

JOB DESCRIPTION

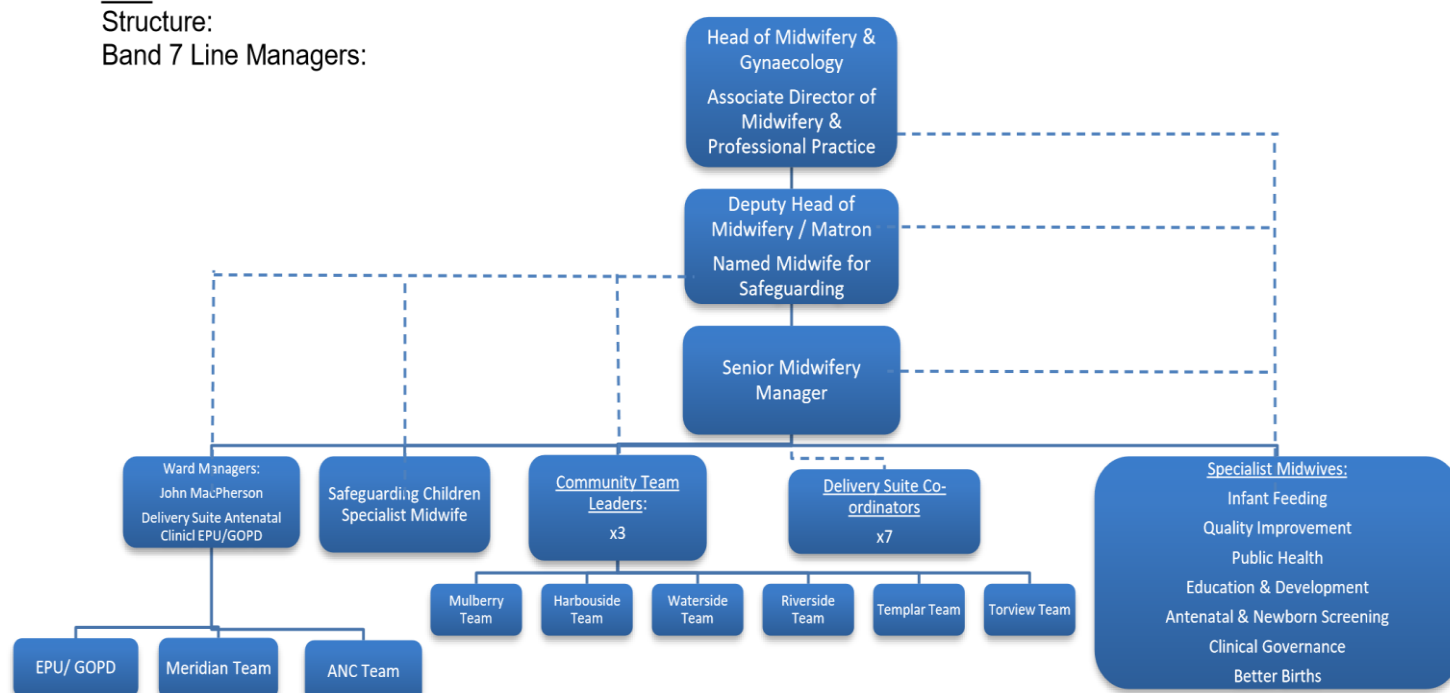
Job Title:	Midwife – Integrated
Band/Pay:	Band 6
Department:	Maternity

Obs & Gynae

KEY

Structure:

Band 7 Line Managers:



Job overview

Are you a Midwife who wants to make a difference? Do you want to work for a woman-focused, progressive and innovative maternity service, whilst also living in the beautiful location of Torbay and South Devon? Then we would love you to join our friendly and supportive team in Torbay.

We are seeking enthusiastic, motivated and committed midwives to complete our integrated midwifery team workforce. This is a full-time fixed term post 37.5 hours per week (1 WTE), to cover maternity leave for six to twelve months, within Harbourside Midwifery Team, based in Torquay. These posts offer the opportunity to be part of Torbay's nationally renowned and well-established integrated team midwifery model. We support women to have a safe and individually focused birth. We work closely with the Devon LMS and our neighbouring Maternity Units to ensure that women in Devon receive high quality care.

Fully integrated teams in the Torbay Maternity Service offer midwives the chance to maintain all skills.

You will need a current full driving licence.

Successful applicants will be expected to participate in the escalation on call rota at least 1 per month on top of the team rota on calls.

