

Last reviewed:



**North Middlesex  
University Hospital**  
NHS Trust

# Candidate Pack

## For

# Fetal Wellbeing Midwife



Our  
**values**



North Middlesex University Hospital NHS Trust is a medium sized District General Hospital based in Edmonton in Enfield, North London. We serve a diverse multicultural population largely from the London boroughs of Enfield and Haringey. Many of our patients live in wards that are within the 5% most deprived in the UK and a large proportion of our patients were born abroad. This makes it both a fascinating and a challenging hospital to work in.

Over the last decade we have rebuilt almost all of the hospital and now have facilities that we are proud to work in. We employ over 3,500 staff, more than half of whom live locally. We encourage apprenticeships from the local community and work closely with our local Health Watch.

We are primarily an emergency led hospital with more than 90% of our bed days being used for patients admitted via our emergency and ambulatory units. As well as offering everything you would expect from a major acute hospital we have a number of tertiary services treating patients with HIV and Sickle Cell Disease and a large cancer and radiotherapy service. We also run our local community Sexual Health Clinics.

The Community division comprises of the 0-19 Service, Health Visitor and School Nursing services, that deliver the Healthy Child Programme. As well as a BCG clinic for targeted babies and Canterbury ward, that supports the acute wards.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

Our priorities:

### 1. **Providing Outstanding Care**

We will provide:

- Excellent outcomes for patients
- Excellent experiences for patients and staff
- Excellent value for money

### 2. **Partnering with Others**

We will work closely with our system partners to integrate health and care and broader public services, and guide you towards the best services for you.

### 3. **Keeping Healthy**

We will use every opportunity we have to promote wellbeing, providing information and education for our community.



## Additional Information

### Location

Situated in Edmonton, North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. Central London is easily accessible, with Liverpool Street and Kings Cross approximately 30 minutes away by public transport.

### Benefits

We want to attract the best and brightest people to work at NMUH and that means looking after you from the moment you apply for a role at the Trust and throughout your career with us. Our staff are our most valuable asset and we believe that investing in colleagues is crucial if we want to enable everyone to reach their full potential.

### Learning and Development

As a University Trust, we recognise the importance of investing in our workforce to continue to deliver the right care in the most effective way, based on a sound evidence base and continuing professional development. We offer:

- A structured leadership and management development programme
- Core skills statutory and mandatory training programmes

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- A 'one-stop' induction programme for all new staff – introducing you to the Trust,
- our values and our services
- A structured programme of learning for trainee doctors, student nurses and students across allied health professions
- A coaching network where trained coaches throughout the Trust are matched with staff of all disciplines to provide a powerful development opportunity
- A wide range of Continued Professional Development (CPD) opportunities, working with
- partners – such as Middlesex University and University of Hertfordshire, to deliver training and development programmes and support

## Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- A equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms

## Pay and Annual Leave

- Generous annual leave: starting at 27 days and increasing after five and 10 years
- Maternity/paternity and shared parental leave schemes
- Sick pay for all substantive and permanent staff
- Range of flexible working options across the Trust including compressed hours, term time contracts, part-time working etc.
- One of the best pension schemes in the UK

## Road Access and Public Transport

Situated on the North Circular Road, the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London including Enfield and Winchmore Hill, which all have an excellent environment and schools.

Silver Street main line railway station is a 5-minute walk away, with services direct to Liverpool Street Station and Seven Sisters underground Station.

## Follow us on social media



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## Our Values and Expected Behaviours

You are part of Team North Mid, a workforce over 3,500 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

### We are caring:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We are compassionate and take time out to check on colleagues and patients</li> <li>We are understanding and recognise each other as individuals</li> <li>We are committed to improving our community for colleagues, patients and carers</li> </ul>	<ul style="list-style-type: none"> <li>Showing empathy</li> <li>Being curious</li> <li>Showing humility</li> <li>Listening to others</li> </ul>

### We are fair:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We respect and understand each other's differences and backgrounds</li> <li>We are consistent with providing realistic, clear expectations and constructive feedback</li> </ul> <p>We are always looking for opportunities to develop all our staff and our services</p>	<ul style="list-style-type: none"> <li>Being consistent</li> <li>Listening to others</li> <li>Supporting each other</li> </ul>

### We are open:

What it means	Our behaviours
<ul style="list-style-type: none"> <li>We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement</li> <li>We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge</li> <li>We actively look for new ways of working and explore new</li> </ul>	<ul style="list-style-type: none"> <li>Speaking up</li> <li>Being curious</li> <li>Learning from mistakes</li> </ul>

partnerships across teams, divisions and organisations	
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These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

### Care and Compassion

Ensure that any escalation of care concerns or safeguarding escalations are made robustly through the appropriate channel. Undertake audits and where appropriate cooperate with the corporate nursing team to maintain Trust standards of care.



