

Antenatal Clinic Midwife Job description

POST: Antenatal Clinic Midwife

BAND: Band 6

REPORTS TO & RESPONSIBLE TO: Immediate Line Manager

ACCOUNTABLE TO: Senior Manager/Directorate Manager

JOB SUMMARY:

The primary aim of the role is to ensure that women and their families receive high quality personalised and safe care based around their individual choices and needs.

The Midwife will plan, deliver, and evaluate the care of women and their families in the antenatal period within the antenatal clinic and ensure there is seamless transition and continuity throughout her pregnancy pathway. The role will also support the promotion of public health initiatives that reflect the needs of the local population.

As a Midwife, all activities provide opportunities for acting as a role model for staff ensuring the Trust values are upheld. The role will also include opportunities to support the development of services to reflect the national maternity transformation programme and Saving Babies Lives Care bundle.

The Midwife will co-ordinate the area as designated, in support of, or in the absence of the Ward Manager/Team Leader to promote effective multidisciplinary working and high clinical standards.

SECTION 1- MAIN RESPONSIBILITIES:

Key Responsibilities

The Midwife will lead and maintain a Midwifery culture which is open to change, new ideas, concepts and innovation. This will be achieved by:

- A commitment to women centred values.
- Promoting personalised care and continuity of care and carer
- Participating in the development and delivery of a philosophy which involves and respects the rights of women, families and staff.
- Demonstrating enthusiasm and creativity, energy and inspiration in leading the multi-disciplinary team.
- Demonstrating clear direction and leadership for the team with regard to professional dimensions of care.

- Striving for continuous improvements in the delivery of high quality women focused care.
- Assisting in the investigation of complaints in a pro-active manner to improve and review the quality of the service.
- Facilitating and participating in Clinical Supervision/mentorship within practice.
- Demonstrating diplomacy and the ability to deal with colleagues and women and families in such a way as to avoid conflict.
- Creating, maintaining and enhancing effective working relationships.
- Ability to relate to all staff and patients in a confident manner, demonstrating good listening skills and ability to work effectively as part of the team.
- Contributing to the implementation and monitoring of Midwifery Audits.
- Undertaking senior midwife responsibility in the absence of the manager.
- Involvement in the delivery of new strategies which impact on the clinical environment and assists in promoting the midwifery contribution.
- Participating in the individual performance review process.
- Contributing to the development of annual unit objectives and transfer of these into practice.
- Maintaining an awareness of national and regional initiatives in relation to practice.
- Supporting and contributing to the Trust's Shared Leadership process
- Acting as a positive ambassador for the Trust.

SECTION 2- KNOWLEDGE AND SKILLS

- Ensure an up-to-date knowledge of current evidence based practice
- Implement research findings in collaboration with the MDT where appropriate, to ensure quality of service and effective practice
- Demonstrate the sharing of knowledge, skills and attitudes to others
- Contribute to the dissemination and implementation of evidence based care in the writing of shared guidelines / protocols for care
- Lead, where appropriate, in multi-disciplinary clinical audit and research
- Promote an evidence based culture through pathways and protocols of care utilising an interdisciplinary approach

SECTION 3- EFFORT AND ENVIRONMENT

Physical Effort – Occasional/frequent moderate effort for several short periods.

Sitting or standing in a restricted position

Mental Effort – Frequent concentration.

Complex facts or situations requiring interpretation; analysis; comparison of options.

Skills for assessing and interpreting specialist acute and other patient conditions, and appropriate action.

Responds to crises, emergencies.

The work pattern varies greatly therefore skills of prioritisation are required.

Emotional Effort – Occasional exposure to distressing or emotional circumstances.

Working Conditions – Occasional/frequent highly unpleasant conditions such as smell, noise, dust and body fluids.

