



TWINS AND MULTIPLE BIRTHS SPECIALIST MIDWIFE

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

A MESSAGE FROM OUR CEO

Thank you for your interest in this role.

Our Trust's Vision is to provide excellent care for the communities we serve. We are striving to provide high quality, safe care for our patients in an environment which our colleagues are proud to work in.

We are looking for an inspiring, motivated individual who demonstrates our values, and who can provide clear vision and direction as we continue to move forward.

You will know that our Trust is on an improvement journey. Our recent Care Quality Commission inspection demonstrates that we are making progress towards our aim of Getting to Good, despite the challenges of a pandemic. We also know that we have more to do and that we must sustain the changes if we are to keep on improving. We are wholeheartedly committed to this and have plans in place to support this including our exciting Hospitals Transformation Programme. This will support the reconfiguration of where and how we deliver our services and the modernisation of our facilities and infrastructure, so that we can deliver better quality care for all of our communities.

It is a really exciting time to be a part of our Trust. I hope that you will join us to help steer and support us on our journey.

Louise Barnett

Louise Barnett
CHIEF EXECUTIVE OFFICER

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Twins and Multiple Births Midwife
Band	Band 7
Directorate	Women and Children's
Accountable to	Matron
DBS Required?	Yes- Enhanced

JOB OVERVIEW

The role of the multiple births midwife (MBM) is to co-ordinate the continuity of care and support women (their partners and families) with a multiple pregnancy. All multiple pregnancies have a higher risk of complications for mothers and babies, some being more complex than others, for example triplets and higher order pregnancies, monochorionic pregnancies and pregnancies to mothers with other health conditions. The MBM, as part of the multidisciplinary team, will play a key co-ordinating role in ensuring women are allocated to the appropriate care pathway, and working with the multidisciplinary team to meet the woman's needs.

The role of the MBM demands a range of defined clinical skills and knowledge alongside management and leadership experience and insightfulness. They may be leading and/or co-ordinating care. All midwives will be familiar with the standards set out by the NMC in Practising as a Midwife (2020), Standards of Proficiency (2019) and the NMC Code (2018).

MAIN DUTIES & RESPONSIBILITIES:

Professional

- Have knowledge and skills, which includes understanding all aspects of effective care for women expecting a multiple pregnancy during the antenatal, intrapartum and postnatal period through to discharge to community care.
- Develop and enhance their own clinical skills to provide the care required.
- To maintain a high standard of midwifery care through assessing, planning, implementation and evaluating the needs of all women and pregnant people to ensure safe effective high-quality care.
- Act independently as a practising midwife in accordance with the NMC Code (2015).
- Provide professional leadership and expert advice to midwives. This often involves highly complex facts/situations and may involve conflict of opinion of senior personnel.
- Participate in the development of midwifery practice and research in line with the Trust's strategy and in collaboration with the Divisional Management Team.
- Act as a clinical assessor/supervisor/preceptor to student and qualified staff.
- Contribute to effective communication networks particularly where there may be barriers to understanding.
- Provide highly specialised advice, which directly contributes to client care.
- Liaise with relevant parties in relation to client care needs.
- Demonstrate courtesy and diplomacy in dealing with professional colleagues and members of the public. Persuasive, motivational negotiating skills are required.
- Responsible for data entry of patient details/information on hospital computer system (which may be generated by colleagues).
- Be the woman's advocate, and the central contact for women.
- Can work independently as an autonomous practitioner as well as part of the multidisciplinary team and be organised in the practice environment.

Management

- To be responsible for the management of their clinical area/defined workload, effectively leading, motivating, supporting and directing staff to ensure that the client receives a high standard of care, and that time and resources are managed through effective teamwork.
- Lead and develop services working with the nominated multiple births multidisciplinary team (as defined by NICE) to ensure continuity and consistency of care.
- To take responsibility, proactively developing, implementing, and reviewing clinical practices to ensure that they are cost effective.

