Job Description

Portsmouth Hospitals University NHS Trust

Title: Midwife

Band: 6

Staff Group: Midwifery

Reports to: Band 7 Team Lead

Job Purpose:
To provide safe, effective, personalised and evidence-based midwifery care to women, birthing people, babies and families across the maternity pathway, in accordance with NMC standards, Trust policies and national maternity guidance.

The post holder will practise autonomously, taking responsibility and accountability for the assessment, planning, implementation and evaluation of care, whilst promoting informed choice, shared decision-making and positive outcomes for women and babies.

The post holder will contribute to the delivery of high-quality maternity services through effective multidisciplinary working, dynamic risk assessment, timely escalation of concerns, participation in service improvement activities and support for student midwives and other learners.

Key Responsibilities

Clinical Practice

- Practise autonomously as a registered midwife, taking responsibility and accountability for the assessment, planning, implementation and evaluation of evidence-based care across the maternity pathway.
- Provide safe, personalised and compassionate care, promoting informed choice, shared decision-making and continuity wherever possible.
- Undertake comprehensive and dynamic risk assessment throughout pregnancy, labour, birth and the postnatal period, recognising, responding to and escalating maternal and neonatal deterioration appropriately.
- Maintain competence in intrapartum risk assessment and fetal monitoring in accordance with national guidance, local policy and mandatory training requirements.
- Support women and families experiencing complex circumstances, including bereavement, pregnancy loss, safeguarding concerns and other vulnerabilities.
- Maintain accurate, contemporaneous and legally compliant documentation using electronic patient record systems and paper-based records as required.

Leadership and Management

- Act as a role model for professional midwifery practice, promoting kindness, civility, inclusion and psychological safety.
- Contribute to the day-to-day coordination of the clinical area, supporting patient flow, safe staffing and the effective delivery of care as required.
- Promote equality, diversity and inclusion, ensuring care is culturally sensitive and responsive to individual needs.
- Contribute to the reduction of health inequalities through the delivery of personalised and equitable care.
- Support the wellbeing of colleagues and contribute to a positive, inclusive and compassionate working environment.

Education and Development

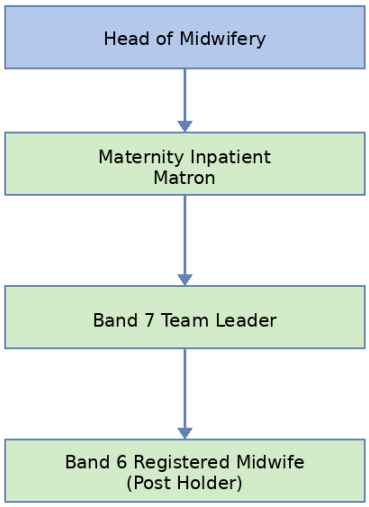
- Support the learning and development of student midwives, newly qualified midwives and other learners through supervision, teaching, coaching and assessment in practice.
- Maintain professional competence and engage in continuing professional development in line with NMC revalidation requirements.
- Participate in multidisciplinary simulation, emergency skills training and reflective learning activities to support patient safety and professional development.

Quality Improvement and Patient Safety

- Work collaboratively within the multidisciplinary team to ensure safe, effective and coordinated care.
- Contribute to organisational learning and continuous improvement through engagement with incident reviews, patient feedback, complaints, compliments, audit, quality improvement initiatives and service development activities.
- Support the implementation of evidence-based practice and contemporary maternity safety initiatives.
- Participate in learning from incidents, patient feedback and service reviews to support a culture of openness and continuous improvement.

Organisational Chart

Band 6 Registered Midwife Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

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Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click here for further information on the Management Essentials programme.

Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click here for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- Current NMC registration as a Registered Midwife (RM).
- Successful completion of a Midwifery Preceptorship Programme.
- Evidence of continuing professional development.
- Commitment to NMC revalidation requirements.

Desirable

- Additional qualifications relevant to maternity care.
- Practice assessor/practice supervisor preparation.

Experience

Essential

- Experience of providing care across the maternity pathway, including antenatal, intrapartum and postnatal care.
- Experience of coordinating care for women, babies and families with a range of clinical and social complexities.
- Experience of working effectively within a multidisciplinary team.
- Experience of supervising, supporting and facilitating learning for student midwives, newly qualified staff or other learners.
- Experience of prioritising and managing workload within a busy clinical environment.
- Experience of maintaining accurate and contemporaneous clinical records.

Desirable

- Experience of coordinating a clinical area or shift.
- Experience of participating in quality improvement, clinical audit or service development activities.
- Experience of supporting women and families through pregnancy loss, bereavement or complex care pathways.
- Experience of working across a range of maternity settings, including community and acute services.

Skills & Knowledge

Essential

- Demonstrates sound knowledge of contemporary maternity policy, guidance and professional standards.
- Knowledge of contemporary maternity safety initiatives and national maternity policy.
- Knowledge of risk assessment, risk management and escalation processes within maternity services.
- Understanding of human factors, situational awareness and the impact of teamworking on patient safety.
- Understanding of personalised care, informed choice and shared decision-making.
- Awareness of safeguarding responsibilities for adults, babies and children.
- Understanding of equality, diversity, inclusion and reducing health inequalities.
- Excellent communication and interpersonal skills, including the ability to conduct sensitive and challenging conversations.
- Ability to supervise, support and develop students, preceptees and colleagues.
- Ability to prioritise workload and respond effectively within a rapidly changing clinical environment.
- Competent in electronic patient record systems and clinical documentation.

- Ability to contribute to service improvement, quality improvement initiatives and implementation of evidence-based practice.

Desirable

- Knowledge of quality improvement methodologies.
- Knowledge of maternity service transformation programmes.
- Understanding of continuity of care models.

Clinical Competencies

Essential

- Competent in maternal and newborn assessment and care.
- Competent in intrapartum risk assessment and escalation of concerns.
- Competent in intermittent auscultation, cardiotocography (CTG) interpretation and appropriate escalation in accordance with local and national guidance.
- Competent in medicines management relevant to midwifery practice.
- Competent in venepuncture, cannulation and intravenous therapy.
- Competent in the recognition and management of obstetric and neonatal emergencies appropriate to role.
- Competent in recognising and escalating maternal and neonatal deterioration.
- Competent in perineal assessment and repair, including recognition and escalation of suspected obstetric anal sphincter injuries (OASI).

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: