

JOB DESCRIPTION

JOB TITLE: Rotational Midwife

GRADE: Band 6

BASE: Homerton Healthcare NHS Foundation Trust

MANAGED BY: Band 7 Team Leader

JOB SUMMARY:

- The post holder will be a member of a team of midwives providing all aspects of midwifery care within the hospital and community setting, on a rotational basis.
- The post holder will be responsible for the provision of evidence-based midwifery care working in partnership with women.
- Ability to work as an autonomous practitioner.
- Ensure you fulfil your obligations to work responsibly; always evidencing your accountability to the women, the Trust, the NMC and your Supervisor of Midwives.
- An integral part of the role will be the provision of clinical management and leadership in the absence of the Team Leader.

MAIN RESPONSIBILITIES:

Clinical Responsibilities:

- To provide clinical expertise and professional leadership within the team.
- To have due regard for the individual needs of women and their families in an environment, which promotes women centred care.
- Where deviations from the normal occur refer to a doctor or other senior practitioner in accordance with the midwife's responsibilities and sphere of practice.
- To develop programmes of care and specialised advice, to women in all aspects of midwifery care.
- Contribute to the care and education of women (antenatal screening, antenatal education and postnatal education/support); to include psychological support where necessary.
- To be responsible for the total care of women in normal labour, which may occur in various environments i.e. Birth Centre, Delivery Suite and the community.
- To respond to emergency situations and administer midwifery intervention prior to arrival of appropriate support and help.
- To be a positive role model for other staff within the maternity unit.
- To maintain a good rapport with women and visitors to the unit and facilitate this approach amongst all staff within your area of responsibility.



- To maintain an effective and safe communication system amongst all staff groups working within the maternity services, in order to achieve a positive working environment.
- To ensure that all care is delivered in line with agreed practices and policies of the unit and in accordance with the Nursing and Midwifery Council Rules and Code of Practice.
- To ensure the needs of women are accurately assessed and appropriately met.
 - In conjunction with medical staff plan and provide care to high risk women as appropriate.
- Work with neonatologists in the provision of care to the newborn as appropriate.
- Ensure efficient use of resources and adequate maintenance of all equipment within the working environment.
- To be aware of the statutory provisions of the Children Act 1989 and liaise with multidisciplinary agencies on child protection issues; attending case conferences as and when necessary.
- Work closely with managers, supervisors and team leaders to assess and monitor risk in accordance with the Directorate and Trust Risk Management Strategy.
- Conduct home births, utilising specialist skills and expertise; respond to clinical emergencies involving mother or baby following birth at home until aid arrives or transfer to hospital.
- Where the extended role of the midwife includes, the acquisition of new skills and competencies the midwife should be aware of her limitations and sphere of practice. For example, The Neuro-Behavioural Physiological Assessment of the Newborn.

Managerial Responsibilities:

- To plan own workload and manage time effectively.
- To assist the Team Leader in the co-ordination of the clinical activities within the team and act up in his/her absence as required.
- Work flexibly on a daily basis providing cover for other team members during sickness or absence as appropriate and as clinical activity demands.
- To participate in the recruitment and retention of staff
- Be aware of the need to manage resources effectively.
- Ensure robust communication systems exist, which underpin effective and safe service provision, both within the unit and with stakeholders.
- To attend and participate in multidisciplinary meetings and provide feedback to team, colleagues, and team leader.
- effectively induct new staff into the Trust/department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by your staff and to guide, coach and advise them as appropriate. Provide briefing prior to and debriefing after all training and development activities.

Educational Responsibilities



- To promote an environment that is supportive and conducive to learning, working in partnership with senior managers, Higher Educational Institution, Consultant Midwife, Lecturer in Practice and other members of the multidisciplinary team.
- To maintain and develop own clinical skills and competence in line with statutory responsibilities and Trust's Continuous Professional Development facilities.
- Attend relevant study days and in-service training for updating and maintenance of professional portfolio.
- To obtain the Mentorship qualification to enable the provision of mentorship to student midwives and provide preceptorship to newly qualified midwives.
- Act as a mentor to junior midwifery staff and provide clinical midwifery supervision to junior doctors and medical students.
- To participate in audit and research within the unit.

