

North Bristol NHS Trust

Exceptional healthcare, personally delivered

Job Description

Job Details

Job Title:	Fetal Medicine Midwife
Grade:	6
Department:	Midwifery
Directorate:	Women & Children's Health
Location/Base:	Hospital

Job Summary

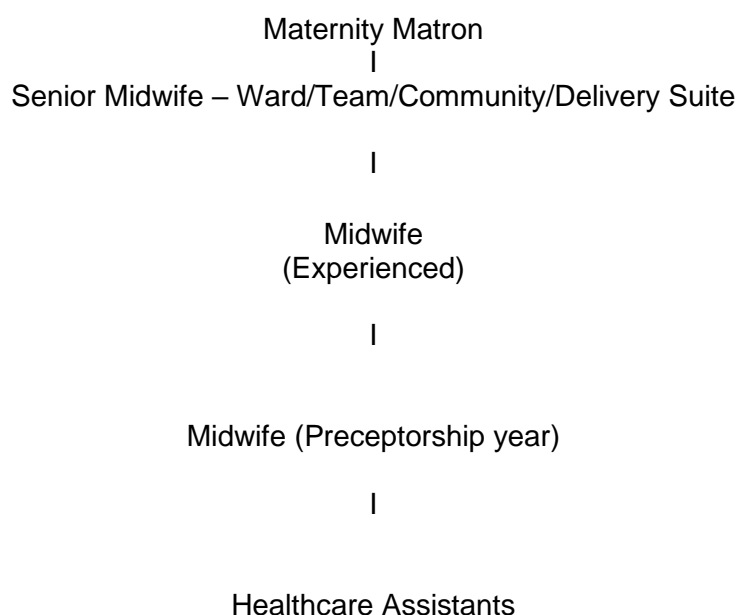
We are looking for an experienced and committed Band 6 Midwife to join our Fetal Medicine team. You will need to demonstrate compassion and resilience in complex situations and have excellent communication skills.

We work closely within a small but dedicated Multi-Disciplinary Team and liaise regularly with outside agencies. Previous counselling experience is advantageous, but training would be provided for the right candidate. The following are requirements for the role:

- Able to exercise clinical judgement for the assessment of care needs, the development, the implementation and evaluation of programmes of care in partnership with women within the practice area.
- The care includes preventative measures, the detection of abnormal conditions in the mother and child, the procurement of medical assistance and the execution of emergency measures in the absence of medical help (The Midwives Rules and Standards 2012).
- To ensure delivery of high-quality midwifery care by effectively coordinating and professionally leading the clinical midwifery team and support staff in the absence of the senior midwife.
- To be part of the on-call service.
- Assisting with Consultants in Fetal Ultrasound
- Prepare and assist with invasive procedures
- Counselling women with abnormalities and high-risk screening

- Supporting women's choice
- Liaising with outside agencies
- Working closely with our bereavement, antenatal, intrapartum and community teams
- Processing abnormal results

Organisation Chart/Accountability



Knowledge, Training, Experience And Skills Required

- An experienced registered midwife, with diploma/degree and minimum of one year's comprehensive midwifery experience which has included caring for women during pregnancy, labour and the postnatal period.
- Able to demonstrate progression of personal and professional development through Individual Performance Review and PREPP guidelines.
- Able to assess, plan, implement and evaluate high quality midwifery care and to act in the full role of the midwife on his/her own responsibility.
- Able to work effectively as a member of a multidisciplinary team.

- Work collaboratively with other professionals and agencies
- Ability to manage a caseload of mothers and babies within a defined clinical area without direct supervision.
- Teaching and assessing or equivalent qualification which includes evidence of teaching and assessing in practice in addition to post-registration education.
- Participation in successful change management for example changes in practice as a result of audit, or national or local initiatives/guidance.
- Knowledge of current developments and contemporary issues in midwifery policy and practice
- Understands and can contribute to the Directorate's clinical governance strategy.
- Able to demonstrate a commitment to research based practice.
- Have the ability to undertake responsibility for the clinical area in the absence of the senior midwife.
- Demonstrates an understanding of public health issues and their significance to the role of the midwife.
- Able to demonstrate knowledge and understanding of legislation relevant to midwifery (NMC2012)
- Able to demonstrate an understanding and awareness of child protection procedures and their application and relevance to midwifery practice
- Exercise clinical and managerial leadership to junior midwives, health care assistant and support staff, deputising for the senior midwife in her/his absence.
- Act as a role model, motivating staff to provide high standards of care to women and their babies
- To be professionally accountable for their own midwifery practice, acting in a professional manner at all times, abiding by the Midwives Rules and Standards and all relevant NMC and Trust guidelines and protocols. To understand own role and scope of practice and to take responsibility for own continuing professional development and performance maintaining a personal development plan/portfolio in accordance with registration requirements.
- Demonstrate leadership skills supporting junior members of staff
- Change management skills with an ability to embrace, participate and in some cases, implement change.
- Demonstrate effective communication/interpersonal skills with the ability to work collaboratively with all members of a multi-disciplinary team internally within the Trust and externally with all members of the primary health care team, Social Services and voluntary agencies

