

Make a life, not just a living,
in the North of Scotland

Digital Midwife

Across Grampian.

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www.nhsgrampian.org/jobs





Digital Midwife

Across Grampian.

We have an exciting opportunity to join our team as a digital midwife for NHS Grampian.

We are looking for a highly motivated individual who is keen to help support and drive forward digital transformation. We are looking for a credible and knowledgeable individual who has the confidence and interpersonal skills to work with colleagues across the system and facilitate change.

The digital midwife will work across Grampian and be responsible, alongside the senior team, for the operational delivery of the Maternity Digital agenda, while maintaining business as usual and working collaboratively with other digital leads within the health board and the national Maternity and Neonatal Systems. We are looking for an individual who has a proactive approach towards digital transformation and the use of data within maternity services, and is confident in managing challenging and changing workloads.

The successful post holder will support the delivery of key areas of work across Grampian, providing digital leadership and input to key strategic areas and programmes of work such as the Moray Maternity Collaborative and the Baird Family Hospital.

We are happy to discuss with individuals around flexibility of base location and hybrid working options.

If you think this may be the role for you and would like any further information or to discuss this opportunity, please do not hesitate to get in touch.

Katie Colville

Associate Director of Midwifery
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Dr Gray's Hospital #wishyouworkedhere

About Dr Gray's Hospital

Dr Gray's Hospital is Scotland's smallest District General Hospital filled with history and character. While the original building from 1819 is still used for some practice, the new hospital was opened in 1995 and continues to be upgraded and developed.

There are 181 beds - this includes 153 inpatient beds (all specialties), a 15 bed surgical day unit case and 13 ambulatory care beds serving a catchment population of about 132,000 spread between Forres and Macduff along the coast, and inland as far as Huntly and Tomintoul. Our hub tertiary centre (Aberdeen Royal Infirmary) is located 65 miles to the east.

A newly built Clinical Skills Centre (Alexander Graham Bell Centre) co-run with University of Highlands and Islands (UHI) exists less than one mile from the hospital at the local UHI College base. We are keen to encourage and develop any interest which a candidate may wish to pursue.

Flexible/Part-Time Working

We encourage applications from candidates who wish to work in a part-time/flexible manner. We fully realise that life as a

modern dietitian should involve flexible job plans tailored to individuals professional and personal needs.

Maternity Services in NHS Grampian

Each year we support the care of around 5,000 families throughout their pregnancy, birth and postnatal journey. In NHS Grampian we are passionate about delivering high quality care that supports the needs of families in the North East of Scotland. The future vision of maternity and neonatal services In NHS Grampian is one where:

- All mothers and babies are offered a truly family-centred, safe and compassionate approach to their care, recognising their own unique circumstances and preferences.
- Fathers, partners and other family members are actively encouraged and supported to become an integral part of all aspects of maternal and newborn care.

- Women experience real continuity of care and carer, across the whole maternity journey, with vulnerable families being offered any additional tailored support they may require.
- Services are redesigned using the best available evidence, to ensure optimal outcomes and sustainability, and maximise the opportunity to support normal birth processes and avoid unnecessary interventions.
- Staff are empathetic, skilled and well supported to deliver high quality, safe services, every time.
- Multi-professional team working is the norm within an open and honest team culture, with everyone's contribution being equally valued.



We provide maternity care in a variety of settings across the region, with an excellent range of maternity facilities including;

- Inverurie Community Maternity Unit
- Peterhead Community Maternity Unit
- Maternity Services at Dr Gray's Hospital
- Aberdeen Maternity Hospital

This is an exciting time for maternity services in Grampian with several key strategic developments and programmes of work ongoing across the service including; The Best Start: five-year plan for maternity and neonatal care; The Moray Maternity Review recommendations; regional working; and the opening of the new Baird Family Hospital in Aberdeen.



Obstetric Service Development

The Scottish Government have committed £6 million to the establishment of a modern consultant led obstetric service at Dr Gray's. The Moray Dietetic department is looking to facilitate this through expansion of the existing dietetic service via the creation of this post.