## Job Description

**Position** Fetal Wellbeing Midwife

**Salary/Band** Band 7

**Location** Women's and Children's Clinical Support Services

**Hours** 0.9 WTE

**Responsible to** Matron for Labour Ward

**Accountable to** Consultant Midwife for High Risk Care

## Key Working Relationships

Clinical Director

Head of Midwifery

Maternity Inpatient Matron

Consultant Obstetricians

Consultant Midwife for Normality

Supervisors of Midwives

Practice Development Midwife

Clinical Placement Facilitator

Team Leaders/Obstetric Registrars

Midwives/Obstetric trainees

Commissioners

External organisations including professional bodies (NMC, RCM, RCOG)

University Link Lecturers

Student midwives

Patient and Public Involvement Forums including MSLC, LWF

Clinical Governance Team

Neonatal Teams

Women and their families

## Job Summary

- To support and work with the teams across the Maternity department to develop a programme plan to facilitate the implementation of a clinically based teaching and competency based assessment package to aim towards achieving better birth outcomes.
- To develop staff awareness in recognising pathophysiological factors that could contribute to misinterpretation of the fetal heart pattern. This will be relevant when using both intermittent auscultation plotted on a partogram and electronic monitoring using a cardiotocographs (CTGs). To develop and expand midwives' competence in undertaking intermittent auscultation of the fetal heart when caring for low risk women as per NICE guidelines, utilising the most current and robust evidence based practice.

- Ensure staff can intelligently auscultate the fetal heart in labour in the midwifery led unit and at home reflective in the documentation, and increase confidence in staff in auscultating the fetal heart intermittently using either a pinard or hand held sonicaid.
- To ensure the relevant staff are assessing fetal well-being appropriately using the entire context of the woman's general health, pregnancy, gestation and stage of labour.
- To support staff in enhancing their fetal monitoring skills aiming to work towards reducing, identifying and escalating risk within clinical practice. To take the lead role in supporting the development of a safety culture within the context of resource constraints and multiple conflicting priorities in relation to fetal monitoring.
- To work with our Senior Midwifery team to facilitate staff in developing and applying reflective practice skills. To review current fetal monitoring training packages and educational resources, in partnership with the Maternity Matrons, Consultant Midwives, Research and Development Midwife, Obstetricians and local training and education boards/ networks, develop creative ways of learning and build upon current working models in conjunction with innovative use of other opportunities and different methods to improve learning.
- To work in collaboration with and support of the Delivery Suite Coordinators, Obstetricians, Maternity Matrons, Consultant Midwife, Practice Development Midwives, Birth Centre Lead/Midwives, and Community Midwifery teams.
- Provide on a regular basis both constructive and positive feedback and identify and disseminate learning from good outcomes.

- Working with the labour ward Lead Consultant Obstetrician, Maternity Matrons, Birth Centre Leads, Community Leads, and the Consultant Midwives to develop a comprehensive training and competency testing package to give assurance that all staff responsible for fetal assessment and wellbeing are competent. This must be electronically archived and directly accessible for audit or recoding purposes.
- Act as a role model demonstrating clinical leadership and midwifery expertise.

#### **DUTIES & RESPONSIBILITIES:**

- To further embed and develop the current competency testing for fetal monitoring to assess and improve the knowledge and skills of all staff providing intrapartum and antenatal care across all maternity settings.
- To produce and cascade out and embed into practice an “intelligent intermittent auscultation” training package and lead on the use of this in training midwives who provide intrapartum care on the Delivery Suites, the Midwifery Led Unit and in the woman’s home.
- Ensure that all midwives and obstetricians providing antenatal and intrapartum care undertake the competency test in assessing fetal wellbeing.
- In conjunction with the midwifery education team provide enhanced teaching and additional support to staff who need to repeat the competency test to in order to achieve and demonstrate the expected levels of knowledge.
- Lead weekly CTG workshops, maintaining an electronic database to evidence attendance registers and ensure compliance to the mandatory requirement for midwives and medical staff. Disseminate learning which emerges from workshops.
- Organise CTG master classes on the monthly mandatory training week ensuring the attendance of all eligible staff.
- Develop, in conjunction with the Maternity Matrons, Obstetric Lead for Delivery Suite and the Obstetric Lead for Risk, an audit form (on a daily basis) for case reviews all emergency deliveries i.e. instrumental and caesarean sections in the previous twenty-four hours to review the interpretation of CTGs and subsequent management of care. Use findings of such cases for reflective practice sessions, to cascade and evidence learning from good practice and identify areas for further development
- Use every opportunity to facilitate teaching, learning and reflection within the clinical area.
- When required to work as a practicing midwife within the maternity unit and undertake unit coordinator duties as required
- Ensure staff are assessing fetal well-being in the context of the woman's health, pregnancy, gestation and stage of labour by observing how handover is

communicated at change of shifts, midwife to doctor communication when referrals are made and listening to assessments made over the telephone (SBAR).

