

Profile label:

Midwife Entry Level

Job Statement:

1. Provides antenatal and postnatal care to women
2. Provides intra-partum care and delivers babies
3. Participates in developmental activities/ preceptorship
4. Works autonomously within guidelines and sphere of professional practice

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates information concerning client's history, sensitive issues, clients with special needs: requires persuasive, reassurance skills	4(a)
2.Knowledge, Training & Experience	Expertise within specialism underpinned by theory Professional/clinical knowledge acquired through midwifery training; to degree/diploma level plus ongoing preceptorship.	5
3.Analytical & Judgemental Skills	Range of situations requiring analysis Judgements on a variety of clinical midwifery problems which require investigation, analysis & assessment.	3
4.Planning & Organisational Skills	Plan and organise straightforward activities some ongoing Organises own workload; plans ongoing client activities	2
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 programmes of care, care programmes; provide specialised advice in relation to care Develops programmes of midwifery care; provides midwifery advice to ante and post natal women.	5(a)(c)
7.Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May be required to comment on possible developments within department	1
8.Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; maintain stock control Personal duty of care/ security of client valuables; responsible for ordering supplies	1\2(a) (c)
9.Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ professional, clinical supervision Demonstrates own activities / supports student midwives	1\2(b)
10.Responsibility for Information Resources	Record personally generated information Maintains client records	1
11.Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1\2 (a)(b)
12.Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice & professional guidelines	3
13.Physical Effort	Occasional/ frequent moderate effort for several short periods Lifts equipment in clinic /assists women in labour	2(d)\3 (c)
14.Mental Effort	Frequent concentration, work pattern predictable/unpredictable Concentration during client examination in clinic/ concentration on clients in labour, may be unpredictable	2(a)\3 (a)
15.Emotional Effort	Occasional/frequent distressing; occasional, highly distressing emotional circumstances Baby problems / deaths, child protection issues	2(a)\3 (a)(b)
16.Working Conditions	Frequent, highly unpleasant conditions Body fluids, foul linen	4(b)
JE Score/Band	JE Score: 354-392	Band 5