

JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: Deputy Lead Midwife

BAND: 6

LOCATION: Birmingham Women's Hospital/Vincent Drive

DEPARTMENT: West Midlands Maternal Medicine Network Hub

HOURS OF WORK: 37.5 hours per week

ON CALL/OUT OF HOURS: NO

ACCOUNTABLE TO: Obstetric Physician and Obstetric Consultant

RESPONSIBLE TO: Lead Midwife

DIRECTORATE: Maternity

We know that organizations which have strong values and behaviours do well and that employees are engaged, happy and motivated in their work. We've worked closely with staff to develop and embed our values and we will continue to ensure that they underpin the way we care for our patients and each other.

Our mission:

To provide outstanding care and treatment, to share and spread new knowledge and practice, and to always be at the forefront of what is possible.

Our vision:

To be a world-leading team providing world-leading care.

Our goal:

To be the best place to work and be cared for, where research and innovation thrive, creating a global impact.

Our values:

- Ambitious
- Brave
- Compassionate

Working as a member of the West Midlands Maternal Medicine Network Hub to provide support, guidance and advice to local and regional MDTs in relation to women with the conditions listed below who are perinatal, or prior to starting a pregnancy. To triage complex cases to appropriate MDTs and to ensure that women are not disadvantaged during their pregnancy journey for any non-medical reason. The post holder may also engage in the development and delivery of training as part of the Hub offer.

The Maternal Medicine Network Hub will provide support, advice, guidance, triage and referral processes to women with the following conditions/diseases who are, or wish to be, pregnant:

- Cardiac disease
- Respiratory disease
- Renal disease
- Haematology
- Rheumatological disease
- Endocrine disease
- Gastrointestinal and liver disease
- Neurological disease
- Skin disease
- Cancer

It also includes acute illness where the underlying condition is not clear, such as:

- Headache
- Breathlessness
- Chest pain
- Abdominal pain
- Fever / sepsis

This post is for a Band 6 midwife to work in the West Midlands Maternal Medicine Network Hub

PROFESSIONAL

- To observe the Code of Conduct as laid down by the NMC.
- To work within the policies and protocols of Birmingham Women's and Children's NHS Foundation Trust and enable all members of the midwifery team to carry out care within these guidelines.
- To maintain effective communication and working relationships within the team and between the team and other Health Care Professionals.
- To be responsible for the maintenance and development of their own relevant skills and maintain revalidation requirements. Including attendance at Trust mandatory training.
- To participate in the teaching, preceptorship and mentorship of all students and new members of staff who join the team.

- To participate in meeting the training needs of other relevant clinical staff throughout the network footprint. By providing a suitable learning environment and by engaging in clinical teaching where appropriate.

CLINICAL:

- To possess the midwifery skills to undertake midwifery care to women during all stages of their pregnancy and postnatal period.
- To provide total care to women in liaison with other team members.
- To be responsible for the maintenance and development of their own clinical skills.
- To support the development of midwifery practice and new roles within the service.
- To co-ordinate multidisciplinary team meetings across the trusts within the network, and specialties as needed.

PEOPLE MANAGEMENT:

- To maintain a good rapport with parents and clinicians in BWH and other Trusts who are part of the Network.
- To assist the Band 7 midwife in the co-ordination of the activities of the network and to act up for them when required following appropriate training.
- To assist with orientation programmes which familiarise new members of staff to the team.
- To carry out regular staff appraisals of subordinate team members.
- To maintain stores and equipment and ensure proper use.
- To report complaints, incidents and accidents to the Band 7 midwife and assist in their investigation and resolution.
- To record and submit Network activity and information as requested.

RESPONSIBILITIES:

- To triage referrals for review at tertiary level and advise on referrals at secondary level.
- To support the delivery of appropriate training and education to clinicians/medical practitioners in relation to the diseases specified
- To support the maintenance of up-to-date information on the Hub platform
- To maintain database information ensuring it is up to date and relevant.
- Communication and working relationships will be with team members, consultants, specialist physicians, anaesthetists, emergency departments and other acute settings, general practitioners, other midwifery teams, women and their families, and other health professionals.
- To ensure that midwifery practice is in keeping with current research by assisting in the development of an evidence-based culture and implementation of research and evidence-based protocols and guidelines.

