**Job Description**

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| **1. JOB IDENTIFICATION** | Job Title | **Consultant Midwife** |
| Department(s)/Location | **Women’s services**  **Women, children and families division** |
| Number of Job Holders | **1** |
| 1. **JOB PURPOSE**   The consultant midwife will use midwifery expertise to promote normality in maternity care. The role will be to lead and support midwives to realise their full potential as autonomous practitioners placing women and their families at the centre of care planning. The post holder will work in partnership and in collaboration with the Lead Midwife, the Midwifery Managers and the Obstetric Team to develop a Maternity Service that is responsive to the needs of women and its staff. The post holder will work in close association with Local Education Providers (University of Dundee).  This will be achieved by:   1. Expert Practice – Provide specialist clinical expertise, support, advice and professional leadership for midwives and the multidisciplinary team, to ensure best practice standards are met that will improve outcomes for women and influence a reduction in interventions. 2. Strategic Planning/Policy Development – Actively promoting and developing care pathways that promote normal birth for mothers choosing to have midwifery care within Tayside and contribute to the wider national agenda. 3. Practice Development, Education and Training – Making a significant contribution to the clinical governance agenda by ensuring that practice is evidence base and lead on the development of programmes of professional education. 4. Professional Leadership – Leading service redesign which will empower midwives to meet the need of the local population in line with key objectives outlined in local and national policy documents. 5. Research and Development – Developing and working with partner in local and other HEI’s to undertake research and audit, develop research proposals and evaluate research. The prime driver shall be the attainment of excellence in clinical practice. | | |
| 1. **ORGANISATIONAL POSITION**   AN/MD  HEI  University of Dundee **Consultant Midwife** Director of Midwifery  Senior Midwife – CMU/Community  Senior Midwife - Inpatient  Quality Risk Midwife  Exec Nurse Director      Senior Nurse - Gynae | | |
| 1. **SCOPE AND RANGE**   The consultant midwife post will be identified by four principal role functions:   1. An expert practice function 2. A professional leadership and consultancy function 3. An education, training and development function 4. A practice and service development, research and evaluation function | | |
| MAIN DUTIES/RESPONSIBILITIESThe Expert Practice Function The post holder will:   * Function as an expert practitioner leading midwife care and working in collaboration with the appropriate multi-disciplinary groups to meet the specific needs of pregnant women. * Support midwives to fulfil their role as lead practitioners in low risk pregnancy care. * Provide expert advice to staff and hands on practical care in all practice settings. * Demonstrate advanced clinical skills and knowledge that informs practice decisions. * Have defined clinical sessions per week acting as role model supporting midwives in practice and monitoring standards of midwife led care. * Support staff in developing their competence to enable them to promote a culture so that birth remains normal wherever possible, or birth outcomes are as near to woman’s expectations as possible. * Develop strategies to ensure women with complex needs benefit fully from a multi-disciplinary approach to their care. On occasion there will be in conflict with national guidance and obstetric advice. The post-holder will be required to demonstrate advanced advocacy and negotiation skills in order to ensure that maternal choices are based on fully informed decisions and that both the women as an individual and the midwifery staff are supported during the provision of care. * Be prepared to make decisions about practice where precedents do not exist, and where appropriate without recourse to others based on sound clinical evidence. * Advise and support colleagues where standard guidelines do not apply. * Develop and maintain evidence-based guidelines for holistic pregnancy practice. * Encourage midwives to challenge traditional models of care and to facilitate changes in practice. * Contribute to the reduction in non-evidenced based clinical interventions, with the aim of improving the birth experience and outcome for mothers and babies.  