

## DUMFRIES AND GALLOWAY NHS

### MATERNITY SERVICES

#### **JOB IDENTIFICATION**

**Job Title:** Midwife Practitioner

**Band:** 6

**Department(s):** Maternity Services

**Ref No:** MID009

#### **JOB PURPOSE**

To provide preconceptual, antenatal, intrapartum, postnatal and neonatal care to women, babies and families based on individual needs. This may be in the primary and/or secondary care setting and will range from being the lead professional where pregnancy and birth are “low risk” to sharing care with medical colleagues where risk factors are present or complications develop.

The post involves continuing responsibility for assessing, planning, implementing and evaluating care and encompasses the physical, psychological, emotional, social and spiritual aspects of health and childbirth, health education and health promotion.

In the absence of the Team leader to:-

provide leadership and supervision

take responsibility for the day to day organisation of the clinical area or team.

#### **3. ORGANISATIONAL POSITION**

See attached chart

#### **4. SCOPE AND RANGE**

This post is part of the core maternity care team, based in Woman and Children's. This consultant-led unit consists of 18 in-patient beds in Birthing and Maternity Suite, a Theatre, an Outpatients Department and a Neonatal Unit with 11 cots. Care is provided for “low” and “high” risk pregnancies. The post holder is expected to be able to work in all clinical areas of the hospital, taking charge in the absence of a team leader in the Maternity Suite and antenatal clinic and working under the supervision of a team leader in the Birthing Suite or Maternity Suite.

**OR**

This post is part of the integrated maternity care team based in Wigtownshire, working in the community and in the Clenoch Birthing Centre in Stranraer. This is a midwife led unit dealing with “low risk” pregnancy. It has two in-patient beds, a day care area and a parenthood room. There is 24 hour advice available from medical and midwifery staff at the Birthing Suite, 70 miles away in Dumfries.

The postholder would be expected to take charge of the centre in the absence of the team leader, sometimes working as the only midwife on, with another midwife on call. The post holder may be required to work alone in the community providing antenatal and postnatal care. She would also be expected to provide intrapartum care where the mother chooses which may include home births. Support and advice is available from a Team leader. The postholder will be required to participate in an on-call rota. The post holder will also be required to work in Cresswell Maternity Wing on regular rostered basis in order to keep intrapartum skills up to date.

## **OR**

This post is part of an integrated midwifery team working in the community in the other localities of Dumfries and Galloway and in the hospital setting at DGRI. The post holder would be required to work alone in the community providing antenatal and postnatal care. She would also be expected to provide intrapartum care where the mother chooses which may include home births. Support and advice is available from a Team Leader. The postholder will be required to participate in an on-call rota.

All postholders would be expected to act in a supervisory capacity towards more junior members of the team e.g auxiliary staff, student midwives, newly qualified midwives and medical staff in training

Postholders are not directly responsible for any budgets but must be aware of the need to work within them.

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## **5. MAIN DUTIES/RESPONSIBILITIES**

### **Clinical**

- To utilise the knowledge and skills of a midwife practitioner in assessing, planning, implementing and evaluating total care to a caseload of women booked with a midwifery team or to women and babies whilst in hospital.
- To have the skills required to take an accurate maternal history.
- To have knowledge of all the options for antenatal and newborn screening.
- To offer maternal choice and to plan and carry out care according to individual needs and wishes.
- To participate in providing a home birth service
- To participate in the on-call rota
- To promote health and provide education for parenthood and healthy living.
- To have knowledge of and give advice regarding family planning.

- To promote breast feeding but to advise, support and assist all women regardless their choice of infant feeding method.
- To practice within local policies, procedures and guidelines.
- To be able to identify deviations from the norm, assess risk and to ensure appropriate care and continuity of care, through good communication, liaison and referral with/to other members of the multidisciplinary maternity and neonatal services teams.
- To identify concerns regarding postnatal depression, child protection and/or domestic abuse and to refer to and liaise with the appropriate professionals to provide assessment and to plan care e.g. health visitors, social workers, community psychiatric nurses.
- To be involved in case conferences, pre birth assessments and write reports as necessary.
- To act and provide care appropriately in times of maternal and neonatal emergency.
- To care for a mother who is seriously ill and requires high dependency care.
- To have the skills required to carry out theatre duties. e.g. as scrub midwife and/or providing care and support to the woman, her partner and baby.
- To care for bereaved parents/families.
- To care for women undergoing termination of pregnancy.
- To ensure accurate and contemporaneous record keeping to comply with the NMC "Record keeping:guidance for nurses and midwives"
- To ensure all matters relating to women and babies are kept confidential.
- To safeguard the security of women and babies at all times.
- To promote and provide a family-friendly service, involving and supporting partners, family and friends as appropriate for each individual woman.
- To assume responsibility for the safe custody and administration of drugs in keeping with local policies and procedures and statutory rules and regulations
- To maintain a safe working environment and to have knowledge of the practice recommendations contained in the Control of Substances Hazardous to Health (COSHH) documents, Health and Safety regulations, Moving and Handling information and the board Infection Control Manual.
- To mentor, teach, appraise and supervise nursing auxiliaries, student midwives, newly qualified midwives and medical staff in training.
- To maintain stock and prepare stores orders.