- To work with all members of the multi-professional team to develop services that meet organisational and contractual requirements, ensuring that the effective provision of all aspects of clinical care are maintained at a high standard.
- Contribute to the structure of local and regional guidelines, policies/protocols and data collection locally and regionally.
- Foster teamwork, effective communication, and responsiveness within the team.
- Formulate, review, and implement clinical policies and guidelines within the area of responsibility.
- To establish and maintain positive links with external agencies.
- To contribute towards the development and implementation of the Woman and Children's Division's strategic objectives and business plan.
- Ensure the provision of a quality service by monitoring the standards.
- Maintain effective Risk Management in all aspects of the service.
- Demonstrate and disseminate clinical practice developments, utilising research to develop evidence-based care.
- Collate data and use audit to inform practice and service development. Present audit findings to

Maternity Governance.

- Contribute to updating and continuing professional development (CPD) for all midwives, obstetricians and other colleagues in local trust/health board
- Be accountable for continuously improving the quality for the service and safeguarding high standards of care by creating an environment in which excellence in clinical practice will flourish.
- Contribute to clinical governance activities in relation to the specialism.
- Contribute to the management of the service to deliver trust and directive objectives, ensuring cost effective use of resources, adherence to policies and achievement of service targets.
- To provide clinical leadership to qualified/unqualified staff including motivation and supervision where appropriate.
- Be actively engaged in service development, commissioning and provision of complex care pathways.
- Be actively engaged in establishing and leading national standards such as NICE standards.
- Be aware of the value and costing of the service by looking at the impact of the MBM on service users; for example, by user satisfaction ratings, number of consultations, caseload outcomes, number of women seen and numbers contacted.
- Be responsible and accountable for ensuring that the service complies with the reporting mechanism for monitoring and reporting clinical outcomes, such as the CQC.

Patient Care

- Communicate with patients and families and provide continuity of care in order to understand individual needs and formulate a safe and tailored management plan to keep mothers and babies safe.
- Understand the needs of grieving and bereaved parents where one or more fetus or baby may not survive.
- Have the knowledge and skills to support women through the pregnancy, working with bereavement midwives and referring for counselling and other local and national support services as required. All health care professionals should have knowledge about the complexities of bereavement in a multiple pregnancy, including the health visiting service.
- Synthesise knowledge and expertise related to the specific area of practice efficiently, to provide professional leadership within the specialty and organisation.
- Work collaboratively and in partnership with other health care professionals, offering appropriate leadership, guidance, and supervision to colleagues.
- Maintain clear and contemporaneous record keeping in accordance with NMC requirements.
- Be able to provide evidence-based, competent and confident care to women with multiple pregnancy during antenatal, labour and postnatal care, including effective handover to infant care and related services.
- Have an expert knowledge of multiple pregnancy, management options and effectively signpost to other services or support groups.
- Understand the importance of monitoring both mother and babies during pregnancy, intrapartum and postnatally.
- Facilitate midwife-led clinics, face-to-face, home visits and telephone and online services for clinical decision-making conversations and care provision.
- Be able to provide information to the woman and her partner about expectations for antenatal, labour and postnatal care, which is appropriate to individual women's specific educational needs.
- Be able to deliver parent education through the antenatal and postnatal period for the woman (her partner and family).
- Be able to assess mental health and wellbeing of both parents and acting/referring accordingly.
- Be able to undertake consultations independently, including assessment, history taking, physical and psychological assessment Support women's choices for example regarding antenatal screening assessments (of mother and fetus/s) and regarding feeding their infant(s).
- Empower and educate families to make informed decisions, to be aware of their choices and care options.
- Ensure women and their partners understand the benefits, risks and choices available for safe effective care and that women can articulate their decisions including possible outcomes.
- Be able to obtain informed consent and provide advice on planned care and women's choices.
- Be able to impart unexpected and possibly unwelcome news sensitively and effectively and provide necessary emotional support, and referral to counselling if required.
- Demonstrate empathy and compassion, whilst also undertaking information giving, counselling and

support and know when to refer to the appropriate services. This should include providing information and support and referral to counselling services as needed – eg, bereavement midwives, Improving Access to Psychological Therapies (IAPs) and applying the National Bereavement Care pathway.

