



DELIVERING
OUTSTANDING
CARE AND
EXPERIENCE



RECRUITING,
DEVELOPING AND
RETAINING OUR
WORKFORCE



AN ANCHOR
IN OUR
COMMUNITIES



WORKING TOGETHER
WITH LOCAL HEALTH
AND SOCIAL
CARE PROVIDERS



DELIVERING
LONG-TERM
SUSTAINABILITY



Information pack for the post of

Community Midwife
Division of Maternity

November 2023



GOOD TO
OUTSTANDING



Welcome from Chief Executive Hannah Coffey

Hello and welcome to our Trust! I am delighted that you are considering our organisation as a place to work.

This is a really exciting time for our patients and staff as we work with our local health system partners across Cambridgeshire, Peterborough and South Lincolnshire to deliver some key development projects that will shape the care we provide for future generations within the 900,000-strong catchment we serve. As well as building a new hospital at Hinchingsbrooke and redeveloping our sites at Peterborough and Stamford to better meet the needs of patients, we are investing in a Trust-wide electronic patient record system and harnessing digital technology within our diagnostic services to enhance the quality and speed of diagnosis and treatment.

It's a great time to be joining TeamNWAngliaFT where we truly value the health and wellbeing of our staff and encourage our leadership team to empower their teams to be the best they can be, to help them develop in their careers and, at the same time, ensure our patients can experience good quality care by people who are dedicated to serving their health needs.

If you are looking to develop your career in an environment that's primed for organisational change, where you can actively contribute to the quality improvements we are making for our patients and staff, then look no further for your next role.

A handwritten signature in black ink that reads "Hannah Coffey". The signature is fluid and cursive.

Hannah Coffey
Chief Executive Officer

Job Description

JOB TITLE	Community Midwife
GRADE	5 - 6
DEPARTMENT	Maternity Community
BASE	Your base will either be Hinchingsbrooke Hospital or Peterborough City Hospital, however travel between North West Anglia Trust sites may be required
RESPONSIBLE TO	Community Midwife Team Leader
ACCOUNTABLE TO	Community Midwifery Service Lead

Job Summary

Be committed and passionate in providing continuity during the antenatal, intrapartum and postnatal period for a caseload of women and birthing people who may choose or be recommended to give birth at home, in the birth centre or in an obstetric setting.

Main Duties and Responsibilities

The practitioner is expected to ensure that their own clinical practice and that of the other staff on each shift, within the area of practice is of a safe standard and in accordance with the unit policies.

- To assess, implement and evaluate programmes of antenatal, intrapartum and postnatal care for women in line with current evidence, Unit policies and guidelines and NMC Midwives' Rules and Code of Practice.
- Provide and perform accurate assessments and procedures during antenatal appointments, labour care (including supporting home birth, water birth, perineal suturing, cannulation and intravenous administration of drugs) and in the postnatal period.
- Advocate for women and birthing people and support them in their choices surrounding pregnancy and birth, whilst empowering them and promoting birth as a physiological process, with fully adopting the use of Personalised care plans.
- To develop an environment that supports the value of midwifery care and encompasses Better Birth (2016)

- To liaise and communicate with other members of the midwifery and multidisciplinary team in the planning and delivery of care.
- Liaise appropriately with services to ensure safe and effective care is provided in the right place and at the right time. Act as an advocate whilst safeguarding them and their wider family and social group where appropriate.
- To be involved in the development of evidence-based practice in the Maternity Service and to encourage reflective practice providing a supportive framework to ensure that this takes place.
- To initiate and support innovative change within the Midwifery Service in line with current clinical and academic evidence, national standards and relevant reports. Especially the main agenda of Midwifery continuity of care.
- To be aware and have an understanding of the guidelines relating to Safeguarding issues.
- To liaise with colleagues, GPs and other professionals where necessary in order to provide a seamless service for women and birth people receiving care across both health and other agency boundaries.
- To promote evidenced based health education for the woman and her family at all times.
- Support women and birthing people's choices regarding feeding their infant, whilst encouraging and promoting UNICEF Baby Friendly Initiatives.
- To provide expert advice and support for students, healthcare assistants, nursery nurses, clerical staff and midwifery colleagues

Education

The practitioner has a responsibility for their own professional updating and to ensure that the educational and developmental needs of junior staff are facilitated.

