

SPECIALIST MIDWIFE (BEREAVEMENT)

Candidate Pack



Job Summary

This summary has been generated using AI to provide a clear and accessible overview of the role. It is intended to support candidates who may find the full job description harder to read, such as those who are neurodiverse, have learning disabilities or lower literacy levels. Our goal is to make the application process more accessible and inclusive for everyone

- Support women and families who experience pregnancy loss or the death of a baby, offering care, advice, and emotional support.
- Work with another Specialist Midwife to provide a 7-day bereavement service and help develop a high-quality service at SaTH
- Lead and guide midwives, nurses, and other staff, making sure care standards are met and best practices are followed.
- Deliver training and education to staff about baby loss and bereavement care.
- Work closely with other health professionals and external organisations to ensure families receive the right support.
- Help improve bereavement services by developing plans, reviewing care, and listening to feedback from parents

Job Description

Job title:	Specialist Midwife (Bereavement)
Grade:	AfC Band 7
Site:	The Princess Royal Hospital, Telford with cross site working expected
Accountable to:	Women and Children's Quality Divisional Governance Lead
DBS required:	Yes

Job Purpose

The Specialist Midwife will be an expert specialist midwife and have overall responsibility, along with the partner specialist midwife for bereavement for the provision of care, support and practical advice to women and their families experiencing pregnancy loss and the death of a baby. The post holder will work alongside another Specialist Midwife for Bereavement to ensure the provision of a 7-day bereavement service and the development of a first class bereavement service at SaTH.

Act as a positive role model and provide sound professional knowledge and leadership to all members of the multi-disciplinary team within the maternity services. The successful post holder will be a practicing midwife who will lead and work within the Women's and Children's Care Group. They will provide individualised care to women and their families experiencing loss.

The Specialist Midwife will provide clinical leadership within the maternity and neonatal services and deliver an education programme around baby loss and bereavement care and support to all health professionals.

The aim of this role is to ensure a coordinated approach to providing seamless bereavement care and support to women and their families.

The post holder will be responsible for the development of a bereavement service plan to respond to the Independent Maternity Review recommendations, working in partnership with other Specialist midwives.

The midwife works as part of the multidisciplinary team, liaising with professionals who impact on the care and management of clients, creating and maintaining a positive learning environment in order to maximise the full potential of staff.

Main Duties and Responsibilities

The job holder will be expected to:

- To lead and deliver a high-quality bereavement support service to women and their families following pregnancy loss or baby death with the maternity and neonatal service 7 days a week.
- Provide effective clinical leadership and support to all midwives, neonatal nurses and students.
- Lead and support staff, setting standards of care in the provision of information and practical advice to parents experiencing termination of pregnancy for fetal anomaly, stillbirth and neonatal death.
- To participate in the development and implementation of policies, guidelines and patient information.
- To actively participate in quality assurance, feeding back through governance structure after implementing learning outcomes from incidents raised, ensuring a mechanism is in place to enable parents to feedback their experience into this process.
- To actively participate in forums and meetings in relation to the role as required and partnership working with external agencies including the Registrar of Births and Deaths, the Coroner, Primary Care team, Hospital Chaplaincy, Mortuary staff and other local and national counselling and support organisations such as SANDS (Stillbirth and Neonatal Death Society).
- To maintain accurate documentation / record keeping for bereaved women and their families.
- To ensure clinical skills are maintained.
- To ensure families are given information on national and local bereavement charities and support organisations such as SANDS (Stillbirth and Neonatal Death Society), ARC (Antenatal Results and Choices) and CBUK (Child Bereavement UK).

- Demonstrate a high level of commitment to research, audit and education in the clinical area. Identify and disseminate research findings related to Perinatal Bereavement and participate in research projects when required
- To provide and deliver a comprehensive bereavement training and education programme to inform all staff within the multi-disciplinary team of current best practice in bereavement care.
- Working alongside the obstetric team to deliver the Rainbow Clinic Service. to support families throughout their subsequent pregnancy after loss.
- To comply with the requirements of the current perinatal surveillance data collection schemes MBBRACE-UK and CDOP and the review process i.e. PMRT, MNSI, to support the quality governance team in ensuring the requirements are met.
- Actively participate in the PMRT process particularly with parental engagement.
- Attend de-brief meetings to support the parents and support staff.
- Act as a role model for midwifery practice to all midwifery staff within the care group.
- Act on, investigate and report complaints, incidents and accidents to the Women and Children's Quality Divisional Governance Lead
- To contribute to the development, completion and audit of all relevant National Service Frameworks and other national initiatives.
- To work with the multi-disciplinary team to continuously improve the quality of bereavement care and support, safeguarding high standards of care by creating an environment in which excellence in clinical practice flourishes.
- Participate and have an active role within the LMNS and to work with the MNSIA.

Clinical / Professional

- Act as a clinical role model for effective clinical leadership enabling and facilitating others to take forward initiatives relating to bereavement care such as the National Bereavement Care Pathway and continuity of carer.
- Work collaboratively with other professional groups to maximise development opportunities and inter-professional learning opportunities.
- Maximise opportunities to share good practices and innovations with colleagues locally and nationally.
- Contribute to the development of a learning organisation, alerting the appropriate parties to resource issues which may affect this.
- Identify own training and professional development needs to maintain clinical credibility.
- Counsel families regarding post mortem and obtain consent if PM agreed by family.
- Influence and nurture positive attitudes and behaviours within the teams and wider multidisciplinary team.

