

# Join us at UHB



Building healthier lives

# Welcome from our Interim CEO

Jonathan Brotherton



Dear Candidate,

Thank you for your interest in working with us here at University Hospitals Birmingham NHS Foundation Trust (UHB).

Please take some time to read through this application pack to gain a better understanding of our Trust in general, this role in particular, and why UHB is a great place to work.

UHB is one of the largest teaching hospital trusts in England, serving a local, regional, national, and international population. We employ around 22,000 colleagues and are committed to investing in your training, development, health and wellbeing and future career with us.

We see and treat more than 2.2 million patients every year across our four hospital sites - Good Hope, Heartlands, Queen Elizabeth Hospital Birmingham and Solihull Hospital - and through our community services and clinics. We are centres of excellence in many clinical specialties.

But it's not just our patients we invest in at UHB; we also invest in our staff. In fact, we believe we are defined by our people, not the state-of-the-art equipment or facilities we work out of. We have high standards and we want to build healthier lives for patients and our teams, wanting you to enjoy your job, and flourish in it.

To reinforce this commitment, we recently refreshed our values after hearing from over 1,400 colleagues about what made them proud to work at UHB

We will be:

**Kind:** the kindness that people show to each other every day

**Connected:** the connections we build with everyone around us

**Bold:** the ability to be bold in how we think, speak and act

We hope you find this pack useful and look forward to receiving an application from you for this role within our Trust.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J Brotherton', written in a cursive style.

Jonathan Brotherton  
Interim Chief Executive Officer

## JOB DESCRIPTION

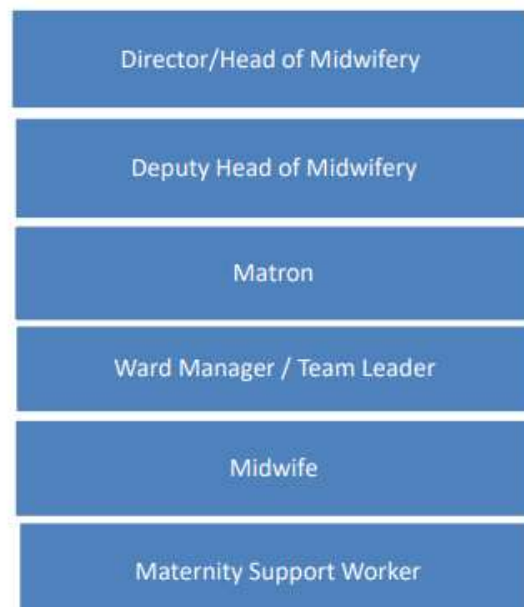
<b>Job Title</b>	Midwife
<b>Pay Band</b>	5/6
<b>Department</b>	Obstetrics
<b>Division</b>	6
<b>Reports to</b>	Midwifery Managers/Senior Midwife Manager
<b>Professionally Responsible to</b>	Senior Midwife Manager/ Director of Midwifery

### JOB SUMMARY

- The post holder will practice as a midwife within the maternity services in University Hospitals Birmingham working day duty, night duty, weekend and bank holidays and participate in on call when working in the community and continuity of care teams. The post holder will work in all areas of maternity service.
- To work as an autonomous, accountable and experienced practitioner and a lead professional in the provision of care to women and their families.
- To provide all relevant forms of specialised programmes of care and advice to women and their families, including responsibility for assessing, planning, implementing and evaluating care during the antenatal, intrapartum and postnatal period
- To practice in any area in maternity services.
- To take regular charge of a ward area/clinical case load/equivalent sphere of practice in the absence of the person with continuing responsibility.
- The post-holder is expected to supervise junior staff and to be able to teach qualified and unqualified staff, including basic and/or post-basic students

### TEAM/DEPARTMENT STRUCTURE CHART

#### ORGANISATIONAL CHART



### KEY SKILLS



- To fulfil the role of the midwife as defined by the Midwives Rules, the Code of Conduct and the World Health Organisation
- To maintain continuous professional development/clinical competency, acquiring new skills as directed by the NMC/Life Long Learning PREP
- Contribute to the development of an effective learning environment
- Contribute to effective communication networks; maintaining appropriate records as per NMC guidance
- Promote a safe environment reducing risks and promoting safe practice.
- To participate in quality assurance, CNST, risk management and on-going audit of clinical practice and guidelines.

#### **KEY RESPONSIBILITIES**

To work as a member of a small team of midwives providing full continuity of carer across the continuum of antenatal, intrapartum and postnatal care, with the expectation that a minimum of 70% of all care episodes will be delivered to those for whom you are the known or lead midwife.

