## PERSON SPECIFICATION

Post Title: Midwife

Group/Department: Women and Child Health

N0324

	110524				
ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED	
Experience	<ul> <li>Relevant post registration experience in continuous clinical practice</li> <li>Successfully completed a preceptorship programme</li> <li>Evidence of working in all areas of midwifery</li> <li>Evidence of well documented and up to date CPD portfolio</li> <li>Ability to work autonomously within professional and Trusts Guidelines</li> <li>Able to take the professional lead in caring for low risk women</li> <li>Experience/evidence of coordinating a maternity ward/clinical/community area</li> <li>Counselling skills</li> </ul>	AF/I AF/ AF/Portfolio AF/Portfolio AF/I AF/I I AF/I/Certificate	•		
Qualifications	Registered Midwife on part 2 of the NMC professional register     Degree/diploma relevant to speciality     Mentor/assessor training or willing to work towards	Valid NMC card with PIN Number. AF/Certificate	Examination of the newborn course	Certificates	
Personal Qualities	<ul> <li>Able to work as an individual and as part of a team</li> <li>have a high level of commitment, motivation, innovation and initiative</li> <li>able to ask for support</li> <li>good problem solving and decision marking skills</li> <li>ability to prioritise</li> <li>able to delegate staff, day to day an in emergency situations</li> <li>have confidence to be an effective advocate for women</li> <li>ability to continually update knowledge, skills and challenge practice</li> </ul>	I AF/I AF/I AF/I AF/I AF/I I/portfolio	•		
Management / Supervision / Coordination skills	<ul> <li>able to assess and devise, implement, monitor and evaluate plans of care</li> <li>good negotiation skills</li> <li>good organisational skills</li> <li>ability to delegate</li> <li>ability to act as preceptorship mentor as required</li> <li>ability to assess student midwives/others as required</li> <li>influencing and persuasion skills</li> <li>ability to support line manage in developing/implementing ward/area strategies</li> <li>ability to co-ordinate staff rota</li> </ul>	AF/I AF/I AF/I AF/I AF/I AF/I AF/I	•		

	excellent written skills	AF/I		ECDL	Certificate
		All		Basic IT Skills	Octimicate
Written skills	pococco good witten communication citin to maintain cicar, concice,		•	Dasic II Skills	
	contemporaneous records				
	able to write reports and format policies	. = "			
	Effective customer care skills	AF/I	•		
Communication/Verbal	Able to speak, receive and issue instructions in English without risk of				
skills	misunderstanding				
	Be able to communicate effectively via telephone, individual or within group	1			
	discussion	AF/I			
	Have excellent verbal and non-verbal communication skills, appropriate across				
	a range of ethnic and socio economic groups	AF/I			
	Ability to proficiently utilise interpreters	AF/I			
	Ability to sensitively communicate distressing information and discuss sensitive	AF/I			
	issues (i.e. Intra Uterine death, still birth, fetal abnormality, child protection				
	issues)				
	Communicate effectively, and offer support to aggressive and distressed				
	women/family members	AF/I			
	,	AF/I			
	To communicate effectively with multidisciplinary team and outside agencies  The communicate effectively with multidisciplinary team and outside agencies.				
	Take opportunities to impart knowledge at an appropriate level for health	AF/I			
	promotion, parent education and mentoring students and junior midwives				
Responsibility for	able to set, monitor, and maintain effective stock levels appropriate for	AF/I	•	awareness of budgetary control	AF/I
financial and physical	ward/area			measures	
resources	safeguard patients' property including valuables according to Trust policy	AF/I			
Knowledge	knowledge of NHS Priorities	I/P	•	knowledge and experience of	AF
	knowledge of local health promotional strategies	IP		undertaking water birth	
	knowledge of needs of high and low risk women and neonates	AF/I		knowledge and experience of	AF
	knowledge of the demands/needs of women in a multi-racial environment	AF/I		undertaking aqua natal	
		AF/I		undertaking aqua natai	
	able to give advice on a range of maternity issues to clients, multidisciplinary	7 / .			
	team, external agencies and others	AF/I			
	knowledge of child protection issues and when to take action	AF/I			
	knowledge to competently perform and interpret fetal heart auscultation,	/ 11 /1			
	cardiotocography	AF/I			
	knowledge to safely use medical devices and other equipment required for	/ 11 /1			
	practice	AF/I			
	knowledge of legal and ethical principles in midwifery for choice, consent, client	/ M / I			
	autonomy	AF/I			
	know the key steps to take in the managements of obstetric emergency whilst	AL /I			
	waiting for medical assistance in the hospital and community	AF/I			
	knowledge to safely top up and manage epidurals in labour	/ / / / / / / / / / / / / / / / / / /			
	Good understanding of risk management	AF/I			
	able to enter data on computer for notification of births, and patient records	AF/I			
	able to collect data for statistics, audit				
	- abic to concert data for statistics, addit	AF/I			

	able to use computer package to generate growth charts	AF/I		
Physical skills	<ul> <li>Use appropriate moving and handling techniques ante natally, when assisting women during their chosen position, assisting women in giving birth, post operatively, for post natal care and whilst assisting with breast feeding.</li> <li>Manual dexterity and good hand eye coordination for vaginal examination, venepuncture, Cannulation, performing episiotomy, suturing, various injection techniques for mother and baby</li> <li>Able to safely move/transport equipment</li> <li>Perform maternal and neonatal resuscitation</li> <li>To be able to receive the baby at caesarean section</li> </ul>	Portfolio of experience	<ul> <li>Car driver</li> <li>To be able to scrub to assist the surgeon in maternity theatre</li> </ul>	AF AF
Mental Effort	Constant application of analytical skills in practice to manage cases individually Able to investigate, analyse and interpret the complexities of cases and formulate plans of care. For example, mental health, child protection, other high risk cases Work effectively under pressure, deal with emergencies Able to adapt to unpredictable work loads, high levels of clinical activity/patient turnover and extreme emergencies Able to concentrate for prolonged periods during periods of clinical care Able to cope with regular interruptions Able to teach and support student while undertaking all other daily activities	Portfolio of experience I	Good map reading skills – if midwife working in community	
Working Conditions	<ul> <li>daily risk of exposure to bodily fluids</li> <li>some risk of exposure to clients with hepatitis B, HIV, Tuberculosis, MRSA, sexually transmitted infections</li> <li>able to cope if exposed to verbal/physical aggression</li> <li>ability to contribute to upholding the security of maternity unit</li> <li>For Midwives working in the Community</li> <li>Daily travelling between hospital, clinic, homes, health centre</li> <li>Able to risk assess the Health and Safety aspect of community working, being adaptable in delivering service</li> <li>Daily transport of equipment</li> <li>Lone working</li> <li>Ability to drive safely in a variety of conditions, e.g. adverse weather and heavy traffic</li> </ul>	AF/I I I I I I I I I I I I I I	•	
Emotional Effort	ability to cope with highly complex and distressing situations, imparting news of pregnancy loss or fetal abnormality etc     able to cope with occasional traumatic incidents, still birth, neonatal and maternal morbidity/mortality	AF/I/Medical	•	
Other	•		•	