- Ensure that interpretation of fetal assessment is undertaken with a structured approach, reflective of recommendations within our current guidelines and that all documentation reflects this approach.

- Use every opportunity to provide positive feedback and identify and disseminate learning from good outcomes.
- Be visible and proactive on Delivery Suite, Birth Centre and in antenatal areas to initiate and/or lead discussion regarding fetal assessment, embed and promote the “Fresh Eyes” approach with associated documentation evidenced.
- Ensure ongoing audit across to monitor (the improvements and subsequently maintained standards) in fetal assessment.
- Assist in the investigation of incidents pertaining to poor birth outcomes, implementing any recommendations arising from these investigations.
- Promote evidence based practice throughout the maternity service.

#### **PROFESSIONAL RESPONSIBILITIES/REQUIREMENTS**

- Be knowledgeable and experienced in caring for women in the acute environments across intrapartum and antenatal areas.
- Be knowledgeable and experienced in caring for low risk women and in facilitating normal labour and birth.
- Promote and display exemplary standards of midwifery, through participation in effective quality assurance measures such as clinical audit programmes.
- Ensure that the relevant and associated midwifery and maternity guidelines and protocols are reflective of current recommendations, implemented and updated in accordance with the audit team, Trust policies, NMC standards and national guidelines and frameworks.
- Provide midwifery expertise, ensuring all staff are supported in their practice including midwives and obstetricians in training.
- Participate in the development and implementation of the Maternity Services Guidelines and Protocols of care.
- Take responsibility for the maintenance and improvement of professional knowledge and skills according to NMC PREP standards using the KSF as a guide.
- Maintain and promote a professional attitude at all times, in the best interest of the patient and profession in accordance with the NMC standards and rules and Trust Patient’s Charter
- Provide kind and considerate midwifery care to women in labour in accordance with NICE guidelines for intrapartum care, NICE guidelines for patient experience, DoH strategy (6 Cs) and the Trust policies.
- Undertake any other duties requested as appropriate to the banding of the post.

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- Engender a culture of respectful relationships.
- Conduct oneself in accordance with NMC Code of Professional Conduct and Trust policies.
- Take responsibility for self-development through the appraisal system and complete agreed personal development plan.
- Participate in the Trusts clinical governance programme.

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## Probation

Employment by the Trust is subject to a six (6) month probationary period, during which time you will be required to demonstrate to the Trust's satisfaction your suitability for the position in which you are employed. During your probationary period, your employment may be terminated by you or the Trust by providing one (1) week notice in writing.

## Equality, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

## Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for both staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

## Data Protection and Caldicott

To obtain, process and use information (held on computer and/or manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the Data Protection Act 2018, other legislation and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. When using email to transmit person identifiable information within or outside the Trust, the Trust Email Policy must be strictly followed.

## Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff are required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understand the principles of customer care and the effects on their particular post and service, full training will be given.

## Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

## Smoking Policy

The Trust provides a smoke free work environment.

## Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

## Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct / indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

## Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Criminal Records Bureau before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

## Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

## Organisational Change

As services develop and change, the post-holder may be required to undertake other responsibilities within the Trust.

## Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post-holder

## PERSON SPECIFICATION

**POST: Fetal Wellbeing Midwife**

**DEPARTMENT: Women's Services**

ATTRIBUTES/SKILLS	ESSENTIAL	DESIRABLE	MEASUREMENT
Education and qualifications	<ul style="list-style-type: none"> <li>Registered Midwife</li> <li>Recognised leadership qualification or equivalent experience.</li> <li>Graduate or equivalent qualification/or experience</li> <li>Mentoring qualification.</li> </ul>	<ul style="list-style-type: none"> <li>Recognised teaching qualification.</li> <li>ALSO/NLS/PROMPT Instructor.</li> </ul>	Application form Original certificates
Skills and abilities	<ul style="list-style-type: none"> <li>Expert knowledge of midwifery and normal birth agenda.</li> <li>Expert knowledge of caring for women in the acute labour ward.</li> <li>Expert knowledge of interpretation of CTG readings in all clinical settings.</li> <li>Expert knowledge on facilitation of normal birth.</li> <li>Expert knowledge on intermittent auscultation of the fetal heart.</li> <li>Knowledge of health policy.</li> <li>Knowledge of quality standard setting and audit.</li> </ul>	<ul style="list-style-type: none"> <li>In depth understanding of how adults learn.</li> <li>Experience of facilitating reflective practice sessions.</li> <li>Experience of using an appreciative enquiry approach to situations that arise.</li> </ul>	Application form/interview/ Assessments

	<ul style="list-style-type: none"><li>• Research skills</li><li>• Demonstrable leadership skills.</li><li>• Emotional Intelligence.</li><li>• Organisation and management skills.</li><li>• Ability to influence, motivate and inspire others. Negotiating skills and ability to resolve conflict.</li><li>• Ability to manage change.</li><li>• Team building skills</li><li>• Teaching skills especially within the clinical setting.</li></ul>		
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