

Profile label:

Midwife Team Manager

Job Statement:

1. Day to day management of a defined area or section of the service e.g. ante natal/post natal, obstetric theatre, community
2. Provides specialist advice and expertise
3. Performs clinical midwifery duties

Factor	Relevant Job Information	JE Level
1.Communication & Relationship Skills	Provide and receive complex, sensitive information; persuasive, negotiating, training skills required Communicates information concerning patients' history, sensitive issues, some 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, experience	6
3.Analytical & Judgemental Skills	Complex facts or situations which require analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis & assessment	4
4.Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans section or department workload, including staffing	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 Provides highly specialist care during labour; provides highly specialist pre and post natal advice	6(a)(c)
7.Responsibility for Policy/Service Development	Implements policies and proposes changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Implements policies for care of women in labour, comments on proposals/proposes changes which impact beyond own area	2-3
8.Responsibility for Financial & Physical Resources	Authorised signatory; purchase of some supplies; hold delegated budget/budget holder for department, service Authorises payments; makes purchases/holds budget	3(a)(b) (d)- 4(a)
9.Responsibility for Human Resources	Day to day management; teach/ deliver specialist training Day to day management of a group of midwives; provides specialist midwifery training to a range of staff	3(a) (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 activity Completes surveys as required/undertakes complex audits	1-2a
12.Freedom to Act	Broad occupational policies Works autonomously, manages team	4
13.Physical Effort	Occasional/frequent moderate effort for several short periods Assists women in labour, lifting equipment	2(d) – 3 (c)
14.Mental Effort	Frequent concentration, work pattern unpredictable Concentrating during labour, suturing, responds to crises, emergencies	3(a)
15.Emotional Effort	Occasional/frequent distressing or emotional/occasional highly distressing or emotional circumstances Difficult family situations/ baby deaths, child protection issues	2(a) - 3(a), (b)
16.Working Conditions	Occasional/Frequent unpleasant conditions Body fluids, foul linen	3(a)/4 (b)
JE Score/Band	JE Score: 475-520	Band 7