The Professional Leadership and Consultancy Function The post holder will:   * Be a visible and credible leader, providing highly specialist expert advice on all aspects of midwifery care across Tayside. Provide strategic and operational leadership in the development of services to raise the profile of Maternity Services and develop excellence in clinical practice. * Work in collaboration with the Lead Midwife, NHS Tayside, clinical supervisors and higher education institutions, ensuring that midwives are recognised as the lead professionals in low risk midwifery care and that they maintain their role as experts in normal midwifery practice. * Lead colleagues in the improvement of standards of quality and develop clinical practice. * Communicate effectively with all stakeholders involved in the care of pregnant women. * Participate in service redesign with particular emphasis on developing confident and competent midwifery practitioners capable of supporting the natural birth process. * Give advice on best practice arising from current and relevant research and facilitate the change process for new initiatives. * Demonstrate a thorough understanding of local and national objectives and contribute to the strategic planning of maternity services. * Provide written reports or presentations to support practice/service development locally and nationally. * Work with the clinical leads for obstetrics to ensure harmonious working relationships between staff groups.  The Education, Training and Development Function The post holder will:   * Lead in the assessment of learning needs for staff within their area of responsibility, ensuring that appropriate strategies including educational and training programmes are developed and available to address these needs. * Work effectively with, Higher Education Institutions and other education providers to ensure that continuing professional development programmes and education pathways are developed to promote changes in practice. * Contribute to practice development and the education and training of staff by providing expert knowledge and guidance, with the ultimate aim of improving practice and clinical and health outcomes for mothers and babies. * Develop links with higher education institutions contributing to undergraduate and postgraduate programmes of education, and act as a teaching resource in order to ensure that the practice link is robust.  The Practice and Service Development, Research and Evaluation Function The post holder will:   * In conjunction with the Lead Midwife lead strategic practice and service development in midwife led care. * Contribute to national and local policy. * Contribute to the evaluation of services or aspects of service against national and local benchmarks. * Demonstrate a thorough knowledge of key Public Health markers that impact on women’s wellbeing. * Be responsible for the promotion of evidence-based practice in all settings. * Participate in the development, implementation and evaluation of guidelines. * Maintain a thorough knowledge of key drivers for change and advise the management team about practice issues. * Develop a research strategy that encourages midwives to actively participate in service improvements. * Undertake relevant research and audit that improves health outcomes and identifies future service developments. * As clinical expert, contribute to and influence the clinical governance agenda in order to improve the quality of care for women and their families. * Be part of the Midwifery leadership and Management Team, working closely with the Lead Midwife. | | |
| 1. **COMMUNICATIONS AND RELATIONSHIPS**   The post holder will develop and maintain communication with a wide range of senior clinical and non-clinical colleagues across NHS Tayside, NHS Scotland and beyond.  The following are the key working relationships, which the post holder will require to develop and maintain:   * Lead Midwife, NHS Tayside * Women and Child health Clinical Group Manager and Clinical Director * Lead Consultants from the associated disciplines of Obstetrics, Anaesthetics, Neonatology, Clinical Services and AHP’s * Senior midwives * Institutes of Higher Education * Associate directors and Directors of NHS Tayside Board * Primary Care Colleagues: GP’s, Public Health Practitioners etc. * Information Technology Services * Accessibility to women for midwifery advice * Lay organisations and user groups * Midwifery advice to the wider multi-disciplinary team | | |
| 1. **KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE**   **JOB**  • Registered Midwife extensove relevant clinical experience in a variety of areas of midwifery practice, including community and hospital based services  • Practising Midwife with effective UK NMC registration  • Educated to Masters Degree level in midwifery related area.  • Able to demonstrate a track record in leading service development and/or practice development initiatives  • Able to demonstrate a clear vision for midwifery practice and conversant with relevant policy related to maternity services  • Able to demonstrate experience in lecturing and/or conference presentation  • Able to demonstrate a track record of report writing skills  • Excellent team working skills with the ability to work on own initiative.  • Highly effective listening, communication and interpersonal skills. | | |
