

# Job Description

**JOB TITLE:** *Midwife – Special interest in diabetes*

**DIVISION:** Family Health

**GRADE:** 6

**REPORTS TO:** Lead Midwife for Diabetes

**ACCOUNTABLE TO:** Head of Midwifery / Clinical Lead

## VALUES AND BEHAVIOURS



## ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

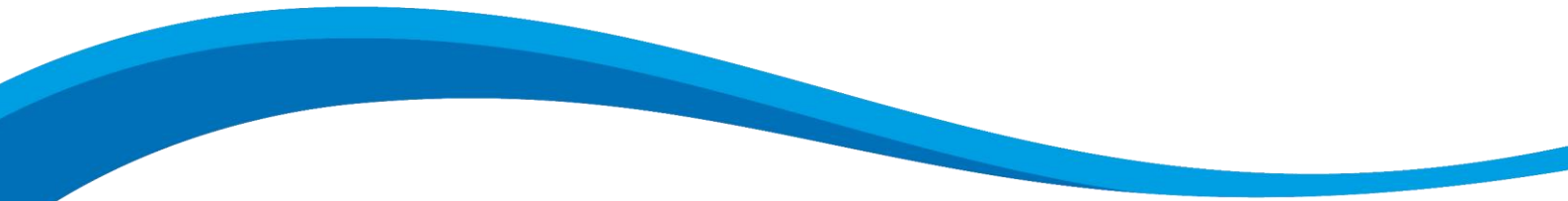
## **JOB SUMMARY**

To assist the Lead Midwife for Diabetes in:

- Maintaining specialist nursing / midwifery care for a caseload of patients requiring specialist nursing / midwifery care.
- Maintaining and developing a quality service.
- Providing specialist training across functional boundaries, as required.
- Improving and standardising diabetes care within the maternity services of NUH.
- Delivering the antenatal midwifery pathway for women with diabetes in the ANC.
- Managing women with diabetes who are post-partum.

The post holder will be required to deliver safe, quality midwifery care, antenatally, intrapartum and postnatally to women and their families whilst developing key skills, abilities and experience as a Midwife. The post holder will be required to work without direct supervision but within the multidisciplinary team and comply with Trust policies and guidelines. Midwives who are qualified to prescribe will be supported to do so.

The post holder will work across site: QMC Campus/City Campus



## **KEY JOB RESPONSIBILITIES**

### **1. Communication and Team Working**

- 1.1 Facilitate and maintain effective communication within the multi-disciplinary team in order to promote effective patient care.
- 1.2 Adhere to appropriate NMC and local Standards for written documentation and storage of records. Ensure maintenance of patient and colleague confidentiality at all times.
- 1.3 Deal appropriately with positive and negative feedback from women, recognising the wider implications for ward, unit and Trust.
- 1.4 Participate in decision-making in relation to women-centred care and development of practice within the ward, unit and multidisciplinary team. Actively involved in change.
- 1.5 Be an active member of both ward and wider multi-disciplinary team, developing confidence in own role and encouraging development of others and contribution to team cohesion.
- 1.6 To communicate effectively, sensitive and personal issues maintaining confidentiality at all times.
- 1.7 To identify and manage challenging behaviours.
- 1.8 Convey complex and sensitive information (eg. abnormal test results) in a comprehensible and empathic manner.
- 1.9 Discuss all alternative treatment options and facilitate clinical management decisions.
- 1.10 Obtain informed consent for procedures as required, in accordance with the Trust consent policy.
- 1.11 Cover in the absence of the Lead Midwife for Diabetes.
- 1.12 Be actively involved in teaching/supporting other members of the maternity team with regarding management of diabetes in pregnancy/intrapartum/postnatal

### **2. Clinical Care**

- 2.1 To support and enable the woman with diabetes and their family to make informed decisions and choices relating to their treatment and management.
- 2.2 To assess, implement and evaluate care delivered, so that the women's individual requirements for care are met in all aspects of midwifery. Obtain informed consent throughout.
- 2.3 To contribute to the plan of care for the woman with diabetes
- 2.4 To implement plans of care for the woman with diabetes in conjunction with the woman's named community midwife and multi-professional team.
- 2.5 To contribute to the development of policies and clinical guidelines in support of the diabetes service within maternity service.
- 2.6 To work with the Lead Midwife for Diabetes in disseminating information on the benefits and management of breastfeeding, to all women with a pregnancy complicated by Diabetes.
- 2.7 Provide education and support to women diagnosed with Gestational Diabetes.
- 2.8 Act as a resource in the clinical areas to other staff members.
- 2.9 Actively be involved in supporting staff in a formal and informal setting to increase their knowledge and understanding of diabetes in pregnancy to help them provide evidence based care.