- Undertake referrals both to other professionals and local support groups.
- Ensure the woman has contact details for the MBM and can make contact if problems develop or issues need clarifying.
- Communication and Relationships
- Ensure that accurate, legible and comprehensive midwifery records according to NMC and local guidelines are maintained.
- Maintain effective communications with all members of the multi-disciplinary team and external agencies.
- Be able to communicate with women and health care professionals at all levels, in primary, secondary care and tertiary care demonstrate excellence in written, verbal and telephone skills, including documentation.
- Be skilled in having challenging conversations and delivering difficult news.
- Where appropriate, interpret and present clinical information to clients and their families, demonstrating the highest levels of interpersonal and communication skills. Giving highly complex information to clients and families where there may be barriers to understanding.
- Provide relevant verbal and written information.
- To actively support staff working in distressing situations.
- To demonstrate sensitivity in dealing with complex and confidential information from clients, families and colleagues, giving advice and support when necessary. Take appropriate action where necessary.
- To ensure that information/decisions are cascaded appropriately both to junior and senior staff using tools such as regular timetabled meetings (for which minutes are produced), newsletters, memos and other relevant communication strategies e.g. Senior Leadership Team meetings (attend or send representative).
- To maintain collaborative working relationships and effective communications between all members of the multi-disciplinary team, resolving conflict and working within the team to ensure a high standard of coordinated client care.

Education, Professional Development and Training

- To take every reasonable opportunity for maintaining, developing and acquiring competencies and skills for self-development.
- To participate in the appraisal system, ensuring that all staff for whom they have responsibility have set objectives that identify and support individual development and training needs.
- To co-ordinate and oversee the support training and effective mentorship and/or preceptorship of junior staff, students and support workers.
- To identify the training and educational needs for all staff, contributing to the development and provision of the yearly training plan and educational training programmes and opportunities.

- To participate in informal and formal teaching sessions for their staff and provide relevant feedback to all members of the team.
- To undertake orientation of new staff to their clinical duties.

Research and Audit

- To promote and disseminate clinical policies and guidelines which support clinical practice and education. To participate in and support systems for assessing the users' views on the quality of services provided.
- Initiate and participate in ongoing research, audit and projects.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> NMC Registered Midwife Evidence of continuous professional development 	

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> A sound understanding of the NMC Code of Professional Conduct Demonstrable clinical experience in relevant clinical role/ area Demonstrates evidence of commitment to professional development Generic core clinical competency skills Experience in change management Good working knowledge of up-to-date IT software packages Demonstrate an interest in multiple births and co-ordinating the continuity of care and support women (their partners and families) with a multiple pregnancy Awareness of local and national policies and strategies related to multiple births. Awareness of national strategies to improve outcomes for women experiencing multiple births Experience and skills in managing and running a specialist clinic. 	<ul style="list-style-type: none"> Experience within a variety of clinical specialities Evidence of participation in audit and research. Able to analyse, organise and present audit. Experience of teaching in a variety of settings

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Excellent communication skills – written and verbal• Ability to communicate effectively at all levels of the organisation• Ability to produce and deliver presentations and teaching sessions• Organisation, prioritisation and management skills• Ability to work autonomously and independently• Ability to remain calm when under pressure and work in sensitive and complex situations• Enthusiasm for evidence-based care• Flexible and adaptive approach• Demonstrate Trust Values	

GENERAL CONDITIONS

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

HEALTH & SAFETY

As an employee of the Trust, you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and

- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

INFECTION PREVENTION AND CONTROL (IPC)

The prevention and management of acquired infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and colleagues; and
- maintain an up-to-date knowledge of infection prevention and control, policies, practices, and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy)

INFORMATION GOVERNANCE

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently, and effectively. You are required to comply with the Trust's Information Governance policies and standards.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment, to protect yourself and the Trust from any possible legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

PROFESSIONAL STANDARDS AND PERFORMANCE REVIEW

As an employee of the Trust, you have a responsibility to:

- participate in continuous personal development including, statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a personal and a professional responsibility within the Trust to identify and report abuse.

As an employee of the Trust, you have a responsibility to ensure that:

- you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines
- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role

SOCIAL RESPONSIBILITY

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills, and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

CONTINUOUS IMPROVEMENT

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all

levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

EQUAL OPPORTUNITIES AND DIVERSITY

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

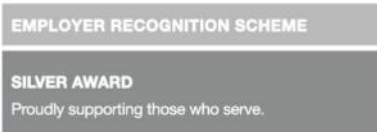
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

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Getting to The Princess Royal Hospital