

Candidate Brief

Diabetic Specialist Midwife

Band 7

July 2022

Welcome to Epsom and St Helier University Hospitals NHS Trust

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow

and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There are lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.



Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities.

Above all we value respect. This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.



We offer an extensive range of services, including cancer, pathology, surgery, and gynaecology to 500,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

We also play an active role in the local healthcare economy, and are the lead provider in two innovative health and care partnerships.

In Surrey Downs (that's the Epsom, East Elmbridge and Dorking areas), we have partnered with CSH Surrey, the three GP federations in the Surrey Downs area, and Surrey County Council (who are an associate member), to provide adult community health services. This innovative partnership is called Surrey Downs Health and Care.

In Sutton, we have joined forces with the London Borough of Sutton, Sutton GP Services and South West London and St George's Mental Health Trust to provide adult and children's community health services and sexual health services to local people. Together, we are called Sutton Health and Care – you can visit our website www.suttonhealthandcare.nhs.uk.

JOB DESCRIPTION

Job Title: Diabetic Specialist Midwife

Band: 7

Hours of work (p/w): 37.5hrs

Service Centre/Directorate: Maternity Services/Women's health

Base: St Helier Hospital

Accountable to: Director of Midwifery

Reports to: Head of Midwifery

JOB SUMMARY

As a member of the maternal medicine team the post holder will be responsible for providing midwifery care to pregnant women with diabetes. As the post holder you will provide direct maternity care to these women in conjunction with the Diabetic consultant and multidisciplinary teams (MDT). Working collaboratively with the individual woman and you will assess, plan, implement and coordinate their maternity care pathway.

Working collaboratively with the other team members you will assist the on-going development of Diabetic care pathways and frameworks, in line with national policies.

You will be accountable for the overall provision of excellent care, providing evidence based, woman-centred midwifery to women in the outpatient, inpatient and community settings.

POST HOLDER RESPONSIBILITIES

Clinical

- To develop specialist skills and knowledge in diabetes in relation to pregnancy, over time and to a standard that prepares the post holder to perform with a level of autonomy expressed by a specialist diabetes midwife including advanced decision

making, using evidence based practice and highly developed advanced practice skills.

- Facilitate and have continuing responsibility for the effective assessment, implementation and evaluation of all midwifery care for women with diabetes and other complex medical conditions, within own sphere of clinical practice.
- To prescribe medications as per prescribing qualification within own remit and expertise.
- Provide a link between midwives, general practitioners, health visitors, obstetricians and other agencies in relation to women's care.
- To act as an advocate for women and babies receiving care.
- Facilitate and continually assess, implement and evaluate all midwifery care, in line with current evidence, unit policies and guidelines, and the NMC Midwives Rules and Code of Practice.
- Ensure that accurate, clear, contemporaneous, legible records are kept with evidence of assessment, planning, implementation and evaluation of care. Monitor standards and take corrective action as appropriate reporting to the midwifery coordinator/ lead midwife.
- Ensure due regard is given to needs, customs, values and spiritual beliefs of women and their families. Assess the needs of women and their families and friends and deal with them sensitively.
- Responsible for the protection and safe guarding of children, with an awareness of child protection procedures, and who to contact within the Trust for further help and guidance.
- Have an understanding of the guidelines relating to mental health issues and the referral process.
- Have involvement in the care of women and their families following bereavement giving appropriate and sensitive emotional support.

EDUCATION AND TRAINING

- Ensure Diabetes care is noted in the performance/personal development plan for relevant midwives
- Ensure all relevant midwifery staff maintain mandatory training requirements

- Plan and facilitate education regarding Diabetes across the Trust and Local Maternity System with partners
- Ensure implementation of the Trusts Study Leave policy
- Responsible for the induction and development of midwifery staff in this clinical area
- Promote a positive learning environment within the clinical area
- Maintain detailed and accurate records regarding staff education and attendance management.

