

Practice Development Midwife

Department:	Women & Children	
Section:	Maternity	
Reports to:	Lead Midwife	
JE Ref:	HCS1129	
Grade:	NM06	JE Date: 26/07/2022

Job purpose

The post holder will provide professional leadership and be accountable for the management and co-ordination of specific practice development initiatives in line with organisational priorities and care group specific objectives, to establish, develop and promote high standards of care within maternity services. This midwife will provide expert advice and guidance to the multi professional team and promote high quality evidenced based care.

Job specific outcomes

This role involves supporting all practitioners in the provision of care, advice and guidance to patients, relatives and staff relating to service objectives to provide positive patient care outcomes and will involve working collaboratively with members of the multidisciplinary team. The post holder will establish, maintain, and monitor outcomes and provide assurance metrics in line with Health & Community Services (HCS) quality agenda and the risk and governance agenda within the maternity service. This role will support all staff including new starters, preceptor midwives, midwives on development plans and any education or training initiatives within the department, organisationally and support any education or training initiatives in line with professional and regulatory standards. This will include all areas of maternity care including community services.

- 1ST Level Registered Midwife
- 5 years post qualifying experience including 3 years recent experience in specialty area
- Relevant post qualifying speciality award
- Teaching or Mentorship award/qualification
- Working towards 120 credits at Level 7 (Post Grad/Masters equivalent)

Statutory responsibilities

The post holder will demonstrate a thorough knowledge of the guidelines of the NMC Code (2015) and Standards of Proficiency for Midwives (2019) and apply these to maintain trust and credibility with patients, and colleagues.

The post holder will demonstrate vision and provide professional leadership and accountability for a specialised service.

The post holder will keep fully up to date in developments within own professional discipline and maintain an awareness of developments in clinical and midwifery practice generally and will disseminate knowledge and experience to ensure that evidence-based practice is evident throughout improve patient

care.

The post holder will exercise leadership to support and inspire colleagues and provide expert advice and guidance to the multi-disciplinary team, employing change management skills as appropriate.

The post holder will balance clinical/educational responsibilities to maintain professional competence and sustain the authority of professional expertise.

The post holder will maintain a professional portfolio which demonstrates the continuing acquisition of skills, knowledge, attitudes, understanding and achievement.

Nursing/Midwifery Practice

The post holder will promote a culture of evidence-based practice by contributing to developing and maintaining protocols, documentation, systems, key performance indicators, standards policies and guidelines consistent with the requirements of Clinical Governance.

The post holder will deliver a client-based service demonstrating a high degree of personal and professional autonomy and provide individual patient/carers through all aspects of a treatment programme, providing a ready means of access and advice; and may be required to act in the capacity as an independent and supplementary prescriber.

The post holder will work at the forefront of practice innovation to enhance nursing practice and will challenge professional and organisational boundaries in the interest of patients and clients.

The post holder will ensure all principles of infection prevention and control are embedded within the ward/departmental area, will demonstrate effective infection prevention and challenge poor practice.

The post holder takes responsibility for the safeguarding and welfare of all children, adults and/or families within their care and contact. He/she shall be aware of and comply with all safeguarding policies and procedures

The post holder will show a keen appreciation of national and international standards and evaluate local practice against benchmarking characteristics of best practice in line with the Jersey Care & Accreditation System (JCAAS) and the overall quality assurance agenda.

Team Management, Building and Working

The post holder will create and maintain effective networks which are capable of facilitating complex cross boundary and inter-agency working.

The post holder will develop and maintain collaborative working relationships with other relevant professionals and disciplines, leading multi-disciplinary team as required.

The post holder will promote multi-disciplinary team working and demonstrate ability to maximise team ability, leading by example.

Resource Management

The post holder will create a “value for money” culture which encourages self-sufficiency and flexibility of working practices to provide the most cost-effective care. The post holder will ensure the timely and accurate production of information and reports, using a range of IT skills.

Education, Training and Development

The post holder will disseminate clinical knowledge and expertise in specialty throughout the organisation.

He/she will actively develop and participate in Education, Training and Development Programmes and will utilise principles of teaching and learning in the education of patients, carers and colleagues.

The post holder will participate in Staff Induction Programmes and will assist junior staff to identify and meet their learning objectives this will include students following NMC approved programmes and newly qualified midwives following preceptorship programmes.

The post holder will ensure allocation of time to staff to enable compliance with all HCS mandatory training including Infection Control.

Clinical Audit and Research

The post holder will demonstrate research experience, critical analysis skills, and the application of research into practice by creating and maintaining a culture which uses clinical audit and research to improve patient outcomes and promote best practice.

The post holder will benchmark own service against existing national standards and will disseminate research findings locally, nationally and internationally and actively engage in the JCAAS quality assurance system.

The post holder will support individuals and clinical teams in the development of specific audit activity in line with organisational and speciality specific objectives, creating reports and delivering findings in order to create a culture of learning and change. These will include establishing action plans and monitoring successful changes in practice.

