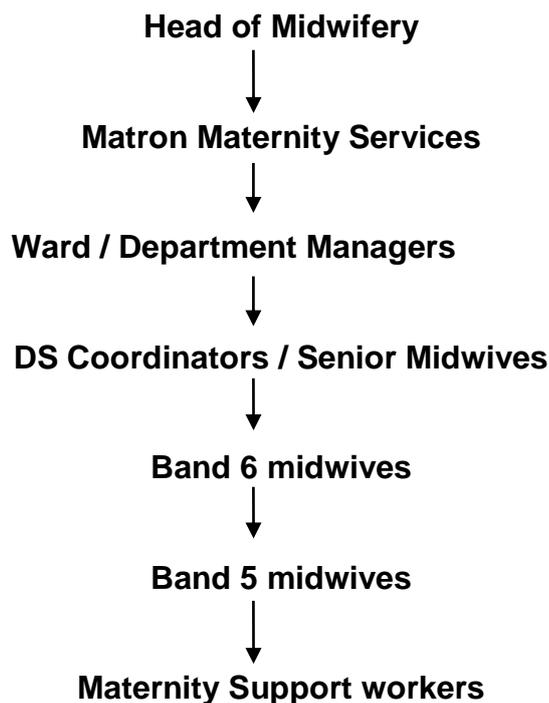


1. JOB DETAILS	
Job title:	Midwife
Accountable to:	Head Of Midwifery And Nursing, Elective Care Directorate
Managerially:	Ward Manager/ Senior Midwife On Duty
Agenda for Change Band:	6
Location:	Maternity Services
2. JOB SUMMARY	
<p>In line with the Better Births agenda, the post holder will be a midwife practising autonomously to attend women during the antenatal, intrapartum and postnatal periods. The post holder will be a prime care provider to mothers and their families. The post holder will work as a member of a team providing maternity care to women within the hospital and community settings delivering models of care that are evidence-based, assessing the woman's physical, psychological and spiritual needs to ensure high quality clinical outcomes are delivered in line with local and national standards</p> <p>There will be a requirement to teach assess and supervise midwives, students midwives and other health care professionals. The post holder will demonstrate an advanced level of practice and knowledge using current evidence based research and practice. The post holder will provide support to junior colleagues and students within their area of work and to assist in the development of midwifery within the maternity services at HDFT.</p> <p>You will demonstrate strong leadership qualities and be open, transparent and trustworthy. The post holder may be designated to take a management responsibility for the midwifery practice or team in the absence of the band 7 Midwife.</p> <p>The post holder may be required to be deployed outside of their normal work setting, depending on clinical risk and service need. The post holder will work within the framework of the NMC Midwives Code of Practice and Harrogate and District Foundation Guidelines and Protocols</p>	
3. ROLE OF DEPARTMENT	
<p>The maternity department is responsible for providing all care to pregnant women and support for their families throughout the pregnancy and birth continuum. The department includes hospital and community based midwifery services.</p> <p>Maternity Services provide care to pregnant women from the Harrogate and surrounding area including women who choose to deliver at Harrogate from Leeds, York and Ilkley.</p> <p>Maternity Services is part of the Planned and Surgical Care Directorate at the Trust.</p> <p>The Planned and Surgical Care Directorate is responsible for delivering high quality and effective medical and nursing/midwifery care to patients within the hospital base, out-patients and community settings.</p>	

4. ORGANISATIONAL CHART



The Band 5 and 6 midwives and Maternity Support Workers are responsible to the Manager in the specific area that they are working.

5. KEY WORKING RELATIONSHIPS

The post holder will work collaboratively with the multidisciplinary team, other agencies and user representatives.

- Head of Midwifery
- Medical Colleagues
- Midwifery Matron
- Risk & Governance Team
- Other providers
- Public Health Midwife
- Screening Coordinator
- Practice Development Midwife
- Health and Social Care Teams
- Service Users
- Primary Care
- Services/departments within the Acute Trust
- Voluntary sectors
- Ambulance trusts
- Health Protection Agency
- Educational establishments and children's centres
- Newborn hearing screening team
- Chaplains for bereavement cases

6. DUTIES AND RESPONSIBILITIES OF THE POST

The practitioner is expected to ensure that their own clinical practice and that of the other staff on each shift, within the area of practice is of a safe standard and in accordance with the unit policies.

- To assess, implement and evaluate programmes of antenatal, intrapartum and postnatal care for women in line with current evidence, Unit policies and guidelines and NMC Midwives' Code of Practice.
- To develop an environment that supports the value of midwifery care.
- To liaise and communicate with other members of the midwifery and multi-disciplinary team in the planning and delivery of care.
- To act as an advocate for the women and babies receiving care.
- To be involved in the development of evidence-based practice in the Maternity Service and to encourage reflective practice providing a supportive framework to ensure that this takes place.
- To initiate and support innovative change within the Midwifery Service in line with current clinical and academic evidence, national standards and relevant reports.
- To maintain personal clinical expertise through clinical practice and within NMC requirements.
- To be aware and have an understanding of the guidelines relating to Safeguarding issues.
- To liaise with colleagues, GPs and other professionals where necessary in order to provide a seamless service for women receiving care across both health and other agency boundaries.
- To promote health education for the woman and her family at all times. To demonstrate an awareness of the public health agenda.
- To provide expert advice and support for students, healthcare assistants, nursery nurses, clerical staff and midwifery colleagues.