General Responsibilities

- To be familiar with and adhere to the Trust Code of Behaviour and uniform standard.
- To take responsibility for maintaining written and electronic patient records relating to client care in accordance with NMC rules and code of practice and local guidelines.
- Ensure that confidentiality of staff, women and their families is maintained at all times.
- Promote equal opportunities for staff and women in accordance with Trust policy.
- Be responsible for the maintenance, storage, and safety of equipment within the teams.
- Ensure the health, safety and welfare of staff, women, and their families in accordance with the Health and Safety at work Act 1974.
- Ensure the safe administration and custody of drugs in accordance with the Safety of Medicines Act and the Trust Drugs Administration policy.
- When working in the community to be aware of the Lone Worker Policy and to take appropriate precautions to minimise risk.
- Be committed to work within the Trusts values of safe, effective, responsible, and positive care.

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton University Hospital NHS Foundation Trust](#). We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.



Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Hospital. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton University Hospital NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.



Personal

We will provide care which addresses individual needs and focuses on our patients, service users, their families and carers, and our staff. We will do this by:

- ensuring that relationships with patients and service users are founded on compassion, empathy and kindness
- appreciating each person as an individual and addressing their specific needs
- actively listening to and involving patients and service users in decisions about their care
- providing continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and create a positive learning environment. We will do this by:

- being open and honest when we get things wrong, and doing all we can to correct and learn from our mistakes
- listening to our staff, patients, service users and their carers and using their feedback to improve services
- ensuring that we have the right staff, with the right skills, caring for each patient
- constantly monitoring standards of care and responding quickly if there are concern

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for. We will do this by:

- treating everyone with dignity and respect
- listening to others and valuing their contribution
- providing services that meet the diverse needs of our communities
- valuing and supporting the health and wellbeing of all our staff

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example. We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult

PERSON SPECIFICATION



	ESSENTIAL	DESIRABLE	MEANS OF ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none"> • RM Registered Midwife • Current and Valid UK NMC PIN 	<ul style="list-style-type: none"> • Mentorship • Evidence of professional development and updating 	AF/I
Skills/ Abilities	<ul style="list-style-type: none"> • Ability to demonstrate Trust Values. • Ability to work autonomously within professional and Trust guidelines. • Able to work with guidance for the preceptorship period. • Able to take the professional lead in caring for low-risk women. • Ability to work unsupervised and manage workload using own initiative to prioritise appropriately. • Ability to lead, motivate and work within a team. • Ability to delegate as necessary. • Possess good written communication skills to maintain clear, concise, contemporaneous records. • Able to speak, receive and issue instructions in English without risk of misunderstanding. • Able to demonstrate effective customer care skills. • Able to communicate effectively with multidisciplinary team and outside agencies. • Able to assess and devise, implement, monitor and evaluate plans of care. 	<ul style="list-style-type: none"> • Ability to use MS Office, Cyber lab, EPR, K2 	AF/I
Experience	<ul style="list-style-type: none"> • Completion of Pre; Post registration midwifery program or return to midwifery practice. • Experience of multiprofessional and multi-agency working. 	<ul style="list-style-type: none"> • Experience of successfully managing conflict 	AF/I
Knowledge	<ul style="list-style-type: none"> • Knowledge/understanding of confidentiality issues • Knowledge of the need to ensure that practice is evidence based. • Knowledge of needs of high and low risk women and neonates. • Knowledge of legal and ethical principles in midwifery for choice, consent, client autonomy. • Awareness of clinical governance and its impact. 		AF/I



	<ul style="list-style-type: none"> • Good knowledge and understanding of risk management. • Knowledge of child protection issues and when to take action. • Knowledge/understanding of confidentiality. • Understanding the needs of ethnic minorities and disadvantaged groups. • Knowledge of evidence-based practice • Understanding of professional accountability and delegation issues 		
Trust Values, Equal Opportunities & Other Requirements	<ul style="list-style-type: none"> • Understanding and demonstration of the Trust Values • Commitment and adherence to the Equality Act, diversity and inclusion • Flexible in approach to work arrangement • Lead by example • Have a high level of commitment, motivation and initiative 		AF/I

Signed: Position:

Mandatory components in all job descriptions are shown in italics

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