### **Professional**

- To observe the Nursing and Midwifery Council (NMC) "Midwives Rules"" and the NMC "The Code".
- To participate in the development of maternity and neonatal services clinical guidelines and procedures.
- To participate in research and clinical audit.
- To participate in the current appraisal and midwifery supervision processes.
- To accurately record and report all accidents and incidents in accordance with maternity service and board procedures. To participate in the risk management process.

## **6. SYSTEMS AND EQUIPMENT**

The postholder is required to develop the knowledge and skills to competently and safely use, and if appropriate interpret the data from, a number of items of electromedical equipment in the course of clinical practice e.g.

- Birthing beds
- Transcutaneous electric nerve stimulation
- Vital signs monitors
- Maternal and neonatal resuscitation equipment
- Cardiocotograph for measuring fetal heart rate and uterine activity
- Intravenous infusion devices
- Neonatal monitoring equipment, e.g. Oxygen saturation monitor, apnoea monitor.
- Mechanical hoist for care of women with disabilities.
- Equipment for assisted delivery e.g. Ventouse and forceps delivery
- Equipment for Caesarean section e.g. theatre beds, application of diathermy leg pads and pneumatic leggings.

The postholder has as responsibility to care for such equipment and report faults for repair.

The postholder requires to maintain manual and electronic patient records.

The postholder will have the computer skills necessary to retrieve and enter data into a number of IT systems including;-

- Use of the badgenet electronic records.
- All Births-local database
- Neonatal Care System – updates information on daily basis
- Laboratory system to obtain results.
- To access e.mail and internet
- For computer assisted learning using specific training programmes.

## **7. DECISIONS AND JUDGEMENTS**

- The post holder is accountable for his/her own practice. This means that he/she is answerable for all actions and omissions, regardless of advice or direction from other professionals.
- The postholder would be able to assess, plan, implement and evaluate care and to change plans of care on her own judgement in the antenatal, intrapartum and postnatal periods, referring to a team leader or a doctor as appropriate.
- The post holder will require to demonstrate effective clinical decision making.
- The post holder will demonstrate ability to prioritise effectively.
- The post holder will have a flexible and adaptable approach.
- While practising within Cresswell the post holder always has the support and supervision of a Team Leader.

**OR**

While practising in the Clenoch the post holder may have the support and supervision of a Team Leader but would be required to take charge of the centre in her absence and to work overnight as the only midwife on duty. A second on-call midwife is available. Support and advice would be available from Cresswell by phone.

**OR**

While practising as part of a team of midwives, the postholder will be expected to practice alone in the community but would always have access to a team leader for support and supervision.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

The postholder requires the interpersonal skills to communicate effectively with

- Women and their families
- Visitors
- Administration, clerical and secretarial staff
- Domestic, kitchen, portering and maintenance staff
- Ambulance personnel
- Nursing auxiliaries
- Student midwives
- Breast feeding peer support coordinator and volunteers
- Midwife colleagues
- Senior midwifery staff
- Medical students
- Medical staff i.e. general practitioners, obstetricians, paediatricians and others
- Other professionals involved in care e.g. laboratory staff, physiotherapists, dieticians, speech therapists, health visitors, social workers, community psychiatric nurses, undertakers and clergy.