Education

The practitioner has a responsibility for their own professional updating and to ensure that the educational and developmental needs of junior staff are facilitated.

- To maintain personal clinical expertise through clinical practice and within NMC requirements.
- To assess, plan and support development and education training needs within the midwifery team, in consultation with band 7 and Clinical Practice Educator, as appropriate.
- To have a proactive approach to self-development.
- To participate in department-based training that is dynamic and meets the needs of the specific area in order to maintain a high standard of care.
- To act as clinical practice supervisor for students and newly qualified midwives ensuring that they are able to meet their objectives through the formulation of learning contracts with each student.

Research

The practitioner is expected to contribute to the development of professional practice within the service unit by ensuring that practice is current and dynamic responding to clinical evidence as it develops.

- To foster an environment where practice/research is evidence-based and to participate in audit to ensure that this is effective.
- To identify and disseminate relevant research to the multi-disciplinary team and to liaise with the Clinical Practice Educator.
- To participate in research within the department as appropriate.

Management

Human Resource

The practitioner takes a part in the management and support of staff within their area of practice under the guidance of their line manager.

- Contribute to recruitment and retention of staff, under the direction and with the support of the Line Manager.
- Contribute in the management of sickness absence, discipline and grievance as required, under the direction of the line manager.
- To monitor staffing level within the area of responsibility and identify areas of need to the line manager.
- To support colleagues and the line manager(s) in the enactment of their roles.

Leadership

The practitioner is seen as a professional role model and reflects this in the enactment of their role.

- To be a safe and effective clinical role model.
- To participate in the development and initiation of policy change within the Unit.
- To support an environment in which clinical practice is developed and evaluated.
- To ensure the promotion of safety of clients, staff and visitors to the Unit.

Resource Management

Takes a role in identifying and maintaining equipment within the service unit budget.

- To be aware of resource issues in the use of equipment and ward resources.
- To identify areas of need as required.
- To be responsible for the safe and effective maintenance of equipment within the area of responsibility.
- To liaise with line managers, where appropriate, to minimise or reduce expenditure.

Operational

Ensures that their clinical area of responsibility is efficiently and effectively enacted on a daily basis.

- To ensure that communication links within the department, wider Trust and other organisations are of a high standard.
- To maintain departmental activity within current Health and Safety legislation.
- To maintain the safety and upkeep of the ward environment.
- To participate in the Risk Management strategy of the department and the Trust.
- To ensure that adequate staffing levels are maintained at all times and to identify areas of need to line manager.
- To co-ordinate the ward team on a shift basis, as appropriate, taking into account the needs of all other areas within the Maternity Unit and community.
- To support other colleagues who act up for the ward manager in his/her absence.
- To assist in the collection of data for statistical and administrative purposes.

7. WORK SETTING AND REVIEW

As a midwife the post holder will work within their own area of practice and refer to either a more Senior Midwife for advice and support or to medical staff when deviations from normal midwifery care occur.

8. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

PERSON SPECIFICATION

Midwife

Factor	Essential	Desirable
Training & Qualifications	<ul style="list-style-type: none"> • Registered Midwife. • Diploma/degree level or equivalent with evidence of further professional development. • Provide evidence of personal and professional development. 	<ul style="list-style-type: none"> • Mentor preparation course. • Neonatal and Infant Physical Examination qualification.
Experience & Knowledge	<ul style="list-style-type: none"> • Experience as a registered Midwife • Evidence of completion of a successful preceptorship package • Awareness of professional responsibilities. • Able to demonstrate an understanding of clinical governance and risk assessment. • Provide evidence of undertaking audits and guideline development. • Ability to assess patient need and risk. • Experience of working in all clinical settings. • Able to make appropriate clinical decisions in view of recent research, informed choice and individual circumstances. • Comprehension of current midwifery practice. • Able to demonstrate evidence of maternity and health education. 	<ul style="list-style-type: none"> • Broad Midwifery Experience • Experience of working in a continuity of care model.
Skills & Ability	<ul style="list-style-type: none"> • Able to demonstrate the mentoring of students and induction of new staff. • Can demonstrate application of theory to practice. • Demonstrates an understanding of the assessment process for students and of creating a positive learning environment. 	<ul style="list-style-type: none"> • IV cannulation • IV drug administration including newborn. • Mentorship module or equivalent. • Demonstrate competence in: perineal suturing, homebirth, epidural top ups, caring

	<ul style="list-style-type: none"> • Demonstrates competent in dealing with obstetric emergencies in hospital and community setting. • Capable of undertaking shift leadership and management responsibility within a defined area of the service. 	for women birthing their babies in water and in the home/birth centre setting.
Attitudes / Behaviours	<ul style="list-style-type: none"> • Advocate for trust values • Excellent communication skills • Ability to work effectively with multi-disciplinary team • Reliable, objective and willing to adapt to change 	
Other	<ul style="list-style-type: none"> • Satisfactory occupational health clearance • Satisfactory DBS clearance • Car driver, with access to own vehicle in order to meet service needs 	<ul style="list-style-type: none"> • Has participated in research and audit. • Can demonstrate evidence of involvement in service improvement. • Has been involved in dealing with complaints and PALs process. • Ability to demonstrate evidence of acting up for shift leader. • Ability to demonstrate evidence of line management of non-midwifery staff for example MSWs.

PERSON SPECIFICATION AGREEMENT

Post holder

Date

Line Manager

Date

