

Profile Suite and Label	Midwifery Band 8c-d
Job Statement	<p>1. Provide professional advice and specialist knowledge to clients, carers and colleagues</p> <p>2. Responsible for service development/redesign in own area of expertise</p> <p>3. Undertakes clinical audit, research in a specialist field</p> <p>4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field.</p> <p>5. Ensures the maintenance of clinical excellence</p>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>5(a) Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p>or</p> <p>5(b) Presenting complex, sensitive or contentious information to a large group of staff or members of the public</p> <p>Communicates complex midwifery issues to large groups</p>	5a 5b	45
2.	Knowledge, Training & Experience	<p>Advanced theoretical and practical knowledge of a range of work procedures and practices</p> <p>Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent</p>	8	240
3.	Analytical & Judgemental Skills	<p>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</p> <p>Judgements on a variety or highly complex clinical problems e.g. Serious clinical incidents where expert opinion will differ</p>	5	60
4.	Planning & Organisational Skills	<p>4 Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies</p> <p>Responsible for service development, education, training in specialist field</p> <p>5 Formulating long-term, strategic plans, which involve uncertainty, and which may impact across the whole organisation.</p> <p>Responsible for strategic planning for specialist service for region, impacting on external agencies</p>	4 5	42 60
5.	Physical Skills	<p>3(a) Developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy.</p>	3(a) 4	27 42

		<p>This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures</p> <p>4 Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births</p>		
6.	Patient/Client Care	<p>6(a) Develops specialised programmes of care/care packages Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>or</p> <p>6(c) Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>Or</p> <p>6(d) Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service Accountable for specialist area of midwifery</p>	6a,c,	30
7.	Policy/Service Development	<p>4 Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity Develops new midwifery practices for a service</p>	4	32
8.	Financial & Physical Resources	<p>2(b) Responsible for the safe use of equipment other than equipment which they personally use Responsible for ensuring the safe use of specialist equipment</p> <p>or</p> <p>2(d) Authorised signatory for small cash/financial payments Authorised signatory less than £1,000</p> <p>or</p> <p>3(a) Authorised signatory for cash/financial payments Authorised signatory £1,000 or more</p>	2b,d 3a	12 21

9.	Human Resources	<p>3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training Provides specialist midwifery training to a range of staff</p> <p>Or</p> <p>4(b) Responsible for the teaching or devising of training and development programmes as a major job responsibility Develops education programmes</p>	3c 4b	21 32
10.	Information Resources	<p>Record personally generated information Maintain client records</p>	1	4
11.	Research & Development	<p>3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement Continuing involvement for at least some part of every working week (20 per cent or more per week on average)</p> <p>4 Responsible for co-ordinating and implementing R&D programmes or activity as a requirement of the job Take overall control of a local, regional or national programme, which may be managed elsewhere. It also includes project management of R & D activities</p> <p>5 Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing R&D programmes or activities, which support the objectives of the broader organisation Research steering group developing trust wide research</p>	3 4 5	21 32 45
12.	Freedom to Act	<p>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted Responsible for establishing how policies should be interpreted</p>	5	45
13.	Physical Effort	<p>2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Assists women in labour</p> <p>or</p> <p>3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift Assists clients in labour</p>	2d 3c	7 12
14.	Mental Effort	<p>There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable</p>	3a	12
15.	Emotional Effort	<p>3(a) Frequent exposure to distressing or emotional circumstances Difficult family situations eg. Congenital abnormalities</p> <p>3(b) Occasional exposure to highly distressing or highly emotional circumstances</p>	3a,b 4(b)	18 25

		Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues		
		4(b) Frequent exposure to highly distressing or highly emotional circumstances Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues		
16.	Working Conditions	3(b) Occasional exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smells and foul linen or 4(b) Frequent exposure to highly unpleasant working conditions. Body fluids, faeces, vomit, smells and foul linen	3b 4b	12 18
JE Score 637-732			Band 8c-9	