

Profile label:

Midwife Consultant

Job Statement:

1. Provides expert professional advice to clients, carers and colleagues
2. Undertakes research in a specialist area
3. Provides education and training to other staff, students
4. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups Communicates complex and highly sensitive midwifery information requiring persuasive skills, tact & empathy; presents complex information to groups of staff and students	5(a) (b)
2.Knowledge, Training & Experience	Highly developed specialist knowledge underpinned by theory and experience Professional/clinical knowledge acquired through degree/diploma in midwifery, further specialist training, experience to masters level equivalent	7
3.Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a variety of highly complex clinical problems, expert opinion may differ	5
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment/ plan and organise broad range of complex activities; formulates adjusts plans or strategies Plans for specialist service/ strategic planning for maternity for directorate, develops plans to implement changes to all areas of midwifery; university strategic review and development of education	3-4
5.Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6.Responsibility for Patient/Client Care	Develop specialised programmes of care, care packages / provide highly specialised advice concerning care Provides specialist programmes of care; provides highly specialised advice on care of clients	6(a) (c)
7.Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area / responsible for policy implementation & development for a service Develops and proposes changes to midwifery services with impact beyond own area / for a service	3/ 4
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; authorised signatory, small payments Personal use of equipment/ client valuables; signs for small items of equipment or stock	1/ 2(a) (d)
9.Responsibility for Human Resources	Teach, deliver core training, range of subjects Trains undergraduate and postgraduate students	3 (c)
10.Responsibility for Information Resources	Record personally generated information Maintains client records; records research results	1
11.Responsibility for Research & Development	Co-ordinate, implement R&D activity as job requirement/ initiate, develop R&D activities Leads research in specialist area/ member of audit, research steering group, trust wide research as integral job feature	4/5
12.Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5
13.Physical Effort	Occasional moderate effort for several short periods Assists women in labour	2(d)
14.Mental Effort	Frequent concentration; work pattern unpredictable Concentration for client care, interruptions for client, staff needs	3(a)
15.Emotional Effort	Occasional/frequent distressing or emotional circumstances Conveying unwelcome news to staff/patients	2(a)/3(a)
16.Working Conditions	Occasional highly unpleasant conditions Body fluids, foul linen	3(b)
JE Score/Band	JE Score: 579 – 632	Band 8a/8b/ 8c