Job Description

1. Job Identification

Job Title: Digital Midwife

2. Job Purpose

The Digital Midwife will be a credible and knowledgeable individual with the confidence and interpersonal skills to work with clinical, managerial and support staff at all levels across maternity services and the wider organisation. The post holder will have a proactive approach towards digital transformation and the use of data within maternity services, they will be highly motivated and confident in managing challenging and changing workloads.

The Digital Midwife will be responsible with the senior team for the operational delivery of the Maternity Digital agenda while maintaining business as usual and working collaboratively with other digital leads within the health board and the national Maternity and Neonatal Systems. They will work in collaboration with the senior maternity leadership team, clinical leads and management to design, plan and deliver a digital strategy, facilitating and implementing change within Maternity Services including ensuring compliance with appropriate national standards. The post holder will be responsible for the management, development and evaluation of digital systems within maternity services, such as the BadgerNet Maternity System (BMS) which is primarily used within the maternity environment and wider as appropriate.

The post holder must work in partnership with clinical leads and the multidisciplinary team (MDT) to provide expert system advice to promote continuous improvement in service delivery and ensure the clinical system (BMS) supports current complex processes. The post holder will undertake regular audits designed to improve IT systems and services. The post holder will also support on-going training and educational needs of the workforce in relation to digital services such as BMS.

As an ambassador of the Midwifery profession, they will ensure clinical practice is supported by digital technology, meets professional standards and ensure the maternity IT system functionality adheres to / supports information governance and practitioner's professional standards e.g. Information Commissioner's Office (ICO) guidance, the NMC Code.

3. Organisational Position



4. Communication and Relationship Skills

Provide and receive highly complex, sensitive or contentious information; agreement or co-operation required; present complex, sensitive or contentious information to large group

Communicates a range of IM&T issues which can be complex and multi-stranded. Negotiates priorities on e.g. IT training, system design and development, reporting processes with non IM&T managers; trains or presents on complex IM&T issues.

Level 5ab

The post holder will regularly deliver training and presentations to all staff groups within Maternity Services in addition to staff groups from other services who will require to engage with the BMS. Training will be delivered to staff who are unfamiliar with BMS and existing staff as the BMS develops and changes.

Staff who are using the BMS have already experienced significant change in the way they work. As new and additional features of the BMS are implemented there will be continued changes to work practices which will require staff to adapt further. Some of these changes will be challenging and contentious for some members of staff. The post holder will require to use their highly developed interpersonal and communication skills to manage such situations; supporting and empowering staff to embrace change as new IT upgrades are introduced.

There will be a major on-going requirement that the post holder will deliver training through presentation to groups of 20 or more.

The post holder will be required to effectively manage the competing requirements of different staff groups when prioritising system changes. Negotiation skills will be required to bring the MDT to a consensus.

Chair regular steering group meetings of senior clinical staff to agree ongoing system development plans and to ensure the complex key system objectives are being achieved.

Collaborate with local IT and system supplier to identify highly complex fixes for software problems and develop action plans to address system failures.

Be an expert resource for the BMS/Maternity IT systems providing expert advice on future expansion and development, communicating concisely with all teams (and the MDT) within the maternity services and those persons within the organisation that have involvement with BMS/Maternity IT systems.

Build and maintain a network of effective contacts locally and nationally to help develop and maintain the BMS/Maternity IT systems and digital transformation within maternity services.

Develop mechanisms to effectively communicate highly complex information to a variety of audiences in order to achieve objectives.

Act as an ambassador for Informatics by developing and maintaining excellent working relationships with users within NHS Grampian to deliver a high quality, standard IT culture to achieve local requirements and national targets.

Collaborate with other similar experts to reflect their needs in the system documentation.

5. Knowledge, Training and Experience

Specialist knowledge across range of procedures underpinned by theory.

