

DIVISION – FAMILY SERVICES

JOB DESCRIPTION

POST	Rotational Midwife
PAY BAND	Band 5/6
RESPONSIBLE TO	Departmental Manager
ACCOUNTABLE TO	Associate Chief Nurse – Midwifery, Gynaecology and Breast Services
BASE	Diana Princess of Wales Hospital, Grimsby

ABOUT US

We are a large organisation with three hospitals located in Scunthorpe, Grimsby and Goole. We also provide community services in North Lincolnshire. Our 6,500 members of staff care for and support a population of more than 400,000 people.

We encourage all our staff to innovate and adopt ‘best practice’ so we can deliver excellent care to our patients. We ask staff to live our values; kindness, courage and respect.

We are committed to recruiting the best people to work with us. You could be one of them.

ABOUT THE POST

The post holder will provide ante-natal, post-natal and intrapartum care to women with low and high risk pregnancies rotating through all areas of the service as required including Continuity of Carer and Community. As a rotational post the midwife will have the opportunity to gain experience and maintain skills within antenatal, intrapartum and postnatal care.

The midwife will work within the sphere of practice in accordance with NMC codes of practice and professional guidelines

DUTIES AND RESPONSIBILITIES OF THE POST HOLDER

- Assesses, develops, implements and evaluates programmes of care in a range of environments, without supervision in order to provide and maintain a high standard of informed and holistic care.
- Supports, supervises and facilitates learning opportunities on the ward/team relevant clinical area
- Works autonomously within the department/team within Trust guidelines and sphere of professional practice.

PART A

1. PROFESSIONAL

- 1.1 As a registered midwife the post holder is personally accountable for their practice and must adhere to the NMC The code; and Northern Lincolnshire and Goole NHS Foundation Trust guidelines and procedures.
- 1.2 Be an effective professional role model for staff.
- 1.3 Maintain own professional development through on-going education and development, ensuring that revalidation requirements are met together with all mandatory training.
- 1.4 Adhere to the Trust Policy on Scope of Professional Practice, developing own sphere of practice.
- 1.5 Adhere to sickness and absence policy
- 1.6 Offer professional support and guidance to all nursing and midwifery staff within the Ward/Team.
- 1.7 Ensure all adult and child protection guidelines are adhered to and all mandatory training is undertaken.

2. CLINICAL

- 2.1 Undertake comprehensive and holistic assessment of the woman's care needs.
- 2.2 Use this assessment to develop a personalised plan of care, which is evidence based and planned in partnership with the woman and family wherever possible.
- 2.3 Implement the planned programme of care, delegating duties appropriately and coordinating with other members of the multidisciplinary team.
- 2.4 Evaluate the effectiveness of the care provided and make adjustments to the care plan as necessary.
- 2.5 Advise on the promotion of health and the prevention of illness.
- 2.6 Maintain clinical records in accordance with NMC 'Guidelines on Record Keeping' and Trust policies.
- 2.7 Act as an advocate for women and their families.
- 2.8 Ensure medicines are stored, supplied and administered in accordance with Trust Medicines Code Guidelines and NMC Guidelines for the Administration of Medicines and maintain own competence in this respect, reporting any learning needs to Ward Sister /Deputy Team Sister/Shift Leader
- 2.9 Perform and maintain required clinical procedures (including speciality specific procedures) competently.
- 2.10 Ensure that multi-disciplinary care programmes as identified are implemented.
- 2.11 Respond to health emergencies and contribute to the resuscitation of clients as needed.
- 2.12 Understand the role of the Professional Midwifery Advocate and how to access support as required.
- 2.13 Competently use clinical equipment, undertaking relevant training as required and demonstrate ability to maintain relevant competencies.

- 2.14 Use IT Patient Information systems as necessary and in accordance with Trust policies, undertaking training as required.
- 2.15 Ensure appropriate and timely communication with clients and relatives/carers, advising and supporting them as needed and making use of support systems as appropriate (e.g. translators, chaplaincy).
- 2.16 Support the Ward Sister / Deputy Team Sister/ Shift Leader in ensuring the availability of relevant, up to date patient information and clinical guidelines in a user-friendly format.
- 2.17 Communicate and work effectively with the wider team (e.g. Allied Health professionals, medical colleagues, Social Services).
- 2.18 Contribute to 24 hour community midwifery on-call rota to ensure continuing service provision.

