

Job Description

Job Title:	Midwife (Rotational post under Preceptorship)
Band:	5 Annex T
Division:	Maternity unit (Nobles Hospital)
Job Evaluation Reference No:	1054/JE/19
Responsible to:	Lead Midwife or deputising core midwife
Responsible for:	N/A

Overview

We are committed to serving the community of the Isle of Man by providing women and family centred care of the highest quality. In striving to do this we appreciate and respect the many forms that make up the modern family. As a supported member of our team you will join us in embracing the CARE ethos and accepting the challenge to provide an excellent, innovative and women centred service.

CARE

In the DHSC we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and development is based on our CARE ethos.

Job Purpose

- To consolidate midwifery training and develop in depth knowledge of midwifery practice skills and competencies relevant to all areas of clinical practice.
- With guidance accept responsibility for delivering and maintaining a high standard of evidence based practice for all women and their families in all clinical areas.
- Engage with women and their families to encourage and promote women centred care. As this is a rotational post working on a shift basis the post holder will be working under the supervision of a core midwife. The post holder is not expected to work alone. This includes all care settings (whether in hospital or community).
- Working within a period anywhere up to eighteen months the post holder will complete all competencies in all rotational care settings in readiness to progress to a substantive Band 6 post when the preceptor and Head of Midwifery (HOM) deems appropriate.
- The post holder will work within the Nursing and Midwifery Council (NMC) Guidance and Rules and Standards.
- The post holder will work within the systems and/or pathways of care delivery laid down by the Division and the Organisation as a whole.
- The post holder will help to foster and maintain an environment of collaborative and effective working, where professional excellence flourishes and where high quality, ethical, evidence based, women centred

care is the primary focus.

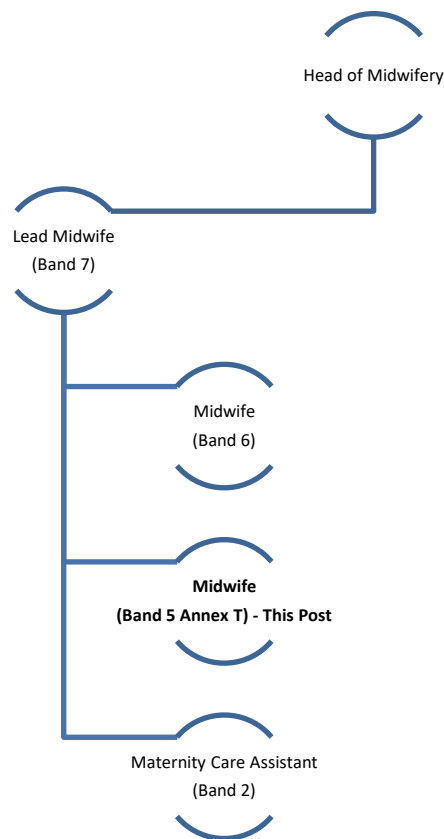
- The post holder will work in an inclusive manner within the multi-disciplinary team, respecting each individual, treating them with dignity and respect and embracing diversity.

Duties and Responsibilities

- The post holder will contribute to the provision of high quality, evidence based, cost effective care to all women and their families on the Isle of Man.
- The post holder will appreciate that modern families come in many guises. You will embrace this and provide care that supports this.
- The post holder will be required to provide the necessary supervision, care and advice to women during pregnancy, labour and the post-partum period. They will conduct deliveries under their own responsibility and care for the new-born (within the guidance of preceptorship) in both the hospital and community settings.
- The post holder will participate in parenthood education in all care settings.
- To contribute to the escalation of service demand through supported participation in the on call rota.
- The post holder will work within the guidance, policies and procedures laid down by the Division and the wider Organisation as a whole.
- The post holder is responsible for their own registration and revalidation and will work within the NMC's professional, ethical and legal framework; along with the NMC's Rules and standards.
- To promote patient safety and foster an environment that reflects this for service users, colleagues and the general public.
- To promote activities and lifestyle choices that support women and their families to maintain a healthy lifestyle in preparation for pregnancy, childbirth and family life such as smoking cessation, breast feeding and diet.
- The post holder will provide a role model to service users, colleagues, students and the general public demonstrating good character and professional standards at all times.
- Working within a period of anywhere up to eighteen months the post holder will complete all competencies in all rotational care settings requiring decreasing levels of supervision over that time in readiness to progress to a substantive Band 6 post when the preceptor and HOM deem appropriate.

Organisational Structure

A copy of the organisational structure and its relevance to this role is shown below.



Communication and Relationship Skills

The communication and relationship skill requirements of this role are:

- 📍 The post holder will demonstrate clear and effective communication skills within a professional setting.
- 📍 The post holder will be open and honest at all times.
- 📍 The post holder will communicate in such a way that demonstrates dignity and respect for the other person/persons.
- 📍 Work within standards for information governance and maintain confidentiality of women accessing the midwifery service.
- 📍 Demonstrate the ability to provide clear and accurate information with colleagues ensuring effective transfer of information at handover of care.
- 📍 Demonstrate the ability to appropriately escalate concerns to team members.
- 📍 The post holder's written communication will adhere to the NMC'S guidelines for records and record keeping.
- 📍 Liaise via telephone, email or in person with members of the multidisciplinary team to co-ordinate care during pregnancy, labour and the postnatal period.
- 📍 Provide evidence of the ability to effectively relay complex and sensitive information to women and their families.
- 📍 The post holder Facilitate effective communication with women and their families who have limited or no English using the DHSC translation service.
- 📍 The post holder will take ownership for communicating their development needs to their preceptor.
- 📍 The post holder will exhibit good communication and interpersonal skills.

- Distribution of information/trends for parenthood education purposes either on a one to one basis or in a group session.

Knowledge, training and experience required to do the job

The essential knowledge, training and experience requirements of this role are:

- Newly qualified midwife with effective registration on the NMC's permanent register.
- The post holder will work towards successful completion of the PROMPT course within the given preceptorship time period.
- The post holder will work towards successful completion of the NLS course within the given preceptorship time period.
- The post holder will undertake all Divisional/Organisational mandatory training in keeping with local policies including K2.
- The post holder will maintain, develop and improve professional knowledge, skills and competencies to ensure the delivery of evidence based midwifery care of the highest quality in line with current professional innovation, NMC Midwives rules and standards and the Code of Professional conduct.
- The post holder will be self-motivated and committed to a programme of continuing Professional development.
- The post holder will have a basic working knowledge of IT skills, i.e. the email system and Microsoft word.

The desirable knowledge, training and experience requirements of this role are:

- Experience of working in other care environments.
- Demonstrates and has awareness of measures which can help towards to improving the quality of Women and Children's services Emergency skills drills.

Analytical and Judgement Skills

The analytical and judgement skill requirements of this role are:

- To use professional judgement expected of a qualified midwife to recognise deviations from normality so that appropriate referrals can be made to the multidisciplinary team and allied professionals.
- To be mindful of the needs of vulnerable women and ensure referrals are made through relevant pathways to safeguarding, mental health, or the drug and alcohol team.
- The post holder will exercise their own judgement in emergency situations such as fire, cardiac arrest and obstetric emergencies; Initiating immediate responses whilst referring care to the relevant staff/grade when appropriate.
- The post holder will be vigilant in their assessment and reduction of environmental risk in all practice areas to women, hospital personnel and visitors.

Planning & Organisational Skills

The planning and organisation skill requirements of this role are:

- ❖ To provide safe and effective care in the day to day organisation of personal workload relating through risk assessments and prioritisation of the needs of women and their babies in the post holders care.
- ❖ To be adaptable through a working shift as to changes in workload and priorities to include patient care, equipment checking and maintenance, access to and replacement of clinical and stationery supplies.
- ❖ To attend mandatory and professional study days in accordance with an agreed framework of learning for preceptorship.
- ❖ The post holder will be responsible for the checking off all emergency equipment on a daily basis.

Physical Skills

The physical skill requirements of this role are:

- ❖ This role requires dexterity for both the care/delivery of women and the neonate as competency in;
 - ❖ Phlebotomy.
 - ❖ Cannulation.
 - ❖ Administration of Intravenous drugs.
 - ❖ Palpations.
 - ❖ CTG interpretation.
 - ❖ Application of Foetal scalp electrode.
 - ❖ Epidural set up.
 - ❖ Care of patient with epidural.
 - ❖ Perineal suturing.
 - ❖ Processing cord bloods.
 - ❖ Care of the high dependency obstetric patient.
 - ❖ Theatre scrub technique.
 - ❖ Home birth.
 - ❖ Response within a team environment to Obstetric emergency.
 - ❖ Initial Neonatal resuscitation.
 - ❖ Breast feeding.
 - ❖ This role requires the ability to mentally interpret and map landmarks identified manually.
 - ❖ The post holder must be able to multi task and move safely but swiftly in an emergency situation.
 - ❖ The post holder must be able to drive and possess a current valid Driving Licence and access to own vehicle.
 - ❖ The post holder must possess keyboard skills.