- 2.10 Provide care in a range of settings, such as Antenatal clinics or ward rounds.
- 2.11 Assist the Lead Midwife for diabetes in maintaining and developing a quality service by helping to implement and embed evidence-based changes into clinical practice.
- 2.12 Help to ensure that patient care plans are regularly updated, changes implemented and that patient' records and documentation are maintained and current.
- 2.13 Act as an advocate for women
- 2.14 Prioritise and manage own workload appropriately i.e. ability to prioritise, time management, delegation.
- 2.15 Practice in accordance with professional, ethical and legal framework for midwifery.
- 2.16 To work within Trust guidelines, policies and procedures when carrying out midwifery care. Have opportunity to be involved in their development, implementation and evaluation.
- 2.17 Undertake midwifery practice consistent with evidence based practice transferring and applying knowledge and skills to meet the needs of mothers and families.

### **3. Personal and Professional Conduct**

- 3.1 Work within NMC professional code of conduct at all times and Midwives Code and Standards for Practice.
- 3.2 Ensure Trust Policy and Procedure adhered to including Health and Safety legislation, administration and storage of drugs, clinical incident reporting, infection control, child protection, and safekeeping of patient's property.
- 3.3 Be responsible for maintaining and enhancing personal and professional development and providing evidence of competency to enable the formulation of a PDP.
- 3.4 Act as role model and support professional development of all students and junior staff. Contribute to a positive learning environment.

### **4. Resource/Change Management**

- 4.1 Ensure effective management of time and resources.
- 4.2 Responsible for co-ordinating shift on day to day basis.
- 4.3 Participates in innovation and implementation of change.
- 4.4 Develops leadership and supervision skills for both qualified and unqualified staff.

### **5. Research/Education**

- 5.1 Teach/mentor both qualified and unqualified staff including student nurses/midwives. Complete appropriate documentation for learners when acting in the role of mentor.
- 5.2 To assist in the orientation of new staff/Return to Practice midwives and act as a preceptor.
- 5.3 Participate in delivering and evaluating education programmes, offered within the Maternity Unit. Participate in the education audit of the clinical areas.
- 5.4 Use, develop and share evidence based practice to carry out care competently and efficiently.
- 5.5 Participate in clinical audit/trials and collection of data for improving women's care as appropriate e.g. patient satisfaction surveys, NPID audits
- 5.6 Participate in benchmarking within clinical area supporting the introduction of a change in practice if indicated.
- 5.7 To undertake any other duties which may be reasonably required.

## **GENERAL DUTIES**

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

### **Infection Control**

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

### ***For senior/clinical managers the following statement must also be included***

*The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.*

### **Safeguarding children, young people and vulnerable adults**

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

### **Information Governance**

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

### **Health and Safety**

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

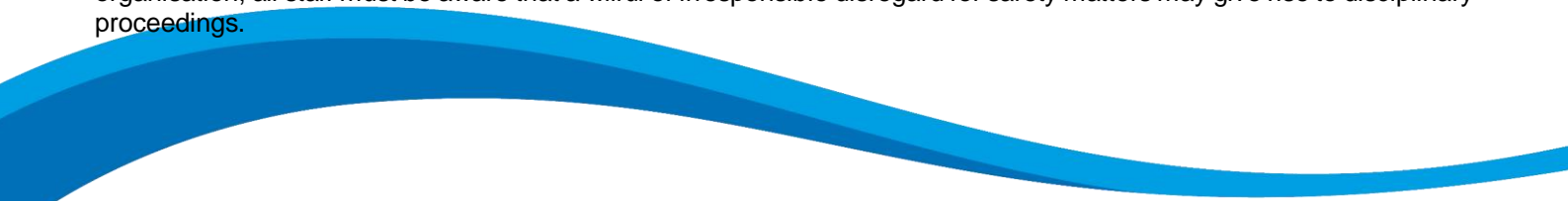
To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.



### **Governance**

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

### **Health and Wellbeing**

Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

### **General Policies Procedures and Practices**

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

### **WORKING CONDITIONS**

Describe the post holder's normal working conditions (*such as exposures to hazards, requirement for physical effort etc*).

### **JOB REVISION**

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

### **Service Review**

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

**Job description reviewed by: Ceinwyn Hogarth**

**Date: 15/4/24**