Specialist knowledge and expertise across one or more specialised areas, acquired through degree level or equivalent qualification/experience plus additional specialist knowledge.

Level 6

The post holder will be an experienced registered Midwife with an excellent understanding of midwifery and obstetric care across all maternity care settings.

The post holder will have an excellent understanding of how the MDT functions within maternity services.

The post holder will have an expert knowledge of the management, development and configuration of the national BMS to meet local requirements and processes.

The post holder will provide expert system knowledge regarding interfacing other systems and technologies.

Expert knowledge on system implementation in a complex sensitive environment.

Excellent IT skills including the use and management of databases/spreadsheets.

Capability of developing skills quickly in any technical environment appropriate to service provision and ability to analyse and solve complex problems.

The post holder will work at post graduate diploma level equivalent.

6. Analytical and Judgemental Skills

Complex facts or situations requiring analysis, interpretation, comparison.

Analyses, investigates and resolves complex IM&T queries and issues/problems e.g. system errors, breaches of security or confidentiality, user requirements which may require configuration of software and hardware, unusual data trends, training requirements based on needs analysis.

Level 4

Advanced problem solving skills to identify any complex documentation risks and make appropriate changes, communicating with relevant clinical or support teams by way of safety briefs, e-mails or training updates. This requires excellent problem solving skills ensuring solutions are safe and sustainable.

The post holder is expected to provide a high quality of problem solving support and have the knowledge and expertise to liaise effectively with third party and IT teams. This will include the ability to disseminate solutions.

Assess BMS functionality to maintain optimum performance. This involves regular, timely, complex system checks and reconfiguration in co-ordination with IT. The post holder will undertake robust testing prior to the release of updates in to the live system. These updates take place bi-monthly following a 14 day period where testing is possible. Where testing indicates that system changes will have a negative effect on the service the post holder will be required to liaise with the BMS supplier to develop a solution.

During the system testing the post holder will have to work with members for the MDT to ensure that the changes within the BMS meet all staff groups needs and processes.

Ensuring the BMS is functioning to meet the needs of midwifery/obstetric staff and patients.

Reaching agreement and standardisation of clinical processes that continue to promote patient safety and service improvement, from a group with diverse opinions.

Exercising appropriate judgement and discretion when making recommendations to senior clinicians and managers.

Assess and support the maternity service through periods of planned and unplanned system downtime in collaboration with the Midwifery Manager and MDT, ensuring expert specialised care is delivered and documented. This requires effective contingency planning around peak periods of clinical activity (where possible), ensuring the unit can move onto paper documentation if required and adequate access to critical patient information is maintained.

Identify potential risks to projects and use problem solving skills to advise on alternative strategies to manage these.

Work autonomously, set project timelines and prioritise a complex workload.

Conduct extensive complex risk analysis and react quickly and effectively when system problems are identified.

Regularly review all information standards notices and ensure that the system remains compliant.

7. Planning and Organisational Skills

Plan and organise broad range of complex activities; formulate, adjusts plans or strategies.

Plans specialist projects which impact across clinical and non clinical areas. E.g. Planning training delivery for a team of trainers or for a new system.

Level 4

Manage any assigned projects and co-ordinate all the necessary Maternity Service and IM&T resources to ensure a smooth implementation and ongoing usage of the system.

Plan, develop, deliver and update as an on-going requirement, supportive materials such as quick guides and algorithms to equip users with the knowledge and skills to provide first line troubleshooting of the system and hardware.

The post holder will ensure effective complex contingency planning around peak periods of clinical activity ensuring all Maternity Service staff can move onto paper documentation if required, guaranteeing access to critical patient information is maintained.

Undertake business appraisal activities, business case preparation and planning in partnership with users, defining in detail the essential requirements that will deliver the user's clinical/business needs in line with corporate strategies.

Ensure that the systems are being used to their full potential and make recommendations to the supplier for future functionality as workflow and the service needs change.

