

YORK AND SCARBOROUGH HOSPITALS NHS FOUNDATION TRUST

OBSTETRICS, GYNAECOLOGY AND SEXUAL HEALTH DIRECTORATE

PERSON SPECIFICATION

TITLE: Midwife (after 18 months qualification as a midwife)

BAND: '6'

ATTRIBUTES	ESSENTIAL	DESIRABLE	
Summary of Job:			HOW IDENTIFIED
<p>EXPERIENCE</p> <p>Minimum of 1 year's post registration experience as a midwife</p> <p>Experience of providing care to low risk women in the antenatal, intrapartum and postnatal period and in supporting high risk women</p> <p>Provision of mentor support to student midwives and nurses, new staff and HCA/support staff in the clinical situation</p>	<p align="center">✓</p> <p align="center">✓</p> <p align="center">✓</p>		<p>Application/CV</p> <p>Application/Interview</p> <p>Application/Interview</p>
<p>QUALIFICATION</p> <p>Registered Midwife</p> <ul style="list-style-type: none"> ▪ The post-holder is expected to act as mentor for junior qualified midwives and be involved in the mentoring and assessing of students including basic and/or post-basic students. <p>Evidence of ongoing planned professional development</p>	<p align="center">✓</p> <p align="center">✓</p>	<p align="center">✓</p>	<p>Application/CV/NMC Application</p> <p>Application</p>

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<p>SPECIAL KNOWLEDGE:</p> <p>Infection control (COSHH) Breastfeeding Bereavement Antenatal education Drug abuse Counselling HIV Staff development and support Clinical supervision Child protection Domestic violence Midwifery services in the wider context Water births</p>	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	<p>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</p>	<p>))))))) Application/Interview)))))))</p>
<p>INTERPERSONAL SKILLS/PERSONAL ATTRIBUTES</p> <p>An able communicator with good counselling and negotiating skills</p> <p>Has developed a high degree of advocacy for women centred care and be able to work autonomously</p> <p>Must be able to reflect on practice, willing to question and promote evidence based practice</p> <p>Positive professional approach and image</p> <p>Ability to be able to prioritise own workload and meet emergency situations effectively</p>	<p>✓ ✓ ✓ ✓ ✓</p>		<p>Application/Interview/ Presentation Interview</p> <p>Interview/Presentation</p> <p>Interview/Presentation</p> <p>Interview</p>
<p>PRACTICAL SKILLS</p> <p>Should be able to support new developments in practice with reference to professional, organisational and clinical needs</p> <p>Evidence of up to date clinical skills supported by ongoing professional development</p>	<p>✓ ✓</p>		<p>Application/Interview</p> <p>Application /Interview/ Profile</p>