

Profile label:

Midwife (Community)

Job Statement:

1. Provides a full range of health education and social care advice to women in a range of settings, pre-conceptually and ante-natally
2. Provides care in a range of environments through the intra-partum and post-natal period for women and their babies
3. Acts as a mentor for less experienced midwives and other staff
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; persuasive, motivational negotiating, training skills are required; barriers to understanding Communicates information concerning patient's history, sensitive issues, some clients with special needs: requires persuasive, reassurance skills	4(a)
2.Knowledge, Training & Experience	Specialist knowledge across a range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training; to degree/ diploma level plus preceptorship	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 & 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 packages; 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/ maintain stock control Personal duty of care/ orders supplies as required	1\2(c)
9.Responsibility for Human Resources	Demonstrate own activities to new staff or less experienced employees/ professional, clinical supervision Demonstrates own activities to new staff /mentors student midwives and others	1\2(b)
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 activity; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1\2(a) (b)
12.Freedom to Act	Broad occupational policies Works autonomously, responsible for caseload in the community	4
13.Physical Effort	Occasional/ frequent moderate effort for several short periods Assists women in labour	2(d)\3 (c)
14.Mental Effort	Occasional/ frequent concentration, work pattern unpredictable Concentration during labour, report writing	2(b)\3 (a)
15.Emotional Effort	Occasional/frequent distressing or emotional circumstances; occasional, highly distressing or emotional circumstances Difficult family situations/ baby 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: 416 – 454	Band 6