LEADERSHIP

- Promote effective management of change by acting on audit and other reviews to implement agreed new approaches to raise the quality of care
- Delegate and empower staff without abdicating, overall, continuing responsibility
- Investigate and respond to accidents, complaints, untoward incidents and other significant events within this clinical area. Support staff throughout the process and ensure remedial action is taken to avoid repeat incidents and to enable lessons are earned and shared
- Be responsible for the annual appraisal of staff where appropriate and ensure individual development needs are met including an annual inclusive conversation
- Provide emotional and professional support to staff following critical incidents
- Facilitate the professional and clinical development of individuals in the team ensuring equal opportunity to all team members and the skills of all team members are used to optimum effect
- Deliver an effective quality service with budgetary constraints
- Monitor statistics and performance regularly and give feedback to teams
- Attend relevant Diabetes Network meetings including MDT meetings
- Identify the changing needs of the department on an on-going basis and refer to the Director of Midwifery, Consultant specialist in Diabetes or Consultant Midwife Maternal Medicine as appropriate

- Actively promote an effective learning environment and ensure the delivery of education and mentorship of student midwives, medical colleagues and other health professionals
- Act as a professional resource for the midwifery service assisting with the development and provision of training programmes for staff to maintain competencies in all aspects of midwifery led care
- Advise and inform service and educational planning forums on resource and training needs in Diabetes
- Lead standard setting initiatives, protocols and quality assurance programmes, addressing any risk management issues to ensure that midwifery practice complies with current evidence-based guidelines and protocols
- Act as a resource for specialised midwifery advice and guidance to midwifery colleagues and other health professionals
- Lead the development of departmental policies, procedures and guidelines in order to establish goals and standards, ensuring these are met.
- Maintain a close working relationship with the Diabetic Specialist Nurse and Diabetes Consultant.

This job description is not an exhaustive document but is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the postholder

KEY RELATIONSHIPS:

- Director of Midwifery
- Head of Midwifery
- Matrons
- Consultant Midwives
- Consultant specialist in Diabetes
- Local Maternity System Leads
- Maternal Medicine Network Midwives
- Women, families, relatives & visitors
- Maternity Voices Partnerships
- Neonatal nurses and neonatologists
- Perinatal Mental Health services and Maternal Mental Health Services
- Students
- Multi-disciplinary team including Doctors, Midwives, Therapists, Support staff
- External agencies

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE OBTAINED FROM:
Qualifications and Training:	<ul style="list-style-type: none"> • Educated to Degree level or higher or significant Diabetes management experience • Registered Midwife • Recognised teaching/assessing qualification • Evidence of continued professional development through further study in area of expertise • Willing to undergo training as necessary 	<ul style="list-style-type: none"> • Master's degree or working towards • Recognised management/ leadership qualification 	<ul style="list-style-type: none"> • Application form • NMC • Interview
Special knowledge including experience	<ul style="list-style-type: none"> • Significant experience post registration • Experience of managing and leading a team • Current issues in healthcare • Experience of leading, motivating and supporting a team • Experience of providing training • Experience of delegating workload and monitoring progress • Evidence of managerial development • Knowledge of care pathways for women 	<ul style="list-style-type: none"> • Service development and/or change management • Excellent presentation skills • Experience of managing resources • Clinical audit and standard setting • Knowledge and understanding of the local and national midwifery agenda • Knowledge and understanding 	<ul style="list-style-type: none"> • Application Form • Interview

	<p>with complex health needs</p> <ul style="list-style-type: none"> • Awareness of current issues in midwifery • Knowledge of the Standards of professional practice • Knowledge of Trust guidelines and policies 	of relevant National Service Frameworks	
Behaviours & Skills	<ul style="list-style-type: none"> • Capable of lateral thinking • Influencing and negotiation • Skills in identifying and securing provision of training needs for the team • Highly developed communication skills, written and verbal • Delegation abilities and excellent time management skills • Listening/counselling skills • Well-developed problem solving and decision-making skills • Flexibility/adaptability to meet the needs of the service • Self-awareness • Possess individual credibility • Approachable • Demonstrates innovation in practice • Change agent • Motivator • Ability to work under pressure, thinking and acting coherently and with respect for others 		Interview

	<ul style="list-style-type: none"> • Manage and identify stress in self and others 		
Practical skills	<ul style="list-style-type: none"> • Excellent written and verbal skills • Ability to organise and prioritise own and others workloads • Understanding of skills and knowledge required to lead and develop team members • Experience of staff appraisal • Resource management • Ability to take the lead in the promotion of evidence-based practice • Excellent IT skills, including Word, Excel, Power-point and Outlook • Experience of training staff 		<p>Application form</p> <p>Interview</p>