- To assist in the maintenance, monitoring and evaluation of standards of care and to assist in the implementation of recommendations from Government or Professional bodies and Patient Charter Standards in relation to maternity care.
- To assist in the development of Health and Safety standards and the monitoring of these standards, ensuring that Network policies are adhered to and equipment is used correctly and in accordance with the Health and Safety at Work Act.
- To participate in clinical audit.
- To participate in clinical incident reporting and facilitate changes to reduce risk.
- To assist and support the continual review, development and improvement of maternity services.
- To support care for higher risk women with pre-existing conditions specified and/or presenting in an acute setting with medical symptoms.
- To manage the incoming referrals and to ensure that all referrals are dealt with promptly and in accordance with protocols to ensure that women with complex pregnancy needs are supported appropriately and as close to their preferred location as possible.
- To ensure the effective communication of the outcomes of MDTs at tertiary level to the appropriate clinicians/medical practitioner.
- Ensure management of staff is consistent with Trust's Values to the achievement of equality, equity and optimum performance.
- Communicate regularly through meetings with teams and individuals and provide opportunity for two-way feedback.
- Promote an effective team ethos.
- Promote equality, diversity and Human Rights in working practices by developing and maintaining positive working relationships, ensuring that colleagues are treated fairly and contributing to developing equality of opportunity and outcomes in working practices.
- Contribute to developing and maintaining equality of opportunity in working practices by complying with legislation and organisational policies. Advise colleagues about equality, diversity and human rights policies and procedures and ensure they are followed.
- Ensure that colleagues are treated fairly. Behave in a non-discriminatory way and challenge the discriminatory behaviour of others. Be supportive of colleagues or service users who wish to raise issues about discriminatory practice or experience.

ORGANISATIONAL CHART:

Include names?

PERSON SPECIFICATION

JOB TITLE: Midwife

BAND: 6

LOCATION: Birmingham Women's Hospital/TBC

QUALIFICATIONS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Registered Midwife BSc or equivalent degree	Essential	A
Evidence of professional progression	Essential	A/I
NMC Midwife registration	Essential	A
Mentorship	Essential	A/I

KNOWLEDGE & NATURE OF EXPERIENCE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Evidence of completion of band 5 preceptorship programme	Essential	A/I
Effective internet and IT skills	Essential	A/I
Able to demonstrate awareness of research related to midwifery practice	Essential	A/I
Positive attitude to change and inspires confidence	Essential	A/I
Demonstrates innovation	Essential	A/I
Evidence of professional development within maternal medicine	Desirable	A/I
Previous experience in managing complex cases	Desirable	A?I

ANALYTICAL AND JUDGEMENT SKILLS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Professional decision-making skills	Essential	A/I
Confident and competent midwife practitioner	Essential	A/I

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Demonstrates evidence of commitment to professional development.	Essential	A/I
Demonstrates an awareness of role of facilitator and evidence of ability to educate others.	Essential	A/I
Evidence of good written and oral communication skills	Essential	A/I
Demonstrates understanding of the importance of supportive working in a team.	Essential	A/I

Ability to understand and adhere to the equal opportunities policy	Essential	A/I
Willing to complete all mandatory training	Essential	A/I
Willing to work on established Nursing/Midwifery information systems, EPR or the relevant information system related to post	Essential	A/I
PERSONAL SKILLS / ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)
Resource for communication with and dissemination of information from the multidisciplinary team.	Essential	A/I
Strategies to cope with stress / work pressures.	Essential	A/I
Demonstrate alignment with the values and beliefs of the Trust	Essential	A/I
Demonstrate an understanding of the practices of equality and inclusion in the delivery of this role	Essential	A/I
Team working	Essential	A/I
Punctual and flexible across hours of work when required	Essential	A/I

OTHER REQUIREMENTS	ESSENTIAL OR DESIREABLE	METHOD OF ASSESSMENT (A/I/T)

I understand and accept my accountabilities and responsibilities as outlined in this job description and person specification.

	Designation	Name	Signature
Post Holder			
Manager			

Date of JD/Person Specification:

Date of Review:

Version: