

Profile label:

Midwife (Integrated)

Job Statement:

1. Provides a full range of health, education and social care advice to women within an integrated model of care pre-conceptually and ante-natally
2. Provides care in a range of environments throughout the inter-partum and post-natal periods 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; barriers to understanding; persuasive, motivational, negotiating, training skills 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, 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 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	Demonstrate own activities to new 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; 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	Frequent distressing or emotional circumstances; 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: 433 – 454	Band 6