
Job Description

Job Title:	Midwife
Grade:	Band 6
Reports To:	Ward Manager
Accountable To:	Associate Director of Midwifery

Job Purpose:

To work in all areas of Maternity Services at SWFT fulfilling a normal roster pattern, working all shifts throughout the week to provide all aspects of maternity care to mothers and babies.

To ensure the maintenance of high standard of midwifery care at all times.

To act as a lead professional where appropriate in planning and evaluating care in partnership with the woman for both her baby and referring when necessary.

Organisation Chart:



Key Result Areas:

The main responsibilities and duties are:

Knowledge skills and experience required:

- To maintain a professional manner at all times, developing the role of the midwife in the best interests of the profession and the client in accordance with the NMC Code of Conduct and Trust Policies.
- To view pregnancy and birth as a normal physiological process, able to assess and respond appropriately escalating any deviation from the norm in a timely manner.
- To use research based practice
- Willingness to innovate or be part of an innovation to improve practice and care
- To promote informed choice and autonomy.
- To provide intrapartum care in a variety in all settings: home, Midwifery Led Unit and the Obstetric Unit
- To practice autonomously and cooperatively as part of a team, supporting colleagues clinically and personally.
- To promote public health issues particularly breastfeeding.
- To be aware of social issues and refer where appropriate.
- Aptitude and openness to acquire new skills to improve the care and experience of women and their families
- Competent in Neonatal life support (NLS), PROMPT, CTG, willingness to do NIPE training, antenatal education training, motivational conversation training.
- Liaise appropriately with services to ensure safe and effective care is provided to women at the right place, and at the right time. Act as an advocate for women, whilst safeguarding her and her wider family and

social group where appropriate.

- Provide and perform accurate assessments and procedures during antenatal appointments, labour care (including supporting home birth, water birth, perineal suturing, cannulation and intravenous administration of drugs) and in the postnatal period.
- Provide evidence-based education to women and the facilitate Parent Education initiatives.
- Support women's choices regarding feeding their infant, whilst encouraging and promoting UNICEF Baby Friendly Initiatives.
- Regularly attend practice support 1:1's
- Able to drive
- To act up in the absence of the Band 7.
- To have acquired skills in suturing, IV's and epidural administration.
- To participate in the provision of health education within the Hospital and Community.

Measurable Result areas:

- To provide woman centred care.
- Planning and implementing individualised care in partnership with the woman and the multidisciplinary team.
- Provide high quality, evidence-based care and advice to women throughout the antenatal, intrapartum and postnatal periods in a variety of settings such as the community, hospital and woman's home.
- To work collaboratively with colleagues from wider health team.
- Maintain confidentiality.
- Works flexibly to meet the needs of women you are providing care for, which also supports the ethos of personalisation and choice of care.
- Abide by legal requirements and statutory rules, relating to practice in accordance with NMC Code of Professional Conduct, Midwives Rules and Midwives Code of Practice.
- Administer medications under the scope of Midwifery Exemptions/Patient Group Directives when required or appropriate.
- To attend team/departmental meetings regularly and make contributions to professional and service development.
- Be aware of the individual midwife's responsibility for effective use of Trust's resources
- To be aware of the importance of accurate documentation with regards to students training and progress within the clinical environment.
- To report and accidents/incidents, ensuring adherence to the Trust's Risk Management Strategy.
- To undertake Performance Assessment Development Review (PADR) for qualified and unqualified staff.
- To work actively to improve outcomes and meet agreed targets.
- To be responsible for time management.
- To participate in studies to determine workloads, client dependency and quality assurance.
- Participates in research and clinical audit activities.

- Carries out the duties placed on employees by the Health and Safety at Work Act 1974.
- Take reasonable care for the Health and Safety of themselves and other persons who may be affected by their acts or omissions at work.
- To co-operate with their employer as necessary to meet the requirements of legislation.
- To be aware of and adhere to local child protection procedures and the 1989 Children's Act.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety or welfare in the pursuance of the statutory provisions.

Communications and Working Relationships:

- To act as a good role model at all times.
- To participate in the day to day functions of the team to ensure effective team working.
- Communicate in an effective and timely manner with the multi-disciplinary team to ensure referrals are made and safety is ensured.
- To be actively involved in the multi-disciplinary in-service training.
- To work as a team player providing a flexible approach to both patients and colleagues.
- Provide an environment suitable for learners within the team.
- Contribute to the planning of service development
- Overcome communication barriers where they occur and seek appropriate services to ensure equality and diversity for all women under your care
- Ensure high standards of communication are kept, including the support of colleagues and the effective facilitation of conflict.
- Maintain accurate records in line with NMC guidance.
- To provide mentorship and support to new colleagues and student midwives.
- To work with colleagues to ensure the practice can cover all shifts during annual leave periods, training and sickness.

General Items:

To provide short-term cover for colleagues during periods of leave.

To ensure that all Trust standards are maintained and monitored to improve the quality of care to all whom come into contact with services provided by South Warwickshire NHS Foundation Trust.

Every employee has a duty to take reasonable care of the health and safety of him/herself and of other persons who may be affected by his/her acts or omissions at work, and to co-operate with the South Warwickshire NHS Foundation Trust to ensure that statutory and Trust regulations are complied with.

To participate in appraisals and personal reviews and work to achieve agreed set objectives.

To participate in appropriate training and development activities

To participate in team, professional and personal development activities and promote commitment to continuous development and improvement.

Ensure that all staff consciously review mistakes, complaints and incidents/near misses as well as successes to improve performance and the level of customer care.

All employees will have an organisational and individual responsibility towards safeguarding vulnerable adults, young people and children. Where employees are working with children, young people and families they have a responsibility to cooperate in national safeguarding policy around early intervention activities appropriate to improving health outcomes.

As a major provider of health care, South Warwickshire NHS Foundation Trust operate a Smoke Free Policy by providing a totally smoke free environment to help aid patients' recovery, promote health and wellbeing and minimize the risks of complications attributed to smoking tobacco and second hand smoke.

For Band 6 and above

To abide by Infection Prevention and Control policies relevant to their area of work, and undertake the necessary level of training. This will be appraised through the KSF review process or other relevant professional review process.

To accept responsibility for the provision of effective infection prevention and control within the Trust in liaison with the Trust's Infection Control Team.

To act as a role model in applying good infection control practice and ensures compliance with all Infection Control policies.

To promote and demonstrate implementation of the Trust's Carbon Management strategy and policy, ensuring team members are fully aware of the policy and are contributing to this.

This job description is subject to review at any time in consultation with the post holder.