

## Job description

Position	Specialist Midwife: Bereavement Services
Grade	7
Location	Family and Women's Division
Hours	22.5 hours
Responsible to	Bereavement Services Matron
Accountable to	Head of Midwifery and Gynaecology Services

## Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

## Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

**Patient at heart** – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

**Everyday excellence** – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

**Creative collaboration** – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care



## Job summary

- To act as a clinical specialist providing verbal and written information to bereaved families and to support women/birthing people and their families who have experienced fetal loss and/or childbirth related difficulties
- To provide support to midwifery and medical staff within the Directorate when caring for women/birthing people experiencing a loss in pregnancy, stillbirth or early neonatal death.
- To act as an educational resource for medical, nursing and midwifery staff on physical, psychological, and administrative aspects of bereavement care. In addition, this role is to provide support and training for staff in bereavement related issues

## Duties and responsibilities

- To deliver a confidential support service to women/birthing people and their partners following fetal loss and/or childbirth related difficulties.
- To coordinate the Bereavement service offered to newly bereaved parents, liaising with all members of the team to ensure that an efficient and high-quality service is provided
- To give emotional and psychological support to bereaved parents and the staff involved in their care. This support may be initiated during pregnancy, in labour or following the birth/death of the baby.
- Ensure access to services is initiated for those women/birthing people requesting support and maintained for an appropriate time period. This will involve home visits and follow up calls.
- To identify potential risks and assist in the completion of Datix, and reports following clinical incidents alongside the governance team.
- Lead on PMRT with support from the wider bereavement and Governance team. Ensuring discussion with the parents where views are sought, completion of the PMRT tool, organising panel review meetings, and completing the PMRT reports for feedback to parents.
- Write PMRT site specific reports every quarter to evidence compliance with national requirements, and provide up to date statistics, evidence and information when required.
- To ensure MBRRACE reporting is completed within the time frames
- To ensure all reports, results and documents are filed in specified section of notes in preparation for consultant postnatal appointment.



- To work alongside the Bereavement team to deliver an educational training programme meeting the needs of the multi-disciplinary clinical staff in relation to bereavement issues.
- To participate in audit as required.
- To establish and maintain an effective working relationship with the Consultants, Midwives, MCA's, Psychotherapists, Chaplains, the Bereavement Officer, Mortuary Manager, Neonatal Pathologist, Histology, Hospital Funeral Directors, Cemetery and Crematorium, Photographer and Volunteers, Coroner and Child Death Review Team.
- To be available to give practical help and support where appropriate, either by telephone or in person to members of staff at all levels.
- To develop, maintain and regularly review fetal loss information packs for women/birthing people and staff.
- To participate in formulating local policies and guidelines.
- To identify staff training needs within the Service, in collaboration with the Practice development Midwife, Senior Midwifery Team and the Chaplaincy Team.
- To act as an effective advocate for the bereaved woman and her partner by using influencing skills at all levels of the organisation to ensure that an individual's care is of the highest possible standard.
- To ensure families know how to access further support such as Child Bereavement UK, Sands, Aching Arms, Miscarriage Association, and online Blossom support groups.
- In partnership with the governance team ensure that benchmarking is undertaken of the relevant guidance to ensure the delivery of services are in line with national standards

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.



## Person specification

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<b>Grade</b>	7

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at Heart	E
Creative Collaboration	E
Everyday Excellence	E

Education and qualifications	
Registered NMC Midwife to a degree level	E

Experience	
Extensive Experience	E
Experience in working in all aspects of clinical midwifery.	E

Skills and knowledge	
Experience in managing a ward or equivalent area.	D
Managerial/leader ship qualifications and/or experience	D
Knowledge of midwifery issues both strategically and nationally	D

Personal qualities	
Passionate about providing excellent care to our women/birthing people who suffer the loss of a baby.	E
Ability to work independently and effectively time manage their work load	E