

<b>Profile Suite and Label</b>	<b>Midwifery Band 7a</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides specialist midwifery care for a specific group of clients or defined area of activity e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</li> <li>2. Advises other midwives in related matters</li> <li>3. Shares specialist knowledge with other groups/agencies</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>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</b>            Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p>or</p> <p><b>5(c) Providing and receiving complex, sensitive, or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</b>            Communicates complex/sensitive/contentious to clients where there are significant barriers to acceptance</p>	5ac	45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b>            Professional/clinical knowledge acquired through midwifery training to degree level or equivalent experience and preceptorship plus further study / experience of area of expertise at a postgraduate diploma level</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b>            Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b>            Plans and co-ordinates multi-disciplinary activities, case conferences</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b>            Skills required for palpation, suturing and births</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>6(a) Develops specialised programmes of care/care packages</b></p>	6ac	39

		<p>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><b>6(c) provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b> 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>		
7.	<b>Policy/Service Development</b>	<p><b>2 Implements policies for own work area and proposes changes to working practices or procedures for own work area</b> Establishes practices related to midwifery and specialist area of practice</p> <p>or</p> <p><b>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity</b> Develops new midwifery practices, which impact on other disciplines</p>	2-3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>1 Observes personal duty of care in relation to equipment and resources used in course of work</b> Careful use of communal equipment and facilities</p> <p>Or</p> <p><b>2 (a) Regularly handles or processes cash, cheques, patients' valuables</b> Receive and store patient valuables</p> <p>or</p> <p><b>2 (b) responsible for the safe use of equipment other than equipment which they personally use</b> Dismantle and assemble equipment for use by others, use of equipment by others e.g. use of hoists, surgical equipment</p> <p>or</p> <p><b>2(c) responsible for maintaining stock control and/or security of stock</b> Maintain stock control, order supplies</p>	1-2abc	5-12
9.	<b>Human Resources</b>	<p><b>2(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</b> Provides training, workshops for midwives and others on specialist subject</p>	2c	12
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b> Maintains client records</p>	1	4

11.	<b>Research &amp; Development</b>	<p><b>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&amp;D, clinical trials or equipment testing.</b> Occasionally undertakes audits</p> <p><b>or</b></p> <p><b>2(a) Regularly undertakes R&amp;D activity as a requirement of the job</b> Regularly undertakes R&amp;D activity including one-off audits designed to improve a particular area or service</p> <p><b>or</b></p> <p><b>2(b) Regularly undertakes clinical trials</b> Active participation in clinical trials</p>	1 – 2 (a)(b)	5-12
12.	<b>Freedom to Act</b>	<p><b>Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points</b> Jobholder has significant discretion to work within a set of defined parameters. This applies, for example, to those who are the lead specialist or section/department manager</p>	4	32
13.	<b>Physical Effort</b>	<p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> Assists clients in labour</p>	3c	12
14.	<b>Mental Effort</b>	<p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable</p>	3a	12
15.	<b>Emotional Effort</b>	<p><b>3(b) Occasional exposure to highly distressing or highly emotional circumstances</b> Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p> <p><b>or</b></p> <p><b>4(b) Frequent exposure to highly distressing or highly emotional circumstances</b> Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p>	3b - 4b	18-25
16.	<b>Working Conditions</b>	<p><b>Frequent exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen</p>	4b	18
<b>JE Score 481-511</b>			<b>Band 7</b>	