- Demonstrate effective counselling skills to provide reassurance to women when communicating highly sensitive information to women and their families in a sympathetic and sensitive manner. This may involve seeking the support of a senior midwife.
- To recognise warning signs of abnormality in the mother or infant; this necessitates referral to a doctor and to assist where appropriate.
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- Be competent and confident in managing obstetric emergencies
- To utilise highly developed physical skills where appropriate, this includes suturing the perineum, cannulation, IV drug administration and topping up epidural.
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- To be responsible for resource management, maintaining stock levels in line with budgetary requirements in addition to ensuring the maintenance and safety of Trust equipment.
- To be familiar with a computerised system integral to the running of the maternity services and possess keyboard skills.

Main Duties & Responsibilities Of The Post

- To provide midwifery care for a caseload of women within a defined clinical area without direct supervision
- Actively participate in the day to day running of a clinical area/caseload; allocating the workload and giving support as required.
- Assist the Senior Midwife in the management and responsibility of a clinical area/caseload by managing human and non-human resources, to ensure the provision of cost effective, high quality services within the established budget.
- To organise own time and that of junior staff and students.
- To be responsible for the assessment, planning, implementation and evaluation of programmes of care using a research based approach
- To set, monitor, implement and evaluate standards of midwifery care.
- Appraise staff providing adequate support to meet their personal goals/development and educational and training needs.
- Actively engage in projects for the recruitment, selection and retention of staff.
- Active participation in the induction and provision of preceptorship for new staff.

- Ensure workload is covered whilst absent from the clinical area.
- Compile off duty rotas, support the maintenance of appropriate staffing levels and skill mix to provide an adequate service.
- Support and participate in changes in practice resulting from audits of practice or national/local initiatives.
- Recognise and respond appropriately to urgent and emergency situations.
- To carry out treatment prescribed by a doctor according to Trust guidelines.
- Maintain accurate and contemporaneous documentation in compliance with the data protection act.
- Liaise with members of the multi-disciplinary team and Primary Health Care Team and other agencies.
- Liaise with other departments, medical and nursing staff via written documents, telephone or e-mail.
- Contribute to meetings, handovers and case conferences as required.
- To undertake the role of preceptor for newly qualified/appointed midwives.
- To act as a mentor involved in teaching, assessing and empowering students including student midwives, doctors and other personnel.
- Identify health related learning needs of clients and actively participate in health promotion and education, and support with parenting skills.
- Disseminate professional and clinical knowledge to colleagues.
- Utilise relevant research and promote the use of evidence based practice.
- Maintain a safe environment, identifying potential hazards with regards to equipment and premises. Carry out appropriate risk assessments and develop safe systems of work where indicated.
- To actively report any potential or actual risks in the workplace and participate in the maternity risk management reporting system.
- Assisting with Consultants in Fetal Ultrasound
- Prepare and assist with invasive procedures
- Counselling women with abnormalities and high-risk screening
- Supporting women's choice
- Liaising with outside agencies
- Working closely with our bereavement, antenatal, intrapartum and community teams

- Processing abnormal results

Working Conditions / Effort

- To provide a Monday to Friday service in daytime office hours
- Contact with blood, body fluids and tissue and women with blood borne viruses.
- Exposure prone procedures such as contact with sharp instruments e.g. needle tips and theatre instruments.
- Ensure due regard is given to women's needs, customs, values and spiritual beliefs. Assess the needs of women and their families and deal with them sensitively.
- Required to walk long distances in the ward areas.
- Exposure to occasional violent and aggressive behaviour from clients/relatives or visitors.
- Caring for clients in police/prison custody.
- Be involved in imparting sad or distressing news to parents and relatives

NBTCARES



NBT Cares. It's a very simple statement; one which epitomises how everybody across our organisation goes the extra mile to ensure our patients get the best possible care.

NBT Cares is also an acronym, standing for caring, ambitious, respectful and supportive – our organisational values.

And our NBT Cares values are underpinned by our positive behaviours framework – a framework that provides clear guidance on how colleagues can work with one another in a constructive and supportive way.

Improving the patient experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work.

Infection control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on LINK the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

Commitment to health and safety, no smoking, equal opportunities and harassment and bullying (cont.)

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, in line with the public health white paper, *Choosing Health*, the current policy will be that smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly, all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

Confidentiality and freedom of information

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be **confidential** and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action, and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

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Safeguarding

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

Job Description Agreement

Completed by.....

Authorised by..... Date.....

This job description is a guide to the duties you will be expected to perform immediately on your appointment. It is not an exhaustive list, and such duties may well be altered from time to time to meet changes in the Trust's requirements. Any such changes will be commensurate with the grade of the post and will be discussed with the postholder prior to the changes being made