Patient/Client Care

The patient/client care requirements of this role are:

- ❖ To develop confidence and competency in all clinical areas, caring for mothers and babies within the first 12-18 months of appointment, with focus on some specific competencies.
- ❖ With a development programme of care – provide specialist advice and contribute to the care and education of women and their families across all clinical settings where midwifery care is required.
- ❖ To contribute to the escalation of service demand through supported participation in the on call rota.
- ❖ To take increasing responsibility for a defined group of women using evidence based judgement in all clinical settings whilst identifying when care moves outside of the normal

sphere of practice then referring to experienced midwifery staff and the extended multi-disciplinary team.

- The post holder will exercise judgement and planning of care (with guidance) for women and babies which may involve distressing and emotionally sensitive situations including child protection, congenital anomalies, stillbirth, neonatal death and medical termination for foetal abnormalities (whilst recognising the right to conscientious objection).

Policy and Service Development

The policy and service development requirements of this role are:

- The post holder is responsible for keeping themselves up to date with all relevant directorate and organisational guidelines, policies and procedures with the guidance of senior staff.
- The post holder will be involved in Root cause analysis sessions when requested.
- To pass on concerns raised by women and their families to a core/lead midwife.
- The post holder will provide high quality, evidence based care that is documented in such a way that allows that care to be easily accessed and audited to enable benchmarking for measuring development needs.

Financial and Physical Resources

The financial and physical resource requirements of this role are:

- The post holder will develop a full working knowledge of all equipment designed for the monitoring and care of women, their babies and all personnel and visitors in the all their practice areas, whether that area be hospital or community based.
- The post holder will ensure all equipment is maintained, stored and cleaned in accordance with organisational and manufacturers recommendations.
- The post holder will operate equipment in such a way that records of care can be archived and subsequently retrieved as per system protocols.
- The post holder will be familiar with the workings of all of the hospital and government systems in place to communicate within their sphere of practice.

Human Resources

The Human resource requirements of this role are:

- On a shift to shift basis allocate work where necessary and appropriate to Midwifery Assistants.
- Dissemination of information obtained at study days to colleagues; and service users where appropriate.
- Use reflective practice to improve standards of care and cascading new skills and expertise when acquired.
- To help foster a suitable learning environment for students.

Information Resources

The information resource requirements of this role are:

- Develop skills for and utilise Hospital and Community computer based records and electronic investigation result system.
- Be aware of the principles of SBAR (Situation, Background, Assessment, and Request) reporting paper based system.
- Develop an understanding of risk management and the need to use the Datix incident reporting system for clinical and non-clinical events.

Research and Development

The research and development requirements of this role are:

- ❖ To participate in activity which promotes high standards of midwifery care including audit, service user engagement and compliance with health and safety regulations.
- ❖ The post holder will be involved in directorate practice audit groups when required.
- ❖ The post holder will be aware of and participate in hospital wide audits.

Freedom to Act

The freedom to act requirements of this role are:

- ❖ To take responsibility for personal professional updating to comply with the expectations of the preceptorship, mandatory training and revalidation.
- ❖ The post holder will abide by legal requirements and statutory rules, relating to practice in accordance with the NMC Code of Professional Conduct and Midwives Rules.
- ❖ The post holder will act at all times as an advocate for both the patients in their care and the service as a whole. They will report any suspected breaches of local and /or national professional guidelines through the line management system or where appropriate to the senior Midwife on shift.

Confidentiality

In the course of your duties you may have access to confidential material about patients, members of staff or other business of the Department. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and /or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature, you must seek advice from your manager. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded by your employers as gross misconduct which could result in disciplinary action being taken against you. In the case of information held on computer systems, you may be held personally liable if you in any way knowingly contravene the appropriate terms of the Data Protection Act 2018.

Health & Safety/Security

It is the duty of all employees 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.

Safeguarding

The Isle of Man is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects staff to share this commitment.

Staff must work in accordance with all health and social care policies relating to safeguarding.

Job Description Appendix 1

Physical, mental and emotional demands of the job and working conditions

This section should describe the nature, level, frequency and duration with which you will be expected to deal with physical, mental and emotional effort and the nature, level, frequency and duration of demands arising from inevitably adverse environmental conditions.

Physical Effort

- ♥ This job is very physical, this involves frequent episodes of bending or kneeling to perform specific tasks such as physical checks on women, for example catheterisation, removal of sutures and dressings. Also checking and care of their babies.
- ♥ Attending to women post-delivery (including Caesarean section) requiring frequent movement of women with the use of movement aids such as slide sheets and bear huggers (from Grade 6).
- ♥ The full rotational role will mean frequent lifting, pushing and moving and handling.
- ♥ Walking and standing for prolonged periods of time.
- ♥ When in the community setting will be in and out of service users homes (possibly up two or three flights of stairs).
- ♥ Frequent use of keyboards.