Main duties of the job

- To assess the full range of care needs and develop, implement and evaluate programmes of care throughout the antenatal, intrapartum and postnatal period for women and their babies
- To work autonomously within guidelines and sphere of professional practice
- To act as a mentor or practice supervisor for less experienced midwives, students and other members of the multi-professional team
- Work within NMC codes of practice and professional guidelines.
- Lead Professional for low risk women
- Provide antenatal, intrapartum and post-natal care in a variety of settings, including home and hospital
- Work collaboratively with professional colleagues to provide midwifery care to with women with complex needs
- Contribute with feedback, to ensure the health and social care setting is responsive to the individual needs of women, particularly those who are disadvantaged, and where appropriate, advocate for these women
- Advocate and support the rights of individual women to make informed choices about their care
- Promote equality, diversity and rights
- Participate in and undertake annual appraisal, identifying specific training requirements as part of service planning and continuous personal development

About your new team and department

Our fully integrated midwifery teams are meeting the Better Birth recommendations for providing a Continuity of Carer model for women. We support women in the choice agenda; at least 6% of women we care for choose to birth their baby out of hospital. We work closely with the Devon LMS and our neighbouring Maternity Units to ensure that women in Devon receive high quality care. We are proud of our commitment to safe and individually focused birth and offering women choice in where to birth their baby.

Detailed job description and responsibilities

- Be responsible for maintaining own clinical competence
- Maintain and enhance clinical skills for autonomous midwifery practice
- Facilitate women's involvement in the decision-making process regarding all aspects of their pregnancy, birth and postnatal care
- Demonstrate sound organisational skills when planning clinical workload
- Provide appropriate health surveillance, health promotion and informed choice with antenatal screening, referring to consultant team as required
- Work collaboratively other agencies identifying women and their families where there are concerns regarding child protection, domestic violence, substance misuse and for women with special needs
- Identify and implement if required an appropriate schedule of parent education to facilitate the smooth transition to parenthood
- Instigate and act on abnormal blood / investigation results, when a condition deviates from the normal, and then refer to the appropriate professional
- Perform appropriate risk assessment to ensure the provision of safe and effective intrapartum care
- Liaison with the multi-professional team to assess, plan, implement and evaluate individualised postnatal care
- Provide appropriate health surveillance to the neonate and liaise with the multi-professional team with regard to routine screening
- Uphold the safety of mother and baby within a clinical governance framework
- Participate in clinical audit and the development of research and evidence-based practice
- Support other midwives, student midwives and maternity support workers in their training and personal development and the overall care provided to women and their families
- Ensure provision of care is cost effective and is provided within existing resources, informing the Team/Group Leader when deficiencies are identified
- Attend annual mandatory training as required by Directorate and Trust
- Demonstrate an understanding and awareness of the Trust complaints procedure and respond appropriately to complaints or feedback from women and their families
- Only use equipment following appropriate training, ensuring equipment register is updated appropriately
- Ensure any faulty equipment is reported

- Apply knowledge and skills of the Trust's Health and Safety Policy to clinical practice
 - Adhere to the Trust Lone Worker and Violence and Aggression Policies to ensure personal safety
 - Adhere to the Trust Policy on Incident Reporting
 - As a member of a multi-professional team contribute to effective communication and its relevance to effective care provision including sensitive information and bereavement support
 - As part of the Integrated care record implementation, develop, maintain and extend IT competencies
 - Ensure documentation of care is comprehensive and meets the standards for professional record keeping
-

PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> Registered Midwife Evidence of continued professional development Completed a preceptor programme 	<ul style="list-style-type: none"> ENB 997/ mentorship qualification NIPE practitioner
Knowledge and experience	<ul style="list-style-type: none"> Knowledge of child protection, domestic violence, substance misuse and working with women with special needs Ability to cope with a stressful environment with emotional women, their families/supporters and staff members 	<ul style="list-style-type: none"> Community experience Experience of home births Parent Education training
Specific Skills	<ul style="list-style-type: none"> Excellent written and verbal communication skills Ability to work autonomously Perineal suturing Ability to organise and prioritise own workload IT skills Excellent communication and interpersonal skills Excellent decision-making ability 	

Requirements due to work environment/conditions	<ul style="list-style-type: none"> • Ability to work flexibly and commute within the area • Participate in a 24 hour on-call commitment • The successful candidate will participate in the Maternity Escalation on Call Rota • Potential daily exposure to bodily fluids within practice • Occasional contact with Hepatitis, HIV, MRSA • Occasionally dealing with aggressive behaviour 	
--	--	--

Physical skills	<ul style="list-style-type: none"> • Uses appropriate moving and manual handling techniques, as part of daily activities assisting women during birth, post operatively and during postnatal period • Manual dexterity for venepuncture, cannulation and perineal suturing
Physical effort	<ul style="list-style-type: none"> • Travelling between hospitals, visits at clinics and women's homes • Transporting equipment, papers and materials • Coping with lone working
Emotional effort	<ul style="list-style-type: none"> • Ability to cope with highly complex situations conveying news regarding pregnancy loss, fetal abnormality and child protection on a regular basis • Managerially dealing with report writing, liaising with specialist agencies, e.g. Social Services

Mental effort	<ul style="list-style-type: none">• Constant application of analytical skills to practice• Occasional exposure to unpredictable high levels of clinical activity• Prolonged periods of concentration for clinical care and documentation of care
----------------------	--