

Profile label:

Midwife (Hospital)

Job Statement:

1. Provides a full range of health education and social care advice to women in a hospital setting pre-conceptually and ante-natally
2. Assesses the full range of care needs and develops, implements & evaluates programmes of care throughout the ante-natal, 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 spheres 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 | Specialist knowledge across 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, 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 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/ handle cash, valuables; maintain stock control Personal duty of care/ responsible for client valuables; orders supplies | 1/ 2(a)(c) |
| 9.Responsibility for Human Resources | Day to day supervision; professional, clinical supervision Allocates work to staff; mentors students and midwives | 2 (a) (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 Occasional / frequently undertakes R&D activity; clinical trials | 1/ 2(a) (c) |
| 12.Freedom to Act | Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational policies Works within codes of practice, professional guidelines and policies/works autonomously; lead practitioner. | 3/4 |
| 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 | Frequent distressing /occasional highly distressing or emotional circumstances Baby problems: deaths, child protection issues | 3 (a) (b) |
| 16.Working Conditions | Frequent highly unpleasant conditions Body fluids, foul linen | 4 (b) |
| JE Score/Band | JE Score: 429 - 454 | Band 6 |