Mental Effort

This job requires a high level of concentration, for example the following;

- ♥ Documenting care.
- ♥ Drug calculations including drug/blood transfusions.
- ♥ Assessing patients.
- ♥ CTG interpretation.
- ♥ Assessing maternal and foetal well being.
- ♥ Concentration and interpretation of physical landmarks during perineal suturing.
- ♥ Concentration required when observing clients behavior and mood.
- ♥ Subject to regular unpredictable interruptions related to patient care.
- ♥ Concentration required when undertaking and interpreting manual findings that are not visible, but require reporting in such a way as to have meaning either visually or to an accepted scale e.g. determination of foetal position by landmarks identified on vaginal exam.
- ♥ Concentration required when undertaking and interpreting clients condition ante natally, intra partum, postnatal during autonomous practice.
- ♥ Recognition of movement from a normality pathway and a need for referral.
- ♥ Concentration required to interpret findings e.g. cardiocograph and their significance in assessing foetal wellbeing.

Emotional Effort

This job requires a high degree of emotional resilience to events which occur at least once a week as duties may include;

- ♥ Communicating with women and their families who have suffered a stillbirth, neonatal death or have an ill baby which can be highly distressing.
- ♥ Being potentially exposed to verbal abuse from women and their families who may be distressed.
- ♥ Frequently expected to carry out several diverse tasks at one time.
- ♥ Supporting peers during distressing situations.
- ♥ Caring for women where there is a known child protection or domestic violence issue.
- ♥ Subject to regular unpredictable interruptions from patients, relatives and telephone or security door.

Working Conditions

- ❖ Working conditions can include fluctuations in temperature, travelling in adverse weather conditions.
- ❖ Dealing with potentially aggressive patients or family members.
- ❖ Exposure to blood and bodily fluids.
- ❖ Working conditions may also include working in the homes of women and their families which have a variable environment.
- ❖ When working in community setting – working as lone worker.

Agreement of above description

I have read and agree with the above description

Job Holder's Name (please print) _____

Job Holder's Signature _____ **Date:** _____

Line Manager's Name (please print) _____

Line Manager's Signature _____ **Date:** _____



Person Specification

Job Title:	Midwife (Rotational post under Preceptorship)
Department:	Health and Social Care
Division:	Maternity unit (Nobles hospital)
Band:	5 Annex T

Attributes	Essential (E) or Desirable (D)	Method of Assessment
Qualifications <ul style="list-style-type: none"> 📍 Qualified Midwife with effective NMC Registration 📍 Experience of working in other care environments 	E D	CV Interview Pre-employment checks
Experience <ul style="list-style-type: none"> 📍 Demonstrates and has awareness of measures which can help towards to improving the quality of maternity Women and services Children’s services 📍 Emergency skills drills 	D D	CV Interview
Attributes <ul style="list-style-type: none"> 📍 Time management and organisational skills 📍 Maintains accurate health records 📍 Identifies relevant information and education needs for families appropriate to antenatal, intrapartum and postnatal care. 📍 Care of women with long term conditions such as diabetes 📍 The post holder will be expected to be self-motivated with regards to education and training, seeking opportunities to expand their knowledge base 📍 Commitment to lifelong learning 📍 Works well within a team environment 📍 Friendly in nature 	E E E D E E E E	CV Interview
CARE <ul style="list-style-type: none"> 📍 Demonstrate an understanding of diversity within the modern family unit. 📍 Show an understanding of care and compassion regarding challenges in the arenas of Safeguarding and domestic violence. 📍 Help to foster an environment that allows individual to flourish and be treated with respect 📍 The post holder should recognise the 	E E E	Interview

<p>limitations/scope of their role and be able to discuss any issues with the line manager.</p> <ul style="list-style-type: none"> ♥ The post holder must be committed to providing excellence through lifelong learning. ♥ Is committed to providing high quality, evidence based family centred care within the CARE principals of the organisation. ♥ Shows commitment to demonstrating an open, honest and collaborative dialogue with patients, colleagues and the general public 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	
<p>Circumstances and Interests</p> <ul style="list-style-type: none"> ♥ Demonstrates aptitude and character in line with CARE standards ♥ Satisfactory Police Check ♥ Full valid Driving Licence and access to own vehicle ♥ Isle of Man Worker 	<p>E</p> <p>E</p> <p>D</p> <p>D</p>	<p>Application Interview</p>