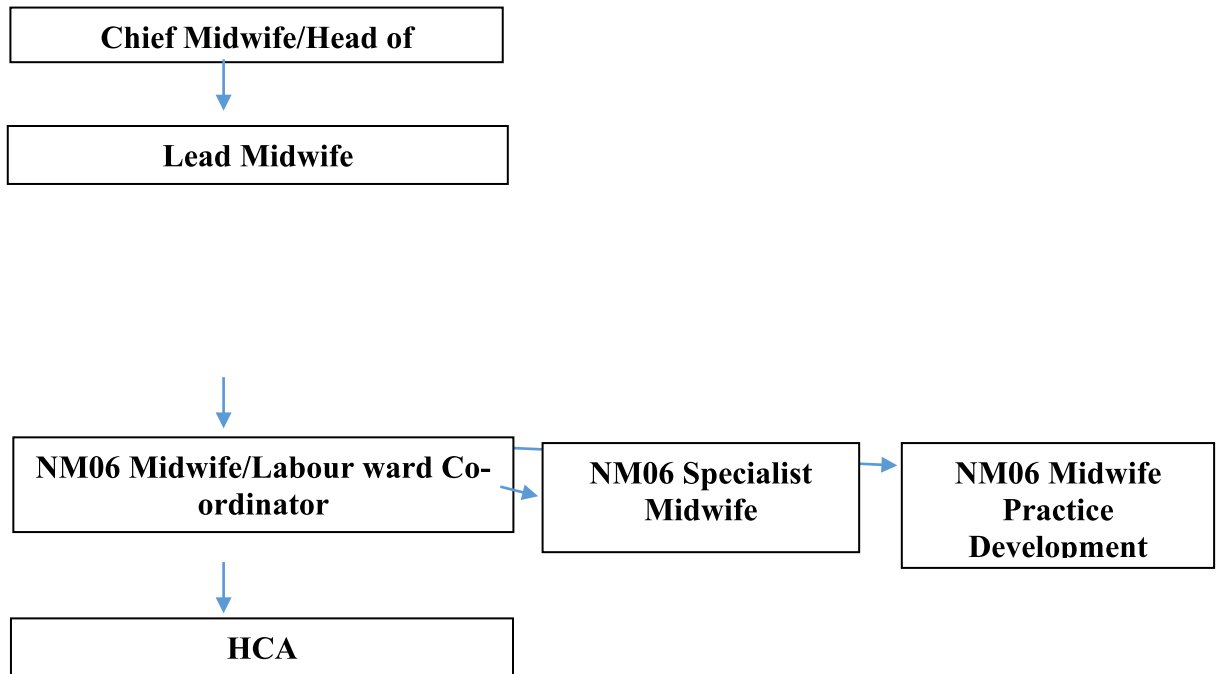
NB: The above does not purport to be an exhaustive list of duties but is intended to indicate the range and type of duties required. The duties of the post may alter to reflect changing practices within the service.

Organisational structure

One Government Departments



Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<ul style="list-style-type: none"> • 1st level Registered Midwife • Teaching /mentorship award or qualification • Has a 1st Degree in a midwifery /health related field • Evidence of current post graduate study towards an MSC in Clinical practice or equivalent • Proven Teaching and assessing skills. 	<ul style="list-style-type: none"> • MSc in Clinical Practice or equivalent • Post graduate certificate in Education
<p>Knowledge</p>	<ul style="list-style-type: none"> • Has 5 years post qualifying experience • Has generalist and specialist knowledge and skills within Midwifery/ability to practice and support colleagues in all areas of Midwifery services. • Experience working across professional disciplines and levels within an organisation • Experience of policy development • Experience in collating, interpreting and analysing data and produce clear, concise reports. Maintain accurate staff training records. • Ability to inspire confidence in others and demonstrate strong leadership abilities and act as a 	<ul style="list-style-type: none"> □ Has previous experience in a Practice Development role

	<p>positive role model.</p> <ul style="list-style-type: none"> • Knowledge and experience of teaching both in a formal and informal setting • Be able to create a suitable environment for efficient team working • Engage with practice assurance team and support JCASS 	
<p>Technical / Work-based Skills</p>	<p><input type="checkbox"/> Proficient with Microsoft Office (<i>i.e.</i>, Word, Excel and PowerPoint), and IT systems e.g. electronic care records.</p>	<p><input type="checkbox"/> ECDL</p>
<p>General Skills/Attributes</p>	<ul style="list-style-type: none"> • Flexible approach to working hours & practices across the full range of clinical shifts • Professional appearance & behaviour • Good previous attendance record • A team player able to work well with others & demonstrate commitment to team and organisational objectives and changes in practice • Excellent verbal and non-verbal communication and interpersonal skills, able to deal with stressful and conflict situations 	

	<p>demonstrating tact, diplomacy, persuasion as well as authority</p> <ul style="list-style-type: none"> • Ability to work effectively in a busy environment and able to influence and drive change • Ability to problem solve, anticipate and forward plan across a range of situations, in a positive, collaborative manner • Active listener, assertive, articulate and flexible in approach. • Able to work independently <p>Displays personal integrity.</p>	
Experience		