- To maintain personal clinical expertise through clinical practice and within NMC requirements under PREP rules.
- To assess, plan and support development and education training needs within the midwifery team, in consultation with band 7 and Clinical Practice Educator, as appropriate.
- To have a proactive approach to self-development.
- To participate in the Joint Review and Development (JRD) process.
- To participate in department-based training that is dynamic and meets the needs of the specific area in order to maintain a high standard of care.

Qualifications

- Registered Midwife - maintain NMC registration and undertake Revalidation when required.
- Diploma Level Education

Research

The practitioner is expected to contribute to the development of professional practice within the service unit by ensuring that practice is current and dynamic responding to clinical evidence as it develops.

- To foster an environment where practice/research is evidence-based and to participate in audit to ensure that this is effective.
- To identify and disseminate relevant research to the multi-disciplinary team and to liaise with the Clinical Practice Educator.
- To participate in research within the department as appropriate.

Management Human Resource

The practitioner takes a part in the management and support of staff within their area of practice under the guidance of their line manager.

- Contribute to recruitment and retention of staff, under the direction and with the support of the Line Manager.
- Contribute in the management of sickness absence, discipline and grievance as required, under the direction of the line manager.
- To monitor staffing level within the area of responsibility and identify areas of need to the line manager.
- To support colleagues and the line manager(s) in the enactment of their roles.
- To act as clinical practice supervisor for students and newly qualified midwives ensuring that they are able to meet their objectives through the formulation of learning contracts with each student.

Leadership

The practitioner is seen as a professional role model and reflects this in the enactment of their role.

- To be a safe and effective clinical role model.
- To participate in the development and initiation of policy change within the Unit.
- To support an environment in which clinical practice is developed and evaluated.
- To ensure the promotion of safety of clients, staff and visitors to the Unit.

Resource Management

Takes a role in identifying and maintaining equipment within the service unit budget.

- To be aware of resource issues in the use of equipment and ward resources.
- To identify areas of need as required.
- To be responsible for the safe and effective maintenance of equipment within the area of responsibility.
- To liaise with line managers, where appropriate, to minimise or reduce expenditure.

Operational

Ensures that their clinical area of responsibility is efficiently and effectively enacted on a daily basis.

- To ensure that communication links within the department, wider Trust and other organisations are of a high standard.
- To maintain departmental activity within current Health and Safety legislation.
- To maintain the safety and upkeep of the ward environment.
- To participate in the Risk Management strategy of the department and the Trust.
- To ensure that adequate staffing levels are maintained at all times and to identify areas of need to line manager.
- To co-ordinate the ward team on a shift basis, as appropriate, taking into account the needs of all other areas within the Maternity Unit and community.
- To support other colleagues who act up for the ward manager in his/her absence.
- To assist in the collection of data for statistical and administrative purposes.

Working at our Trust

A. Our Values

Our Trust Values highlight the core principles and ideals of our Trust and underpin everything that we do. They establish the kind of people we want to be, the service we hope to provide and how we interact with our stakeholders and community.

The Values were created and selected by members of the public, patients and our staff, and highlight the principles we believe are the most important. They steer the decisions we make and guide the behaviour of our Trust family so we can accomplish our Vision.

We regularly measure ourselves against these Values, at every organisational level, so we can identify how we are living them and where we need to make improvements. The Trust board will monitor and review how the Trust performs against the values regularly, to ensure we provide the best possible patient care.



