

PRECEPTORSHIP MIDWIFE

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.

- This role involves caring for women and their babies during pregnancy, birth and after delivery.
- You will mainly work in hospital wards and birth centres, with some time spent in clinics and the community.
- You will give advice, support and education to help families stay healthy and make informed choices.
- You will work with other health professionals to make sure care is safe and personal.
- You will follow professional rules and take part in training to build your skills and confidence.
- You will help improve services and support student midwives as you gain experience.

Job Description

Job title:	Preceptorship Midwife
Grade:	5
Site:	The Princess Royal Hospital
Accountable to:	Matron
DBS required:	Enhanced

JOB OVERVIEW

The midwife will provide a full range of midwifery care, including health education, social care, and advice to women within the integrated maternity service throughout Shropshire. The post holder sphere of practice encompasses the provision of care to the woman and baby during the antenatal, intrapartum, and postnatal periods. The care provided by Preceptee Midwives will largely be focused within the inpatient settings on our Consultant Unit and the alongside midwifery led unit. There will also be supernumerary experience built into the Preceptorship Programme to gain experience in the Community and Outpatient Settings. The post holder will work autonomously according to the midwives Rules and Standards as laid down by the NMC and within Trust and Departmental guidelines.

CLINICAL AND ORGANISATIONAL FUNCTION

The midwife will:

- Undertake care of antenatal, intrapartum, and postnatal women and their babies, as per Trust guidelines, policies, procedures within National guidance and according to NMC Rules and Codes.
- To provide inclusive midwifery care that is woman/pregnant person focused and evidence in all midwifery settings, which may include working within a continuity of carer model in line with recommendations of Better Births (2016).
- You will be expected to work autonomously within guidelines and the sphere of professional practice to implement personalised care.
- You will be able to provide care throughout the antenatal, birth and postnatal period, while ensuring a holistic approach to woman's/pregnant person's physical, psychological, emotional, and social needs are met. Effective multi-disciplinary working is essential, communicating and referring to the Team of Specialist Midwives, Obstetricians and Consultant Midwife where required to ensure appropriate and safe care is provided.
- To participate in the design and development of new ways of working that benefit the women/pregnant people and their families whilst improving working conditions of the team.
- The post-holder has a defined sphere of practice and should provide motivation within a midwifery team and be a resource for knowledge and clinical expertise.
- Maintain NMC registration and ensure that Revalidation is up to date.
- Practice in accordance with the NMC Code and the Standards.
- Ensure that Trust guidelines, national guidance and other NMC documents are adhered to.
- Plan and provide personalised care based on history taking, medical and social assessments as early in pregnancy as possible. Ensure good communication with appropriate team agencies, professionals. Communicate information effectively to women/pregnant people to assist them in making informed choice regarding maternity care.
- An awareness of Data Protection Act, Information Governance, and confidentiality rules.
- Demonstrate a commitment to SaTH Trust Values and flexible working patterns to meet the needs of the service and staff.
- Promote equality and diversity in the workplace.
- Take responsibility for personal development, education, and training, attending relevant mandatory in-service training including CTG, obstetric emergencies, safeguarding, Health and Safety (Fire and manual handling) training updates on an annual basis in accordance with national recommendations and Maternity specific TNA.
- Maintain a high standard of midwifery care based on evidence-based practice.
- Be prepared to undertake cannulation and administer IV medication

- Promote and support breastfeeding and parent/infant relationships in line with UNICEF Baby Friendly initiative.
- Follow procedures and report incidents and accidents by using the Datix system.
- Report sickness absence as per Trust Policy.
- Be responsible for the safe use of equipment and medical devices ensure that training has been received before use.
- To act as an assessor and when completed the necessary training practice supervisor to midwifery students.
- Take part in audits, research and or clinical trials in conjunction with the relevant specialist midwives.
- Participate in service development, maternity transformation plan workstreams, attending task and finish groups and departmental meetings where required.

EQUALITY, DIVERSITY, AND INCLUSIVITY

- Create a culture of equality, diversity, and inclusivity by personally embedding these factors into everyday working life.
- Report any behaviours or acts that may be discriminatory

Person Specification

	Essential	Desirable
Qualifications	- Registered midwife (or final year student due to qualify) - Completion of pre or post registration midwifery programme	
Experience	- Demonstrate an understanding of national guidance - Demonstrates awareness of key issues currently impacting on the midwifery profession and service	
Knowledge and skills	- Able to communicate kindly and sensitively with patients and their families - Excellent verbal and written communication skills - Manual dexterity	
Other	- Works well within a multidisciplinary team. - Accepts responsibility for own practice. - Able to participate in on-call rotas out of hours. - Able to work in all service areas.	

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 and 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; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety

Infection prevention and control (IPC)

The prevention and management of acquired infection is a key priority for the Trust. 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; and
- 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 colleagues; and
- 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; and
- 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.

Confidentiality and Security - Your attention is drawn to the confidential 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 - To ensure that information is only shared with the appropriate people in appropriate circumstances, care must be taken to check the recipient has a legal basis for access to the information before releasing it. 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, to protect yourself and the Trust from any possible 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 continuous personal development including, 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; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates

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 Trust's 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 is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is 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.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH

continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

Equal opportunities and diversity

The Shrewsbury and Telford Hospital NHS Trust is striving towards being an equal opportunities employer. No job applicant or colleague will be discriminated against on the grounds of race, colour, nationality, ethnic or national origin, religion or belief, age, sex, marital status or on the grounds of disability or sexual preference.

Selection for training and development and promotion will be on the basis of an individual's ability to meet the requirements of the job.

The Shrewsbury and Telford Hospital NHS Trust the post-holder will have personal responsibility to ensure they do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others.

The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

