

Job Title	: Midwife
Department	: Women's Health
Care Group / Directorate	: UPACS
Band / Grade	: 6
Responsible to	: Band 7 Midwife
Accountable to	: Midwifery Matrons
Location	: King's College Hospital/ Princess Royal University Hospital (Cross Site)

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and around 15,000 staff based across 5 main sites in South East London. The Trust provides a full range of local hospital services across its different sites, and specialist services from King's College Hospital (KCH) sites at Denmark Hill in Camberwell and at the Princess Royal University Hospital (PRUH) site in Bromley.

King's is committed to delivering Sustainable Healthcare for All via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets of 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus.

Our values at King's, are that we're a kind, respectful team;
 Kind. We show compassion and understanding and bring a positive attitude to our work
 Respectful. We promote equality, are inclusive and honest, speaking up when needed
 Team. We support each other, communicate openly, and are reassuringly professional

The trust-wide strategy Strong Roots, Global Reach is our Vision to be BOLD, Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion (EDI) at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we can take Team King's to another level

King's is dedicated to embracing the broad diversity of our staff, patients and communities and stand firmly against all forms of prejudice and discrimination. This includes, but is not limited to, racism, ableism, homophobia, biphobia, transphobia, sexism, ageism, religious discrimination, and any other prejudiced behaviour that undermines the rights, wellbeing and identity of our staff, and patients.

As part of our commitment to EDI, we have five staff network groups that represent and advocate for staff:



Job Summary

The post holder will be responsible for the provision of autonomous, evidence-based, women centred midwifery care, whilst working collaboratively with the multidisciplinary team, other agencies, representatives and service users. The post holder will provide support to other midwives within the service. This may include a management responsibility for the midwifery practice or team in the absence of the Band 7 Midwife.

Key Working Relationships

Establish, build and maintain working relationships with: Internal:

- Director & Head of Midwifery
- Lead Midwife for Education & Workforce
- Consultant Midwives
- Midwifery Matrons
- Practice Development Midwife
- Midwifery Practice Facilitator team
- Band 7 Team Leaders
- Midwives within all clinical areas
- Student midwives
- Obstetric & Neonatal teams
- Specialist midwives
- Nurses in other specialist areas: Gynaecology, SCBU, Theatres

Patients, carers, other members of the multi-disciplinary team, local adult social care services and relevant voluntary organisations.

Main Duties and Responsibilities

Clinical Practice:

- Plan and implement individualised midwifery care that is women, pregnant person, child and family centred.
- Facilitate the participation of service users and their families in all decision making, ensuring informed choice dialogue.
- Ensure all risk assessments and referrals are completed and actioned and documented.
- Follow midwifery/obstetric guidelines where appropriate and liaise with the multidisciplinary team in the implementation of patient care, reporting and recording any deviations from the protocols.
- Organise, where appropriate, midwife/patient allocation within the team/practice/core area and support junior and student colleagues.
- Ensure all clinical records comply with Trust and regulatory requirements

- Ensure midwifery practice is evidence based and be competent across all areas of midwifery skills.
- Participate in continuous professional development, including mandatory training and online learning.
- Satisfy the Clinical Governance agenda in all aspects of the delivery of care.

Education and Research

- To act as a mentor to junior staff members, responsible for the orientation, supervision and ongoing development of junior and student Midwives, in conjunction with Line Manager and Practice Development staff.
- To act as practice supervisor, responsible for completing competency documents for junior staff within agreed timeframes.
- To act as a mentor to students undertaking further education as requested, ensuring a positive learning experience and facilitating the development of their clinical skills.
- To contribute to the wider educational activities within the Care Group – ensuring attendance at and contributing to the delivery of educational activities within the Care Group.
- To promote and encourage the application of research and of evidence based practices.
- To participate in any research projects conducted in the clinical area as appropriate.

Personnel

- Responsible for day-to-day management of your own workload. This may include management of staff and team in the absence of a Band 7 Midwife.
- Participate in the orientation and development of new staff.
- Participate in the appraisal of staff as appropriate.
- Exercise a supervisory role in enabling midwives to practice safely, effectively and efficiently, paying regard to the changing needs and expectations of mothers and their families.
- Demonstrate awareness of the individual needs of team members and give active support and guidance, where necessary.
- Participate in Trust, Care Group and departmental meetings and in meetings related to the ongoing review and evaluations of the team/practice/core area.
- Exercise compassionate counselling and information giving skills.
- Act in accordance with professional standards across all aspects of midwifery care.
- Identify and report any concerns about a student's performance to the appropriate supervisor/link lecturer and assist the student to achieve a satisfactory standard of practice.

- Write clear objective reports on student's progress throughout their allocation to the team/practice/clinical area and liaise with lecturers, practice supervisors and the Midwifery Practice Facilitators as required.

Management

- To manage the clinical workload effectively, ensuring care is prioritised appropriately.
- To contribute positively towards the delivery of a cost effective service, adjusting staffing levels to meet demand and assisting the ward manager to keep within agreed resources.
- To assist with the ongoing organisation of the ward, co-ordinating the activities of the clinical area.
- To liaise with Medical Personnel and Bed Manager to ensure optimal bed usage at all times, facilitating timely admission and discharge of patients.
- To act as a team leader to an identified group of staff, monitoring and documenting the development of their clinical skills.
- To develop own skills in recruitment and retention, sickness management and performance management as determined by line manager.
- To actively support the process of risk management – ensure incidents are reported appropriately and helping identify ways of preventing errors and accidents to both patients and staff.
- To make a positive contribution to service development affecting the clinical area and positively influence others to adapt to change.
- To actively promote customer care, assisting in resolving local (informal) complaints and supporting the ward manager to investigate formal problems.
- To assist with the monitoring of stock levels of clinical stores and technical equipment, resolving any shortfall as appropriate.
- To maintain standards of hygiene and cleanliness within the clinical area, actioning remedy as appropriate and reporting deficits to Modern Matron, as appropriate.
- To communicate varied and complicated information (verbally and in writing) in a way that is understood and gets the important facts across.
- To carry the Unit bleep as required, resolving local problems/ conflicts, keeping managers/others informed and maintaining positive team dynamics across the Care Group at all times.
- To take a leadership role in crisis situations, resolving problems across the Care Group as necessary.
- To maintain confidentiality with regard to personal information pertaining to staff. To attend and contribute to departmental meetings as required.