Plan, develop, maintain and deliver a Training Strategy and training materials for all staff who will require to engage with the BMS.

Plan, develop and monitor a 1 to 2 year plan for future development of the BMS. This will require engagement with the MDT, service users and e-Health.

The post-holder will be required to re-prioritise their workload on an hourly basis dependant on the needs of the service.

8. Physical Skills

Developed physical skills; advanced keyboard use; highly developed physical skills, accuracy important; manipulation of fine tools, materials.

Inputting and manipulating data, information into computer databases, system; uses fine tools when working on IM&T systems.

Level 3

The post holder will require advanced keyboard skills for the input and manipulation of data in the BMS, including during development, testing and configuration of the system.

9. Responsibilities for patient/client care

Assists patients /clients during incidental contacts.

Incidental contact within the care environment.

Suggested variation - Level 2 – Provides general non-clinical advice, information, guidance directly to patients, clients, relatives.

The post holder will frequently be working on IT equipment sometimes at the bed space of our maternity service patients. They will meet with service users on a one to one basis and in groups in order to improve patient care by developing the system to store appropriate and desired patient information in a patient portal which will be accessed directly by patients.

10. Responsibilities for policy and service development implementation

Propose policy or service changes, impact beyond own area.

Implements IM&T policies for own area, proposes changes to e.g. new projects, legislative changes, new reporting processes, new training programmes which have an impact on both clinical and non clinical areas.

Level 3

This unique post within NHS Grampian will lead and be responsible for all policies and service development regarding the BMS and the MDT delivering care within maternity services.

They will lead and manage on-going forward development and support. The service delivered must be, and remain, in line with the local service needs of NHS Grampian and the wider Clinical Network in the context of both local and national strategies.

Ensure that the system is being used to its full potential and make recommendations to the supplier for future functionality as departmental workflow and local service needs change.

Ensure key performance indicators, metrics and targets are developed and managed to demonstrate service performance and delivery in own areas, highlighting areas at risk with corrective action plans, areas requiring further development and to assist in organisational learning.

11. Responsibilities for Financial and Physical Resources

Safe use of equipment other than equipment used personally.

Responsible for the proper and safe use of IT equipment by users.

Level 2b

The post holder will be responsible for overseeing the maintenance and ensuring the iPads within maternity services are configured to most up-to-date software.

Be responsible for the recommendation of purchase of physical assets and consumables i.e. IT hardware within Maternity Services.

12. Responsibilities for Human Resources

Day to day co-ordination of staff; provide training in own discipline/teach/deliver/ specialist training.

Allocates work; trains other IM&T staff/delivers training in own specialism to other staff and organisations.

Suggested variation - Level 4b - Responsible for the teaching or devising of training and development programmes as a major job responsibility.

Customise and create specialist training for all MDT staff as appropriate. Develop e-training packages in addition to face-to-face training. This will be a major job responsibility and an ongoing responsibility.

Plan and implement any maintenance releases of the system ensuring all staff are competent and trained on the system. This will be an on-going complex procedure considering the MDT and shift patterns of all concerned.

Ensuring all new releases are robustly tested and that no new clinical safety hazards are being introduced.

Plan, develop and deliver support materials such as quick guides and algorithms to equip users with the knowledge and skills to provide first line troubleshooting of the system and hardware.

13. Responsibilities for Information Resources

Design and develop major information systems to meet specification of others.

Responsible for planning, development, review, update, upgrade and introduction of major new IM&T systems to meet user requirements.

Suggested variation - Level 4ab - Responsible for adapting/designing information systems to meet the specifications of others; Responsible for the operation of one or more information systems at department/ service level where this is the major job responsibility.

As a major job responsibility the post holder will manage and maintain BMS so that it supports patient care. This will entail on-going maintenance of the system to the highest possible standard ensuring all staff are trained and competent in using this complex system.

Manage the day to day support of the BMS ensuring that the configuration is up to date.

