

## PERSON SPECIFICATION

**Post Title: Midwife**

**Group/Department: Women and Child Health**

N0324

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>Experience</b>	<ul style="list-style-type: none"> <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	<ul style="list-style-type: none"> <li></li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Registered Midwife on part 2 of the NMC professional register</li> <li>Degree/diploma relevant to speciality</li> <li>Mentor/assessor training or willing to work towards</li> </ul>	Valid NMC card with PIN Number. AF/Certificate	<ul style="list-style-type: none"> <li>Examination of the newborn course</li> </ul>	Certificates
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <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 making skills</li> <li>ability to prioritise</li> <li>able to delegate staff, day to day and 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 AF/I I/portfolio	<ul style="list-style-type: none"> <li></li> </ul>	
<b>Management / Supervision / Coordination skills</b>	<ul style="list-style-type: none"> <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 manager 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 AF/I AF/I	<ul style="list-style-type: none"> <li></li> </ul>	

<b>Written skills</b>	<ul style="list-style-type: none"> <li>• excellent written skills</li> <li>• possess good written communication skill to maintain clear, concise, contemporaneous records</li> <li>• able to write reports and format policies</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>• ECDL</li> <li>• Basic IT Skills</li> </ul>	Certificate
<b>Communication/Verbal skills</b>	<ul style="list-style-type: none"> <li>• Effective customer care skills</li> <li>• Able to speak, receive and issue instructions in English without risk of misunderstanding</li> <li>• Be able to communicate effectively via telephone, individual or within group discussion</li> <li>• Have excellent verbal and non-verbal communication skills, appropriate across a range of ethnic and socio economic groups</li> <li>• Ability to proficiently utilise interpreters</li> <li>• Ability to sensitively communicate distressing information and discuss sensitive issues (i.e. Intra Uterine death, still birth, fetal abnormality, child protection issues)</li> <li>• Communicate effectively, and offer support to aggressive and distressed women/family members</li> <li>• To communicate effectively with multidisciplinary team and outside agencies</li> <li>• Take opportunities to impart knowledge at an appropriate level for health promotion, parent education and mentoring students and junior midwives</li> </ul>	AF/I I AF/I  AF/I AF/I AF/I  AF/I AF/I  AF/I	•	
<b>Responsibility for financial and physical resources</b>	<ul style="list-style-type: none"> <li>• able to set, monitor, and maintain effective stock levels appropriate for ward/area</li> <li>• safeguard patients' property including valuables according to Trust policy</li> </ul>	AF/I AF/I	<ul style="list-style-type: none"> <li>• awareness of budgetary control measures</li> </ul>	AF/I
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• knowledge of NHS Priorities</li> <li>• knowledge of local health promotional strategies</li> <li>• knowledge of needs of high and low risk women and neonates</li> <li>• knowledge of the demands/needs of women in a multi-racial environment</li> <li>• able to give advice on a range of maternity issues to clients, multidisciplinary team, external agencies and others</li> <li>• knowledge of child protection issues and when to take action</li> <li>• knowledge to competently perform and interpret fetal heart auscultation, cardiotocography</li> <li>• knowledge to safely use medical devices and other equipment required for practice</li> <li>• knowledge of legal and ethical principles in midwifery for choice, consent, client autonomy</li> <li>• know the key steps to take in the managements of obstetric emergency whilst waiting for medical assistance in the hospital and community</li> <li>• knowledge to safely top up and manage epidurals in labour</li> <li>• Good understanding of risk management</li> <li>• able to enter data on computer for notification of births, and patient records</li> <li>• able to collect data for statistics, audit</li> </ul>	I/P IP AF/I AF/I AF/I  AF/I AF/I  AF/I  AF/I  AF/I AF/I AF/I AF/I	<ul style="list-style-type: none"> <li>• knowledge and experience of undertaking water birth</li> <li>• knowledge and experience of undertaking aqua natal</li> </ul>	AF AF

