

National profiles for Midwifery

Profile Suite and Label	Midwifery: Band 4
Job Statement	<ol style="list-style-type: none"> 1. Assists the midwife in providing physical, social and psychological support to clients, newborns and their families. 2. Undertakes a range of delegated clinical care duties in a variety of settings and implements basic care packages under the supervision of the midwife. 3. May supervise maternity support workers. 4. Provides detailed advice on health promotion issues eg smoking cessation and feeding.

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding,</p> <p>Communicates condition related information to clients and their families: provides empathy, reassurance</p>	4 (a)	32
2.	Knowledge, Training & Experience	<p>Understanding of a range of work procedures and practices, the majority of which are non-routine, which require intermediate level theoretical knowledge. This knowledge is normally acquired through formal training or equivalent experience.</p> <p>Knowledge of maternity care procedures and practices; acquired through vocational qualification level 3 plus additional training to undergraduate diploma level equivalent, or equivalent through short courses, experience.</p>	4	88
3.	Analytical & Judgemental Skills	<p>2 - Judgements involving facts or situations, some of which require analysis.</p> <p>Skills for deciding how best to implement care programme</p> <p>Or</p> <p>3 - Judgements involving a range of facts or situations, which require analysis or comparison of a range of options. acts or situations, some requiring analysis/facts or situations requiring analysis, comparison of a range of options</p> <p>Assessment of individual client and babies' condition, e.g., recognise and report to midwife potential signs of jaundice</p>	2 - 3	15-27
4.	Planning & Organisational Skills	<p>Planning and organisation of straightforward tasks, activities or programmes, some of which may be ongoing.</p> <p>Organises, prioritises and adjusts own workload in relation to client care eg, organising feeding support, smoking cessation clinics and home visits, parent craft classes</p>	2	15
5.	Physical Skills	<p>The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</p> <p>Dexterity, co-ordination for taking blood, e.g. independently undertake insertion and removal of intravenous cannula, removal of urinary catheter or the removal of wound sutures/</p>	3(b)	27
6.	Patient/Client Care	<p>Implements clinical care/care packages</p> <p>Implements maternity care designated by a midwife programmes, including providing advice e.g. care of mother and baby in relation to</p>	4(a)	22





		healthy lifestyles, feeding support, public health, safeguarding, neonatal jaundice		
7.	Policy/Service Development	Follows policies in own role which are determined by others; no responsibility for service development, but may be required to comment on policies, procedures or possible developments. May comment on proposed changes to policies	1	5
8.	Financial & Physical Resources	1 - Observes personal duty of care in relation to equipment and resources used in course of work. Safe use of equipment Or 2(b) responsible for the safe use of equipment other than equipment which they personally use, Assembles/dismantles surgical equipment And/or 2(c) responsible for maintaining stock control and/or security of stock, Orders supplies,	1-2 (b, c)	5-12
9.	Human Resources	1 - Provides advice, or demonstrates own activities or workplace routines to new or less experienced employees in own work area. May demonstrate own duties to less experienced staff Or 2(a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service supervises other MSWs and support staff, as delegated.	1-2(a)	5-12
10.	Information Resources	Record personally generated information Updates client records	1	4
11.	Research & Development	Undertakes surveys or audits, as necessary to own work; may occasionally participate in R & D, clinical trials or equipment testing. May participate in R&D, clinical trials	1	5
12.	Freedom to Act	Is guided by standard operating procedures (SOPs), good practice, established precedents and understands what results or standards are to be achieved. Someone is generally available for reference and work may be checked on a sample/random basis. Follows procedures and care plan, may work alone, supervision and advice available	2	12
13.	Physical Effort	2(a) There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time, Assisting with feeding or 3(a) There is a frequent requirement to exert light physical effort for several long periods during a shift, Moving clients, lifting equipment, weigh baby, assisting with feeding And/Or 3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift. Moving clients, lifting equipment, weigh baby, assisting with feeding NB Panels must assess the extent of the effort required for these activities and how often they are undertaken.	2(a) – 3(a,c)	7-12



14.	Mental Effort	There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention, Concentration on client care, observations	2(a)	7
15.	Emotional Effort	2(a) Occasional exposure to distressing or emotional circumstances, Dealing with difficult family circumstances, occasional exposure to safeguarding issues or severely challenging clients or family behaviour Or 3 (a) Frequent exposure to distressing or emotional circumstances, Frequent exposure to safeguarding issues or severely challenging clients or family behaviour or 4(a) Occasional exposure to traumatic circumstances, r Baby death or congenital abnormalities	2(a), 3(a), - 4(a)	11-25
16.	Working Conditions	4 (b) frequent exposure to highly unpleasant working conditions. Body fluids, faeces, vomit, smells and foul linen	4b	18
JE Score 278-323			Band 4	