Maternity Digital Champions are supported to promote digital transformation within maternity services. They are trained and well informed to support the day to day running of the BMS or other digital solutions, that they know how to report on going issues to a) the post holder and b) NHS Grampian's help desk c) other relevant person.

Ensure all documentation relating to maternity services is complete and fit for purpose and all releases relating to hardware, software and documentation is controlled.

Maintain an issue log which is risk rated for clinical safety escalating any high issues as appropriate.

Assess and test BMS functionality to maintain optimum performance. This involves regular, timely, system checks, reconfiguration in coordination with IT.

Administer and control user accounts by adding, removing and changing access requirements as necessary.

Test system modifications and evaluate results. This may require further configuration and change.

Develop and maintain the BadgerNet intranet page. The intranet page will host guidance, policies and training dates, providing an ongoing resource for staff.

14. Responsibilities for Research and Development

Regularly undertakes equipment testing or adaptation.

Test or adapts IM&T systems including applications and hardware.

Level 2c

Undertakes testing and configuration of the BMS on a regular basis to ensure it is safe and efficient and meets the needs of the service and NHS Grampian.

Participate in quality management of the system, undertaking regular complex testing designed to improve IT systems and services.

In partnership with Health Intelligence write database queries and provide electronic patient record reports for local and multi site audits and research studies.

Ensure that the system is configured to support all National Audit Returns.

Develop and implement an audit tool to be used across maternity services for auditing the EPR for data completeness, data quality and standard of documentation.

Perform data quality checks and audit of documentation within BMS to ensure data input complete. Where data input is not complete work with the service to improve and monitor the standard data completeness.

Support staff from across the MDT to carry out audit within the BMS on a service, team and individual basis.

Regularly gather and analyse data for service and system improvement projects.

Provide targeted information in response to complaints/concerns and disseminate findings.

15. Freedom to Act

Broad occupational policies.

Works to achieve agreed objectives and has freedom to do this in own way, working within broad professional policies; advises without reference to manager. Acts as a lead specialist in own area.

Level 4

This unique post holder within NHS Grampian will be the system expert for the BMS.

Provide expert system knowledge in discussions regarding how best to interface with other systems and technologies.

Act as an ambassador for informatics by developing and maintaining excellent working relationships with users to deliver a high quality, standard IT culture to achieve local requirements and national targets.

The post holder will work autonomously, without direct supervision and have the freedom to take action based on their own interpretation of technical/IT/Maternity Services policies and guidelines. They will be responsible for prioritising workloads and meeting set project timelines. Some deadlines may be very tight requiring the post holder to make quick, complex and effective decisions.

16. Physical Effort

Combination of sitting, standing, walking; occasional moderate effort for several short periods.

Light physical effort/occasional requirement to carry, move equipment without aids e.g. fixing printers, computers/frequent requirement to carry/move equipment without aids.

Level 2a - Frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time.

The postholder will spend significant periods sitting in a restricted position whilst working with a computer and using a keyboard. The majority of their time is spent based at a computer, including whilst delivering training on the system.

17. Mental Effort

Frequent concentration, work pattern unpredictable.

Concentration required when checking information and when answering queries from staff, customers; there may be interruptions to deal with for example computer failures.

Level 3a

Ongoing requirement for precision and concentration when configuring and testing changes to the system, when reviewing, amending and correcting a record at times when entries have been made in the wrong record or when investigating a system error. This work will be frequently disturbed by staff requiring support with an individual record or systemic problem within the BMS.

18. Emotional Effort

Exposure to distressing or emotional circumstances is rare.

Rare exposure to emotional circumstances within the work place.

Level 1

Support users that are unfamiliar and potentially distressed by electronic solutions.

Move staff through a period of change effectively.

19. Working Conditions

Occasional/frequent unpleasant conditions.

Direct exposure to dust, dirt, smell or noise when maintaining/installing equipment.

Level 2e - Requirement to use Visual Display Unit equipment more or less continuously on most days.

