the role of Consultant Midwife and service initiatives where appropriate
- Participate in service redesign with particular emphasis on developing confident and competent midwifery practitioners capable of keeping birth normal
- Demonstrate a thorough understanding of local and national objectives and contribute to the strategic planning of maternity services
- Be instrumental in developing midwifery practice within the Trust in line with nationally acclaimed innovation and research
- To interpret and evaluate information from all sources, making informed judgements to make recommendations on improving practice
- Lead in the development of clinical pathways for both high and low risk women to put in place service developments that promote normal birth
- To be proactive in implementing and facilitating new ways of working to support these service developments

### **4. RESPONSIBILITY FOR EDUCATION AND TRAINING**

- Support and work in partnership with the Consultant Midwives, the Practice Development Midwives and Clinical Practice Facilitator's to deliver the objectives of educational roles
- Create a supportive learning environment for all students and staff groups
- Be an expert role model working alongside qualified midwives, midwifery and medical students
- Prepare lectures and teach the principles of autonomous practice and other midwifery topics to all staff groups
- Participate in the planning of a schedule of education and training that is geared towards relevant aspects of service development.
- Work in close liaison with the clinical co-ordinators to review and develop practice standards
- Work with the Consultant Midwives, clinical leads to establish the learning needs of staff groups in line with the maternity Training Needs Analysis Guideline (TNA)
- Have input into development and delivery of inter-professional learning
- Represent Trust and Maternity services at NCL LMNS Better Birth subgroups supporting good working relationships

### **5. RESPONSIBILITY FOR LEADING AND MANAGING**

- Lead colleagues in the improvement of standards of quality and to develop clinical practice.
- Communicate effectively with all stakeholders involved in the care of pregnant women
- Give advice on best practice arising from current and relevant research and facilitate the change process for new initiatives
- Provide expert input across disciplines to secure improvements in quality thus improving the clients' experience

- Provide written reports and presentations as required for Divisional, Trust Executive and external forums
- Be an active member of the Maternity Voices Partnership and any other group where the post holder's input contributes to maternity service quality improvements
- Be a member of the North Central London and National Consultant Midwife Network
- Work with the clinical leads for obstetrics, anaesthetics and neonatology to ensure harmonious working relationships between staff groups

## **6. RESPONSIBILITY FOR INFORMATION RESOURCES**

- Work closely with the systems supervisor to ensure a robust data entry system that supports the audit process
- Utilise and analyse quantitative and qualitative data and information produced by the trust to produce reports and performance indicator data as required

## **7. RESPONSIBILITY FOR RESEARCH AND DEVELOPMENT**

- Leads strategic practice and service development in Midwife led care.
- Contribute to the evaluation of services or aspects of service against national and local benchmarks
- Be responsible for the promotion of evidence-based practice in all settings
- In conjunction with the risk manager, lead in the collation of evidence for the annual maternity incentive scheme (CNST)
- Maintain a thorough knowledge of key drivers for change and advise the management team about practice issues
- Develop a research strategy that encourages midwives to actively participate in quality improvement
- Undertake relevant research and audit topics that improve health outcomes and identify future service developments
- Implement changes in practice where required
- Review clinical data, analyse trends and report on any clinical implications identified
- Within the clinical governance undertake specific projects as agreed by the Group Director of Midwifery.

## **GENERAL RESPONSIBILITIES**

### **Infection Control**

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures which reflect the statutory requirements of the Hygiene Code.

- To work in close collaboration with the Infection Control Team.
- To ensure that monitoring of clinical practice is undertaken at the agreed frequency
- To ensure that the ward environments are cleaned and maintained to the highest standards; ensuring that shortfalls are rectified, or escalate as necessary
- To ensure that all relevant monitoring data and issues are provided to the Directorate's Governance structures
- To ensure that all staff are released to attend infection control-related educational sessions and staff with specialist roles, e.g. link practitioners, are released to undertake their duties

### **Health and Safety at Work**

The post holder is required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.

### **Confidentiality & Data Protection**

The post holder has a responsibility to comply with the Data Protection Act 1998 and maintain confidentiality of staff, patients and Trust business.

If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

### **Conflict of Interest**

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

### **Equality and Diversity**

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the

Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

### **Vulnerable Groups**

- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).
- To demonstrate an understanding of and adhere to the trust's child protection policies.

### **No Smoking**

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

### **Standards of dress**

All staff are expected to abide by the Trust's guidance on standards of dress.

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and may therefore be amended in consultation with the post holder.