The postholder has to

- Act as an advocate for the woman and babies.
- Give access to information and choices and advise women and families.
- Impart complex and sometimes upsetting / sensitive information to women and their families providing counselling when necessary.
- Motivate, encourage, and reassure as required.
- Overcome language differences using own skills, accessing local interpreters or a national interpretation service.
- Support women with complex and special needs/difficulties.
- Teach women and their partners e.g. parenthood skills.
- Mentor, teach, appraise and supervise nursing auxiliaries, student midwives, newly qualified midwives and medical staff in training.
- Clearly communicate in emergency situations.
- Show sensitivity, empathy and support in times of illness, pregnancy loss and bereavement.
- Have excellent listening skills.
- Receive and communicate information over the telephone

## **9. PHYSICAL DEMANDS OF THE JOB**

- The job is active and can involve the adoption of a variety of awkward positions in order to support women in labour. e.g. women may choose to labour and give birth on all fours on a mattress on the floor or in the birthing pool. A lot of time can be spent standing.
- Bending and stretching is required.
- Assists with moving and handling of women during anaesthetic procedure and following surgery.
- The environment is warm
- May be required to travel in inclement weather conditions to provide care in the home.
- Frequent exposure to body fluids, sometimes several times a day.
- May be required to transfer women/babies, providing care as required, in an ambulance or air ambulance:-  
To tertiary centres

**OR**

To Cresswell from the Clenoch or other parts of the community.

- Car driving required for those midwives who work as member of a community team.

The postholder requires to use and maintain skills of manual dexterity e.g.

- Skills to assist with birth and complications at birth
- The insertion of intravenous cannulae
- Venepuncture
- Surgical repair of the perineum
- Assisting the surgeon during operative procedures
- Care and examination of the newborn

**10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

- Care of women in pregnancy, labour and postnatally where complications arise.
- Care of women in pregnancy, labour and postnatally where an intrauterine death or unexpected stillbirth occurs.
- Care of babies and their families where there is illness and/or bereavement following delivery.
- Care of women undergoing termination of pregnancy.
- Supporting less experienced staff through difficult aspects of the job.
- The work is unpredictable with peaks and troughs of activity.
- Working in remote and rural settings e.g. providing safe care where access to assistance is limited e.g. at a home birth.
- The responsibilities and risks of lone working.
- Working under the threat of litigation.
- Managing challenging and aggressive behaviour.

**11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

The postholder requires to

- Be a Registered Midwife. Have completed the Flying Start programme and reached the competencies contained in the KSF foundation level Band 6 Midwife within the first 24 months of employment as a midwife.
- Have 12 to 24 months experience at newly qualified level.
- Participate in further education and training to maintain own continuing personal and professional development.
- Attend mandatory and other aspects of inservice training e.g. obstetric emergencies, neonatal resuscitation, adult life support, fire prevention on a yearly basis.
- Be competent in a number of skills e.g. in venepuncture, cannulation, repair of the perineum, neonatal resuscitation, breaking bad news, counselling.
- Teach and assess in clinical practice.
- Maintain knowledge of national guidance and clinical standards.
- Keep up to date with developments in midwifery and neonatal care and ensure that practice is evidence based.
- Have knowledge of locally agreed staff support policies.
- Have knowledge and understanding of legislation relevant to maternity care.
- Have computer skills.

- Because of the rurality of Dumfries and Galloway and the current transport infrastructure it is desirable that the postholder is able to travel across the region.

## 12. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

**Director Signature:**

**Date:**

NHS DUMFRIES AND GALLOWAY

**EMPLOYEE SPECIFICATION FORM**

POST – Midwifery Practitioner

DEPT – Maternity Services

LOCATION – DGRI/ Clenoch Birthing Centre

GRADE – 6

FACTOR	ESSENTIAL	DESIRABLE	NOTES
<b>Experience</b>	All aspects of midwifery care – evidence for Band 6 foundation level eKSF	Co-ordination of clinical activities of a team (in absence of team leader)	
<b>Qualifications</b>	Registered Midwife  Flying start or equivalent	Mentorship/ Preceptorship	
<b>Training</b>	Evidence of continuing professional development.	Basic computer skills K <sub>2</sub> CTG package SCOTTIE, NLS or equivalent Appraisal/eKSF, Breast feeding	
<b>Knowledge/skills</b>	Knowledge of local and national maternity services strategy and guidelines  Promotion of “normality”  Knowledge and use of evidence based practice.  Dealing with “high risk” pregnancy and birth  CTG interpretation.  Venepuncture and cannulation  Perineal repair  Communication skills  Record keeping skills  Teaching and assessment skills	Health and safety issues.etc.  Leadership skills  Staff support policies	
<b>Personal Characteristics</b>	Professional  Approachable  Supportive		

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