The postholder will be required to use VDU equipment more or less continuously on the majority of their working days. The majority of their time is spent based at a computer using the BMS, whether developing, testing and configuring the system, inputting data, designing training programmes, or also whilst delivering training on the system.



Person Specification Form

Post/Grade: Digital Midwife, Band 7
 Location: Maternity Services
 Ward/Department: NHS Grampian Maternity Services

	Requirements	Essential	Desirable
A	Qualification and Experience	NMC Registered Midwife. Extensive midwifery experience. Post graduate degree or evidence of academic work at degree level. Extensive knowledge and skills in IT systems.	Evidence of continuing professional development. Evidence of academic work at masters level.
B	Circumstances and Flexibility	Willingness to work flexibly to meet and deliver on Service needs.	
C	Particular Requirements of the Post	Excellent communicator. Dynamic and self motivated. Having vision for the future development of the Service. Leadership, teaching and motivation skills demonstrable through evidence based practice. Good interpersonal skills.	
D	Level of Disclosure Check Required	PVG.	

KSF Outline (where applicable)

Core Dimension		Level Narrative.	
Communication	4	Develop and maintain communication with people (including service users, members of the MDT and senior managers) on complex matters, issues and ideas.	
Personal and people Development	4	<p>Develops self and others within maternity services.</p> <p>Develops and delivers BMS Education Programmes (face to face and e-training packages).</p>	
Health, Safety and Security	3	Promotes monitors and maintains best practices in health, safety and security.	
Service Improvements	3	Appraise, interpret and apply suggestions, recommendations and directives to improve the service working in partnership with colleagues, service users and others to achieve this.	
Quality	3	<p>Contribute to improving quality.</p> <p>Monitor and review the quality of my work and the work of other in my team to ensure the highest standards are being achieved.</p> <p>Raise quality issues through appropriate channels and contribute to resolving any issue through for example developing and implementing action plans and local solutions.</p>	
Equality and Diversity	2	Support equality and value diversity.	



Moray Speyside #wishyouworkedhere

About Moray Speyside

For more information on the area, please visit www.morayspeyside.com or www.vimeo.com/morayspeyside

Nestling between the Scottish Highlands to the west, the Cairngorm National Park to the south and Aberdeenshire to the east, Moray Speyside is just 3.5 hours from Edinburgh by road, 45 minutes from Inverness Airport and 1 1/2 hours from Aberdeen Airport.

Main line rail services operate from London and Edinburgh to Inverness and Aberdeen with stops in Forres, Elgin and Keith.

The climate is milder, drier and sunnier than its northern latitude might suggest, with average sunshine and rainfall similar to the south of England.

Moray's coastline with its golden, sandy beaches and resident population of Bottlenose Dolphins is recognised by National Geographic as one of the world's most beautiful.





The region offers plentiful opportunity for outdoor activities – from golf on 16 courses to water sports, climbing and skiing within an hour's drive at Cairngorm Mountain and the Lecht in winter. Hillwalking abounds in Moray Speyside with countless spectacular Corbetts and Munros to be climbed.

There is world renowned salmon and trout fishing on the Spey and Findhorn Rivers and the Highland Gliding Club at nearby Easterton Airfield is Scotland's most northerly gliding and powered flying field.

Moray Speyside is Malt Whisky Country with more than 50 distilleries located in the region. There are also numerous craft beer breweries and producers.

The main local industries are farming, fishing and of course, the whisky industry. The RAF and Army are also major local employers, with a large airbase at Lossiemouth and a nearby Army (engineering) base at the former RAF Kinloss.

Local state schools achieve high standards, at both primary and secondary level and property prices are more reasonable than further south. Moray is also home to Gordonstoun, one of the UK's best-known private schools.

Local amenities are plentiful, with many shops, restaurants and sports facilities in Elgin. The cities of Aberdeen and Inverness are just 65 and 35 miles away, respectively.



Make a life, not just a living, in the North of Scotland

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Ask for publication MVC 240047