| 1. **SYSTEMS AND EQUIPMENT**   The post holder shall utilise/undertake the following  • Maintain accurate records in accordance with UK NMC guidelines and NHS Tayside guidelines and policies.  • Utilise effectively the NHS Tayside intranet, internet and e-mail systems  • Adhere to Human Resource Systems and Processes  • Administer the K2 Fetal Monitoring Database, ensuring all staff groups are registered to allow use of system within home or hospital setting  • Incident reporting system  • Scottish Women Held Maternity Records  • Patient Administration System  • Birth Registration System  • Results Reporting  The post holder will be required to assess and prioritise equipment needs making application for new equipment through the development of formal proposals to the Lead Midwife.  Examples of equipment and machinery used include neonatal resuscitaire, cardiotocograph, pulse oximeter, infusion pumps, ventouse machine, incubators, entonox apparatus, birthing balls, doptones, specialist delivery beds. (This is not an exhaustive list).  • Personal computer  • Multi-media projector  • Audio/Visual equipment  • Multiple associated software packages  (This is not an exhaustive list)  **Responsibility for Records Management**  All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment. | | |
| 1. **DEMANDS OF THE JOB**   **Physical Skills/Demands**  During clinical sessions the post holder will:  • Manage normal/water birth deliveries, and assist in complex deliveries.  • Perform vaginal examinations.  • Insert and remove sutures.  • Undertake venepuncture/cannulation/intramuscular injection.  • Assist in the management of obstetric emergency and crisis situations e.g. severe postpartum haemorrhage, eclampsia, shoulder dystocia, cord prolapse.  • Assist in the management of neonatal and maternal resuscitation.  • Manage a defined midwifery caseload, which may include providing antenatal and postnatal care  **Mental Demands**  • Being aware of the clinical environment at all times, even when not directly involved in care, and being able to respond immediately to risk as required.  • Retention and communication of complex information regarding patient care.  • Requires flexibility in an unpredictable work environment and ability to adjust priorities to meet the demands of the service. Able to maintain concentration while being subjected to frequent interruptions.  • Communication of highly complex/difficult/highly sensitive information to women, staff, relatives and the multi-disciplinary team e.g. maternal of infant death, analysis of critical events, child protection issues.  **Emotional Demands**  • Supporting midwifery and other staff through traumatic clinical events, e.g. maternal/neonatal death.  • Frequent communication with distressed/anxious/worried clients and relatives.  • Having to communicate unpopular or difficult information to midwifery staff regarding events.  • Having to communicate traumatic, distressing information to clients and their relatives e.g. review of complex clinical cases.  **Working Conditions**  • Exposure to body fluids several times a shift - blood, liquor, faeces, urine, vomit.  • Exposure to gases, entonox, anaesthetic gases.  • Exposure to verbal aggression and unpredictable behaviour of women and their families. | | |
| 1. **DECISIONS AND JUDGEMENTS**   • The work of the post holder will be self-directed within agreed annual objectives. The post holder will be professionally accountable to the Director of Midwifery  • The post holder will be expected on a daily basis to make autonomous personal and professional decisions, synthesising complex information enabling the critical evaluation of clinical practice and service provision.  • The post holder will lead and influence strategic work in relation to maternity care, in particular relating to normality and pregnancy care pathways  • The post holder will be expected to influence, analyse and interpret local and national operational and strategic policy, define and ensure their implementation in relation to normality and pregnancy pathway.  • The post holder will be required to work across the boundaries of clinical practice, service and educational development.  • The post holder will be required to act as a professional expert and lead on the implementation of national and local strategic directives. | | |
| 1. **MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**   • Maintaining expert clinical leadership and promoting normality within childbirth to the highest standard.  • Maintaining and continually developing professional practice within the keeping childbirth natural and dynamic forum, and contributing to the provision of programmes of training and education.  • Ensuring and enabling effective communication across the multi-disciplinary forum.  • Integrating clinical and educational expertise in the development of midwife-led services for women and midwives.  • The post holder will be required to deal with frequent interruptions that are not predictable.  • Contributing to the redesign of service and the development of new roles.  • Concentration required to meet the changing pace and patient demands within the environment, with frequent disruptions in response to constantly changing priorities. | | |
| 1. **JOB DESCRIPTION AGREEMENT**   A separate job description will need to be signed off by each postholder to whom the job description applies. | | |
| **Job Holder’s Signature:** | | **Date:** |
| **Head of Department’s Signature:** | | **Date:** |