B. Divisional Structure

Following the formation of North West Anglia Foundation Trust in April 2017, our operational functions across our hospitals merged to form five clinical divisions:

- Division of Medicine
- Division of Urgent Care and Emergency Care
- Division of Surgery
- Division of Family and Integrated Support Services
- Division of Maternity, Gynaecology and Breast Services

The clinical divisions are key to our service delivery and they are led by a triumvirate comprising a Divisional Director, Divisional Nursing Director, and Divisional Operations Director.

C. Your responsibilities to the Trust, our patients and staff

The Trust aims to provide high standards of patient care and to ensure that our staff are supported in their roles that help us achieve this. As part of your role, you are expected to adhere to Trust policies and procedures which are designed to guide you in your work and ensure that the Trust, and you as an individual, comply with legal requirements. Non-adherence to Trust policies and procedures may be addressed through the Trust's disciplinary process.

Key policies are outlined below; you are also required to act by policies specific to your job role, which are covered at induction.

Equality and Diversity Policy

No patient or member of staff should receive less favourable treatment on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation, and should not be placed at a disadvantage which cannot be shown to be justifiable. You have a responsibility to patients and staff to ensure that this is achieved.

Health & Safety

You have a responsibility to consider yourself and anyone else that could be affected by the things you do or don't do, that you should have while at work. You are responsible for informing your manager of any health and safety concerns you identify by using the trust incident reporting system for any accidents, incidents or near-misses that happen to you or that you are aware of to reduce injuries or loss.

Additionally, if you have management responsibilities you must ensure the implementation of the Trust's health and safety and risk management policies, procedures, and codes of practice through your directorate or business unit management structure ensuring that communication pathways are clear and explicit at all levels of employment, to maintain the health, safety and welfare of employees or others who may be affected.

Data Protection

You are to always maintain the highest standards of data protection and confidentiality, ensuring that person-identifiable data is held securely (including password protection and encryption) and that data held and entered into Trust systems is correct. You are to observe confidentiality for commercially sensitive data and to promote the highest standards of information governance by the Data Protection Act 1998, Freedom of Information Act 2000 and Trust policies and procedures.

Data Quality

It is your responsibility to ensure that any data collection required is accurate, timely, complete, and stored securely in the appropriate place or system, whether as a paper or an electronic record. This includes data input onto the Trust's information systems, patient records, staff records and finance records. You are expected to submit data for quality assurance checks as required. You will be expected to undertake training required to assure the quality of data collected and to participate in any relevant audits required as part of the Trust's and external quality improvement programmes.

Customer Care

You are always required to put the patient first and do your utmost to meet their requests and needs courteously and efficiently. So that you to understand the principles of customer care and the effects on you and the service that you provide, full training will be given.

Values

How our staff live and work according to our values will be through our 'personal responsibility framework' - which outlines how staff are expected to behave.

Infection Control

You have a responsibility to comply with Trust policies for personal and patient safety and prevention of healthcare-associated infection (HCAI); this includes a requirement for consistent compliance with hand hygiene, use of personal protective equipment and safe disposal of sharps. You will be asked about adherence to measures for reducing HCAI at the annual appraisal.

Smoking Policy

You are not allowed to smoke in Trust buildings or grounds. Assistance will be provided to assist you to quit smoking through our Occupational Health service.

Confidentiality

Under no circumstances, either during or after the end of your employment may you divulge any unauthorised personal identifiable information relating to the Trust. This also includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Safeguarding the welfare of children and vulnerable adults

You should be aware of Trust policies and procedures on safeguarding the welfare of children and vulnerable adults., and appreciate the importance of listening to children, young people, and vulnerable adults, particularly when they are expressing concerns about their own or other children's/vulnerable adult's welfare.

Mandatory Training

You are required to attend mandatory training as required. if you are unable to attend a required session you should ensure that this is rectified with your line manager's support at the next available opportunity.

Raising issues of Concern

If you have any concerns about practices or processes within the Trust, you should raise this with your line manager. If you do not feel able to raise concerns directly you should access the Trust's haven procedures for raising issues of concern in confidence.