- To work as an integrated midwife across both hospital and community settings on a shift system to provide holistic care to women and their families.
- To work within a flexible manner that allows you to meet the individualised needs of the women for whom you are the known or lead midwife and to provide support to team members if necessary.
- Take responsibility and utilise organisational skills for managing your own time and diary so that the full remit of your role can be covered within your contracted hours, for which you must keep a contemporaneous time sheet.
- In order to cover all intrapartum care, you are expected to take a team approach to working in an on-call pattern that covers the 24 hour, 7 day week. Arrangements should be made for regular contact as a team to discuss all women that are due to birth, those in the immediate postnatal period and any safeguarding concerns.
- Use innovative ways to ensure that all women who are assigned to a continuity of carer pathway have the opportunity to meet every midwife within the team during the course of her pregnancy.
- Strong communication skills will be integral to your role within your team, the wider maternity service and key workers, both internal and external to the organisation.
- Act as the professional lead for women, promoting the normal birthing process.
- As the lead midwife it is your responsibility to support women to navigate maternity services that meet her individualised needs. You will be required to work in close partnership with other professional colleagues to care for women with complex needs
- To maintain a professional, approachable disposition at all times with all members of staff, patients and their visitors
- Delivery culturally competent midwifery care and work in a variety of settings, undertake homebirth or hospital birth and maintain competencies for adult and neonatal resuscitation, suturing and venepuncture as appropriate
- Provide and receive complex, sensitive information, to be aware of child protection and domestic violence issues and to refer clients to relevant agencies as appropriate

#### **BUDGETARY AND RESOURCE MANAGEMENT**

#### **MANAGEMENT , SUPERVISORY, TEACHING, TRAINING RESPONSIBILITIES**

- Attend annual and other mandatory training and updating according to local and national policies and guidance

- Act as a mentor and/or assessor for all learners and service users – participating in in-house training programmes and parent education including the diverse and wider population overcoming barriers to understanding including language and cultural needs utilising tact and persuasive skills

#### RESEARCH AND DEVELOPMENT

#### EFFORT

#### TRUST VISION & VALUES

##### **DO NOT AMEND THIS SECTION**

The Trust is clear on its vision and values and aims to make sure that they are reflected in all areas of activity. Our vision is simple; building healthier lives. Our values apply to every member of staff and help us in all we do and how we do it. They are:

**Kind:** The kindness that people show to each other every day

**Connected:** The connections we build with everyone around us

**Bold:** The ability to be bold in how we think, speak and act

#### ADDITIONAL INFORMATION

This job description is designed to assist post holders with understanding what is expected of them in their role. University Hospitals Birmingham NHS Foundation Trust may ask them to undertake other duties, as required, which are not necessarily specified on the job description but which are commensurate with the grade of the post.

The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Trust policies, procedures and guidelines relating to their employment regardless of their position within the Trust.

Last Updated: ...12/8/22.....

## PERSON SPECIFICATION

<b>JOB TITLE: Midwife – Band 5</b>	
<b>TRAINING, QUALIFICATIONS AND PROFESSIONAL REGISTRATIONS</b>	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Registered Midwife on part 2 of the NMC Professional register</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<b>EXPERIENCE &amp; KNOWLEDGE</b>	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Completion of pre or post registration midwifery programme</li> <li>Return to midwifery practice</li> <li>Ability to work autonomously within professional and Trust guidelines</li> <li>Able to take the professional lead in caring for low risk women</li> <li>Knowledge of needs of high and low risk women and neonates</li> <li>Knowledge of child protection issues and when to take action</li> <li>Knowledge to competently perform and interpret fetal heart auscultation, cardiotocography</li> <li>Knowledge to safely use medical devices and other equipment required for practice</li> <li>Knowledge of legal and ethical principles in midwifery for choice, consent, client autonomy</li> <li>Knowledge to safely manage epidurals in labour</li> <li>Understanding of risk management</li> <li>Able to enter data on computer for notification of births, and patient records</li> <li>Able to collect data for statistics audit</li> <li>Able to use computer package to generate growth charts</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<b>SKILLS &amp; ABILITY</b>	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>Use appropriate moving and handling techniques ante natally, when assisting women during their chosen position, assisting women in giving birth, post operatively, for postnatal care and whilst assisting with breast feeding</li> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

<ul style="list-style-type: none"> <li>• Manual dexterity and good hand eye co-ordination for vaginal examination, venepuncture, cannulation, performing episiotomy, suturing, various injections</li> <li>• Possess good written communication skill to maintain clear, concise contemporaneous records</li> <li>• Able to write reports and format policies</li> <li>• Effective customer care skills</li> <li>• Able to speak, receive and issue instructions in English without risk of misunderstanding</li> <li>• Be able to communicate effectively via telephone, individual or within group discussion</li> <li>• Ability to proficiently utilise interpreters</li> <li>• Ability to sensitively communicate distressing information and discuss sensitive issues (i.e. Intra Uterine death, still birth, fetal abnormality, child protection issues)</li> <li>• Communicate effectively, and offer support to aggressive and distressed women/family members</li> <li>• To communicate effectively with multidisciplinary team and outside agencies</li> <li>• Take opportunities to impart knowledge at an appropriate level for health promotion, parent education and mentoring students and junior midwives</li> </ul>	
OTHER SPECIFIC REQUIREMENT	
ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> <li>• Have a high level of commitment, motivation, innovation and initiative</li> <li>• When new entrant, able to work with guidance for the preceptorship period</li> <li>• Ability to prioritise</li> <li>• Must be willing to work cross site</li> <li>• Must be able to work shifts including weekends, Bank Holidays etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Able to ask for support</li> <li>• Good problem solving and decision making skills</li> <li>• Have confidence to be an effective advocate for women</li> </ul>