SECTION 4-ADDITIONAL REQUIREMENTS

1. To provide cover for colleagues as directed by your manager.

2. Risk Management (Health & Safety)

- a) You will follow risk management procedures at all times. The Risk Management procedures for the Trust and the department are kept by the departmental manager.
- b) You are personally responsible for Risk Management issues in respect of yourself and your colleagues.
- c) If you identify a potential hazard you should report it to your manager / supervisor at once. If in doubt you should speak to your manager for guidance.
- d) You must always use safety equipment provided, and report any defects to your manager. You must attend Risk Management Training as directed by your manager.
- e) If you are a manager or have line management responsibilities for staff or a department or area of work, you are responsible for the Risk Management issues in that area. You will ensure that there is an annual Risk Management audit in your area and make sure that where necessary, an action plan eradicating risks is drawn up and implemented.
- f) Should you need help in resolving Risk Management matters, you must seek assistance from your manager.

3. Infection Prevention and Control

- a) You are personally responsible for ensuring that you protect yourself, patients, visitors and colleagues from the risks of infection associated with health care activities and the care environment.

- b) You must adhere to infection prevention and control policies at all times liaising with the infection control team and acting on any instructions given.
 - c) You must attend regular infection prevention and control update training.
 - d) You should at all times promote and demonstrate good practice for the prevention and control of infection.
- 4. To avoid any behaviour which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.**
- 5. To safeguard at all times confidentiality of information relating to patients and staff.**
- 6. Child Protection and Vulnerable People**
- a) It is the responsibility of all staff to safeguard children and/or vulnerable adults, to access training to ensure they know what constitutes abuse, and what support is available to them, at a level appropriate to their role and responsibilities.
 - b) To report any concerns, without delay, to the identified person within their department/division or area of responsibility as per the relevant policies, keeping clear records, and following up as required to ensure necessary actions have been taken.

7. No Smoking Policy

The Trust operates a No Smoking Policy which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Conduct and Disciplinary Policy.

8. To behave in a manner which ensures the security of NHS property and resources.

9. To abide by all relevant Trust Policies and Procedures.

This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.

This job description is subject to regular review and appropriate modification in consultation with the post holder.

Antenatal Outpatient Midwife Personal Specification

| Specifications | | Essential | Desirable |
|----------------------------------|--|-----------|-----------|
| Qualifications | Be a Registered Midwife | ✓ | |
| | Have a NMC Registration | ✓ | |
| | Have evidence of ongoing professional development | ✓ | |
| | Have evidence of competency in teaching and assessing/ supporting learning in practice | ✓ | |
| | Be working towards or willingness to undertake MSc or Leadership training relevant to post | | ✓ |
| Experience | Have significant proven post qualification experience in an antenatal care setting | ✓ | |
| | Have evidence of leadership as a Band 6 midwife or similar role | ✓ | |
| | Have teaching and presentation skills | | ✓ |
| | Have research and audit experience | | ✓ |
| | Been involved in guideline development | | ✓ |
| Knowledge & Awareness | Aware of own limitations | ✓ | |
| | Tameside and Glossop Integrated Care NHS Foundation Trust's Values and Behaviors | ✓ | |
| Skills & Attributes | Lead, influence and motivate others | ✓ | |
| | Demonstrate innovation in practice | ✓ | |
| | Demonstrate a high level of personal and professional autonomy and an understanding of professional accountability | ✓ | |
| | Incorporate high quality evidence in women centred care | ✓ | |
| | Develop and maintain positive working relationships | ✓ | |

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| | Learn senior responsibilities and deputise in managers absence | ✓ | |
| | IT skills | ✓ | |
| | Has experience of undertaking a wide variety of clinical skills | ✓ | |
| Personal Attributes | Demonstrates a professional manner | ✓ | |
| | Effective interpersonal skills | ✓ | |
| | Ability to deal with difficult situations | ✓ | |
| | Optimistic | ✓ | |
| | Energetic | ✓ | |
| | Visionary | ✓ | |
| | Motivate self and others | ✓ | |
| | Innovative | ✓ | |
| | Decisive | ✓ | |
| | Woman focused approach to care and services | ✓ | |
| | Good organisational and communication skills | ✓ | |
| | Flexible to the needs of the service | ✓ | |
| Other | Able to access all Trust sites. | ✓ | |
| | Good attendance record. | ✓ | |
| | Ability to work unsocial hours when required | ✓ | |
| | Car driver and access to vehicle | | ✓ |