3. EDUCATION AND PRACTICE DEVELOPMENT

- 3.1 Participate in appraisals process, taking opportunity to identify and discuss own learning needs with appraiser.
- 3.2 Demonstrate and teach specialist procedures to other staff, students and clients as required.
- 3.3 Support and facilitate ongoing supervision of students whilst monitoring and assessing progress. Escalate any concerns identified and liaise with the educational provider and Trust placement coordinator.
- 3.4 Act as NVQ Assessor where applicable.
- 3.5 Support the Ward Sister/Deputy Team Sister/shift Leader in leading the identification and application of relevant evidence and evaluations to improve care in the Ward/Team.
- 3.6 Support the Ward Sister in promoting environment open to questioning and in the development and implementation of innovative clinical and working practices.
- 3.7 Keep up to date with current research and developments in midwifery.

OUR VALUES



Our values have been created in partnership with our most valuable asset – our employees. Our values set out a clear statement of our purpose and ambition which is to provide the very best in patient care, all of the time. We recognise that without the shared values driven responsibility that each and every person in our teams have, we could not provide excellent services to the patients that we care for. Crucially we recognise that looking towards the future, we must continue to create a culture that enables and drives our collective values and behaviours as an absolute fundamental foundation for both our staff and the patients that we serve.

LEADERSHIP RESPONSIBILITIES

LEADERSHIP/MANAGEMENT

Undertake the management of the care of a group of women over a period of time, organising appropriate support services.

Assist in maintaining and ensure ward/team stock levels are kept at an appropriate level minimising wastage and purchasing cost effectively.

Ensure patients' property is handled in accordance with Trust policy.

Support the Ward Sister / Deputy Team / Sister Leader to investigate accidents, incidents and complaints in accordance with Trust Policies and Procedures submitting accident and incident forms and statements as appropriate.

Have a basic understanding of budgetary requirements within the team/ward area and

have regard for cost effectiveness and efficiency.

Assist in the co-ordination of care throughout the twenty-four hour period, ensuring effective communication with the department/ ward, and between other disciplines and services by liaising with them or medical staff.

Ensure appropriate and timely communication with women and relatives/carers, advising, instructing and supporting them as needed.

Contribute to specific clinical audits, patient surveys and research projects.

Promote a working environment in line with 'NHS People Plan, 2020/21'.

Contribute to regular ward/team meetings.

Ensure the ward/team environment is clean and welcoming taking steps to address any concerns and ensuring compliance with:

- Health and Safety
- Infection Control Standards
- Fire Prevention Management
- Risk Management
- COSHH
- Daily safety checks

Represent the Ward/Team and Maternity Services at meetings as required.

Support the Ward Sister /Deputy Team Sister / Team Leader in ensuring the effective involvement of clients/carers in service provision by encouraging and acting on patient feedback (e.g. suggestion boxes, informal complaints, PALS, patient survey).

ADDITIONAL INFORMATION PERTINENT TO ALL STAFF

Health and safety - Healthcare associated infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, including the 'bare below the elbows' approach, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Trust has in place both a Safeguarding Children Policy and a Safeguarding Adults Policy in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families and adults in their everyday work to safeguard and promote their welfare. In the event that you have concerns about possible harm to any child or adult you should seek advice and support from the Trust Safeguarding team or in their absence contact your line manager. Out of hours contact should be made

with the on-call manager through switchboard.

The Trust has nominated Safeguarding Leads who act as contact points for support and advice if concerns are raised about a child or adults welfare. These individuals can be reached through switchboard during office hours, by asking for the Named Professionals for Safeguarding Children or Adults respectively.

The policies and procedures described below are located on the intranet and internet site and you should ensure you are aware of, understand and comply with these. In addition the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training.

Confidentiality

All information, both written and computer based, relating to patients' diagnosis and treatment, and the personal details of staff and patients, is strictly confidential. The Northern Lincolnshire and Goole NHS Foundation Trust and its employees have a binding legal obligation not to disclose such information to any unauthorised person(s). This duty of confidence is given legal effect by reference to General Data Protection Regulation (GDPR). It applies to any information which is processed by the Trust (i.e. stored, retained, maintained as a record, amended or utilised for the Trust's purposes as an NHS Hospital), from which a living person is capable of being identified. Individuals must observe a 'need to know' principle. No member of staff may seek out any information that they do not need to undertake their duties. This applies to clinical or other personal information of any third party.

Equality impact assessment

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population and workforce, ensuring that none are placed at a disadvantage over others. We therefore aim to ensure that in both employment and the delivery of services no individual is discriminated against by reason of their gender, gender reassignment, race, disability, age, sexual orientation, religion or religious/philosophical belief, marital status or civil partnership.



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