

## Job description.

9/9/21

Job title	Midwife - Herefordshire
Pay rate/band	Band 5 or 6
Organisation	The Real Birth Company LTD
Location/base	Gaol Street, Hereford
Line manager	Zoe Wright
Yearly review	

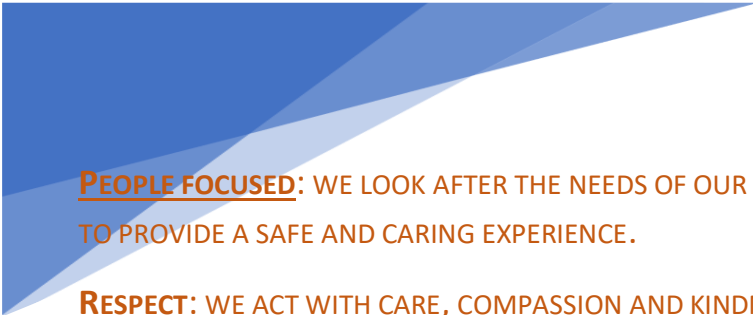
### Job purpose:

To provide professional care to post-natal women, providing evidence-based practice and clinical expertise. To make decisions with autonomy, responsibility and accountability for self and others.

To share the delivery of "LET'S TALK BIRTH", and the REAL BIRTH WORKSHOP ante-natal classes, answer questions that arise using your clinical experience and using The Real Birth Company material and course guidance.

### Values of "The Real Birth Company Ltd"

Our values support our vision and guide the behaviour of everything we do:



**PEOPLE FOCUSED:** WE LOOK AFTER THE NEEDS OF OUR CLIENTS AND COLLEAGUES TO PROVIDE A SAFE AND CARING EXPERIENCE.

**RESPECT:** WE ACT WITH CARE, COMPASSION AND KINDNESS, VALUING OTHERS' DIVERSE NEEDS

**INTEGRITY:** WE TAKE AN HONEST, OPEN, ETHICAL APPROACH TO EVERYTHING WE DO.

**DEDICATION:** WE WORK AS ONE TEAM, AND SUPPORT EACH OTHER TO MAINTAIN HIGH PROFESSIONAL STANDARDS.

**EXCELLENCE:** WE STRIVE TO CONTINUALLY LEARN AND IMPROVE, TO ACHIEVE THE BEST OUTCOMES FOR OUR CLIENTS

## **Service delivery:**

*Each midwife has a responsibility to:*

- *Maintain active registration on NMC register*
- *Always act in accordance with “THE CODE”, (NMC 2015)*
- *Use the guidance documents within the organisation; work to up-dating, challenging, and adapting these when required.*
- *Promote the individual needs of the woman and her family, acknowledging personal preferences, rights, and choices that they make.*
- *Promote anti-discriminatory practice and respect for personal value and identity.*
- *Give care with compassion, kindness and positivity, adhering to high standards of behavior and performance.*
- *To ACT on concerns about the welfare of the mother or baby. To use the Hereford safeguarding guidance, and TRBC safeguarding guidance if there are causes for concern. To maintain effective and sensitive communication liaising with statutory agencies and the family involved.*
- *Respond appropriately to urgent and emergency situations, using your clinical judgement and liaising with others.*
- *Maintain personal standards of health and hygiene.*
- *Maintain a high standard of infection prevention and control. Be personally accountable for your actions and your own compliance in relation to current Infection Prevention & Control guidance and advice.*
- *Report any issues which you consider to be a risk to the health and safety of yourself or others.*
- *Input and maintain accurate records on episodes of care given to women using the agreed software package.*
- *Learn and use The Real Birth Company electronic records system and resolve user issues and errors within the electronic information system as they arise.*
- *When delivering the postnatal service to be mindful of using “The lone worker policy” and to take action to minimize any personal risk to their self in delivering the service.*

## **DUTIES:**

1. Providing antenatal classes to clients.
2. Discussing in-depth birth planning with antenatal clients.
3. Providing and assessing post-natal health and wellbeing examinations for the mother.
4. Providing and assessing health and wellbeing examinations for the newborn baby.
5. Advising and supporting parents in the daily care of their newborn baby.
6. Providing feeding support to new parents.
7. Helping parents to cope where and if appropriate with late miscarriage, termination, stillbirth, and neonatal death.
8. Write as far as is possible -contemporaneously and use electronic software package.

9. Keep any equipment required clean and ready for use. Take action to calibrate this equipment (when necessary) and ensure that it is stored and kept in good working order.
10. Assist with the maintenance /or creation of guidelines to provide safe and effective care.

**MAIN ACTIVITIES/DUTIES:**

1. The main role and duties surround providing postnatal care. Within the role, there is an element of teaching antenatal classes -LET’S TALK BIRTH and the REAL BIRTH WORKSHOP - both to the clients who uptake a postnatal package with the addition of either antenatal class element, or couples who come to LET’S TALK BIRTH or THE REAL BIRTH WORKSHOP antenatal classes without the postnatal package. The postnatal package will include an antenatal birth planning appointment in the client’s home.
2. After the client has given birth and been discharged home to our care, The Real Birth Company midwife will attend the clients home to give postnatal care and support the new parents. This will include newborn health check, feeding support and information, weight assessment of the baby, national neonatal screening, and both physical and mental health assessments for the mother.
3. Help to support the early days of breast feeding and dealing with feeding concerns. Referral to the lactation consultant when necessary.
4. Signposting, communicating and referral to the appropriate health professional if there is a medical concern that needs escalation and action.
5. Documentation of all episodes of care, any information given and the plans to alleviate any problems that arise. Electronic notes will be accessible to the client through their phone. At the point of discharge from The Real Birth Company postnatal care to the Health Visitor and G.P, these notes will be safely and securely shared with their G.P and Health Visitor.

**KEY SKILLS and BEHAVIOURS:**

***Strong interpersonal and communication skills both in normal and in complex situations.***

***Kindness and compassion.***

***Ability to deal with emotionally charged situations.***

***Strong observational and excellent clinical skills.***

***An ability to solve problems and make decisions.***

***Exercise professional judgement and be accountable for this.***

***Good/excellent teamworking skills.***

***An ability to manage own workload.***

***Flexibility and an ability to adapt.***

***Courage to speak up and challenge in a constructive manner.***

***Ability to work and communicate effectively with a) people from different backgrounds, b) other members of the team.***

***Ability to follow instructions and procedures.***

***Ability to reflect and put forward changes that make outcomes positive for clients***

**Managerial/leadership:**

- Plan and prioritize your workload and support others where necessary.
- Maintain accurate documentation and report any concerns to The Real Birth Company lead.
- Communicate with other members of The Real Birth Company team, and value their worth within the team.
- Contribute to the development and review of the service, seeking feedback from client users.
- Ensure a healthy, safe, and secure working environment.

**Learning/Education:**

Take responsibility for your own learning and development. Recognize and take advantage of all the opportunities to learn from e.g.:

- reflection on families that you care for, - seek insight into your strengths and weaknesses
- Share and explore situations that expose where more knowledge is needed
- Maintain a personal professional portfolio of learning.
- Complete mandatory learning in a timely manner.

**REFERENCES:**

Wright Z, Williams P, 2021 "Midwife for The Real Birth Company Ltd"; Job description.

Mid Cheshire Hospitals NHS Foundation Trust: Midwife job description

NMC . 2015 "The Code": professional standards of practice and behaviour for nurses, midwives and nursing associates.