- Ensure that midwifery practice is in keeping with current research and appropriate for the individual woman and participate in the development of implementation of research-based midwifery practice.

Education and Development

- Work within the statutory framework governing midwifery practice. Act as a role model by providing strong leadership and maintaining a high standard of professional expertise and conduct.
- Be proactive in conducting audit and participate in the development, monitoring and audit of standards of care.
- Ensure care given to women and their families is in keeping with agreed local policies and with due regard to the NMC Code.
- Maintain accurate, legible and contemporary records in accordance with NMC Code, ensuring all staff understand their accountability.
- Follow NMC guidance on professional Duty of Candour.
- Maintain and develop own professional competence and be responsible for own statutory requirements.
- Maintain and develop own clinical skills to provide quality care and lead the team, giving training and support.
- Supervise and support the development of less experienced staff within the clinical areas to provide supervision and facilitate opportunities for practical and theoretical educational development.
- To provide mentorship and preceptorship to midwives and students in a supportive environment for learning and development.
- Provide suitable learning environment for all learners and engage in clinical teaching to ensure all learning needs are met.
- Continually demonstrate evidence of developing clinical and managerial knowledge and expertise.

Research and Practice Development

- Promote research/evidence-based practice and audit outcomes to inform clinical practice and set clinical standards.
- Instigate, contribute to and lead research initiatives and clinical audit programmes as appropriate

Quality Management

- Facilitate the development, implementation, monitoring, evaluation and audit of nursing/midwifery policies, protocols, guidelines and standards

ensuring that they meet current practice and professional regulations relating to bereavement care

- Act as a resource for staff to access and raise awareness of national and local policies that will impact upon them and affect the delivery of patient care.
- Ensure that quality standards are set and monitored and that clinical risk management and clinical audit are an integral part of practice developments.
- Facilitate and support the implementation of national and local quality initiatives to improve service delivery e.g.
 - National Bereavement Care Pathway and Maternity Experience Bereavement Measure
 - Saving Babies Lives Care Bundle
 - Maternity Improvement Plan and Independent Maternity Review recommendations
 - CNST Incentive Scheme Standards
- Establish effective communication and good working relationships with multi-professional colleagues within the Trust to support effective service delivery.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registered Midwife Degree or equivalent experience 	<ul style="list-style-type: none"> Experience working at Band 7 Certificate in counselling
Experience	<ul style="list-style-type: none"> Demonstrates specialist knowledge in areas related Bereavement Care Awareness of current issues and development within Bereavement Services Knowledge of clinical governance and risk management 	<ul style="list-style-type: none"> Example Example Example Relevant teaching qualification Competence in postmortem consent Experience in report writing
Knowledge and skills	<ul style="list-style-type: none"> A sound knowledge of current national bereavement policy and strategy Able to demonstrate practice in all midwifery areas 	<ul style="list-style-type: none"> Evidence of project management and change management
Other	<ul style="list-style-type: none"> Ability to support families through bereavement and provide community support Awareness of process for reporting for example PMRT, MBBRACE-UK CDOP, MNSI Link with stakeholders supporting families for example MNISA Understanding and demonstration of the Trust Values 	<ul style="list-style-type: none"> Working with external organisations and groups

General conditions

As they undertake their duties, all our people are required to uphold and demonstrate the Trust's core values of: Partnering, Ambitious, Caring and Trusted. Collaboration and partnership are also central to our approach in delivering our fundamental activities of patient care, teaching, and research.

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work;
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to;
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself;
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff;
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development;
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential and sensitive nature of information collected within the NHS. Whilst you are

employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct;
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates;
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of

Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

NHS Sexual Safety Charter

The Trust is committed to ensuring that all employees work in an environment that is safe, inclusive, and free from sexual misconduct, harassment, and discrimination. As a signatory to the NHS Sexual Safety Charter, the Trust upholds a zero-tolerance approach to sexual harassment and supports anyone affected by inappropriate behaviour. In accordance with the Workers Protection (Amendment of Equality Act 2010) Act 2023, the Trust has a statutory duty to take reasonable steps to prevent sexual harassment of its employees. All staff, are required to treat others with dignity and respect at all times and to cooperate with Trust policies, procedures and training designed to maintain a culture of safety, professionalism, and mutual respect.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.

Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust aims to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

To support this, we have developed the SaTH Improvement Method, a structured approach to change that provides practical tools and techniques to help you understand what success looks like with clear aims, enables you to measure progress and plan meaningful improvements.

You won't be doing this alone. Whether you're new to improvement or already leading change, the Improvement Hub is here to guide you with expert advice, hands-on support, and a wide range of training opportunities to help you grow and thrive throughout your time at SaTH whilst making improvements in your area of

work. Join us in shaping a culture of continuous improvement, where every colleague is supported to make a difference.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is an Equal Opportunities Employer, fully committed to fostering an inclusive workplace where all staff feel valued and able to thrive. We believe that a diverse workforce, reflective of our community, is essential for delivering the best patient care.

We will not discriminate against any job applicant or colleague based on any protected characteristic, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, ethnic or national origin), religion or belief, sex, or sexual orientation. Selection for appointment, training, development, and promotion will be based purely on merit and the individual's ability to meet the role requirements.

As a post-holder, you have a personal responsibility to uphold the Trust's commitment to equality by treating all colleagues and patients with respect and dignity. You must actively support measures introduced to ensure equality of opportunity and will not discriminate, harass, or bully others, or condone such behaviour.