Personal Professional Development

- To work within and accept responsibility for maintaining agreed levels of clinical competence.
- To keep up to date with NMC, Trust and Care Group policies and guidelines and to adhere to these at all times.
- To be a fully active and committed member of the multidisciplinary team operating in the Care Group
- To demonstrate an insight into own professional development, contributing to the process of identifying own educational and clinical training needs in conjunction with the ward manager.
- Participate in own Individual Performance Review and after suitable training, to be responsible for undertaking this for own team of junior staff.
- To ensure own educational commitment is at least sufficient to maintain PREP requirements and to ensure own mandatory training certificates are current, in liaison with Line Manager.

People Management and Performance

- Lead, coach and manage the performance of the team in line with good people management practices. Ensuring excellence is recognised and underperformance is addressed.
- Participate in regular performance appraisal meetings and ensure each member of the team has a clear set of objectives and development plans.
- Ensure the team is compliance with all statutory, mandatory training together with any professional training requirements, ensuring they are up to date and fully compliant.
- Manage team absences including sickness in line with Trust policy ensuring the appropriate return to work meetings occur, e-roster is updated and productivity is at keep to the highest possible level.
- Identify and fill any vacancies that arise within the team in line with the Trust's recruitment policy and process.
- Identify talent and support the internal talent management process in order attract and retain and succession plan for your people.
- Review skills mix at regular intervals in order to identify any potential opportunities to maximise resource utilisation / allocation, ensuring job descriptions are kept up to date.
- Ensure overall wellbeing of the team is maintained. Continuously support in improving the morale of the team and implementing a culture of zero-tolerance for bullying and harassment.

General

- The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.
- To observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.

- We want to be an organisation where everyone shares a commitment to delivering the very best care and feels like their contribution is valuable and valued.
- At King's we are a kind, respectful team:
Kind. We show compassion and understanding and bring a positive attitude to our work
Respectful. We promote equality, are inclusive and honest, speaking up when needed
Team. We support each other, communicate openly, and are reassuringly professional
- To observe and maintain strict confidentiality of personal information relating to patients and staff.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.
- All employees must hold an 'nhs.net' email account which will be the Trust's formal route for email communication.
- Everyone is responsible for promoting inclusion no matter their role or team. At King's, we want to create an environment where everyone feels valued, respected and welcomed

Safe Guarding

The Trust takes the issues of Safeguarding Children, Adults and addressing Domestic Abuse very seriously. All employees have a responsibility to support the organisation in our duties by;

- attending mandatory training on safeguarding children and adults
- familiarising themselves with the Trust's processes for reporting concerns
- reporting any safeguarding child or adult concerns appropriately

Infection Control Statement

The post holder has an important responsibility for and contribution to infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas.

The post holder has an important responsibility for and contribution to make to infection control and must be familiar with the infection control and hygiene requirements of this role.

These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

PERSON SPECIFICATION

Midwife – Band 6

	Essential	Desirable
Education and Qualifications		
1 st level Registered Midwife	X	
Further professional studies relevant to the clinical area	X	
Mentorship programme or equivalent teaching qualification		X
Practice Supervisor & Practice Assessor competency		X
NIPE qualification		X
High Dependency Unit qualification		X
Degree in Nursing or Equivalent		X
Knowledge and Experience		
Demonstrable clinical expertise, relevant to the area.	X	
Experience of working in all clinical areas	X	
Able to demonstrate a good level of theoretical midwifery knowledge	X	
Up-to-date evidence based practice and knowledge of national and local developments in maternity care	X	
Demonstrable interest in and commitment to the professional development of others.	X	
Able to contribute to the development of students, Midwives and oneself	X	
Able to contribute to develop the workplace as a learning environment	X	
Awareness and understanding of current health issues and in particular to demonstrate a good understanding of the NHS Plan and recent initiatives	X	
Previous experience of leading change in a clinical environment		X
An understanding of HR processes and issues pertaining to staff management		X
An understanding of Midwifery issues in relation to finance management		X
Skills and Competencies		
Ability to organise and manage day to day departmental activities and the activities of large multidisciplinary team within this.	X	
Clinical skills and competence in suturing and cannulation	X	
Communication skills – able to relate and communicate with patients and staff at all levels and from different professions. Adapts communication style as necessary and is able to work with and through others.	X	
Team building and working skills – able to lead a team to achieve results	X	
Understanding of the issues pertaining to change management		

Understanding of the issues pertaining to clinical risk management	X	
Ability to utilise research in clinical practice	X	
Problem solving skills – able to respond to unexpected issues and provide first line response and to identify appropriate sources of secondary support		
Highly self-motivated – Possesses high internal work standards, sets themselves and helps others to set attainable goals; wants to do things better, to improve, to be more effective and efficient; measure progress against target	X	
Flexibility – Able to adapt to ensure achievement of objectives within constantly changing situations and environments	X	
Customer focused – committed to ensuring a positive hospital experience for patients and their relatives/ carers	X	
Computer literacy		X
Other Requirements		
Able to work shifts including nights and weekends	X	