

Profile label:

Midwife Higher Level

Job Statement:

1. Provides specialist midwifery care for a specific group of women e.g. drug dependent, socially excluded, special needs
2. Advises other midwives in related matters
3. Shares specialist knowledge with other groups/agencies

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; hostile, antagonistic or highly emotive atmosphere Communicates highly sensitive information to clients e.g. genetic counselling, post-termination bereavement counselling; communicates sensitive information to clients where there are significant barriers to acceptance	5(a)(c)
2.Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training to degree/ diploma level and preceptorship plus further study, experience of area of expertise	6
3.Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis & assessment, including child protection issues	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans and co-ordinates multi-disciplinary activities, case conferences	3
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 Develops specialised care programmes of midwifery care; provides highly specialised advice	6(a)(c)
7.Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Establishes practices related to midwifery and specialist area of practice/ impact on other agencies and groups.	2- 3
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control/safe use of expensive equipment Responsible for safe use of equipment/ orders supplies; safe use of equipment e.g. ultra sound equipment	1- 2(c)(e)
9.Responsibility for Human Resources	Provide practical training Provides training, workshops for midwives and others on specialist subject	2(c)
10.Responsibility for Information Resources	Record personally generated information Maintains client records	1
11.Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R & D activities; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1- 2(a)(b)
12.Freedom to Act	Broad occupational policies Works autonomously; lead practitioner.	4
13.Physical Effort	Frequent moderate effort for several short periods Assists women in labour.	3(c)
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentration on clients in labour, work pattern unpredictable	3(a)
15.Emotional Effort	Occasional/ frequent highly distressing or emotional circumstances Deals with severely challenging behaviour, giving distressing news	3(b)- 4(b)
16.Working Conditions	Frequent, highly unpleasant conditions Body fluids, foul linen	4(b)
JE Score/Band	JE Score: 481-511	Band 7