



DIABETES MIDWIFE

INFORMATION FOR CANDIDATES

ABOUT THE TRUST

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east.

The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are The Princess Royal Hospital (PRH) in Telford and The Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ more than 6,000 people, and hundreds of colleagues and students from other organisations also work in our hospitals. We benefit from around 1,000 wonderful volunteers, and our main charitable partners are the League of Friends at The Royal Shrewsbury Hospital, Friends of The Princess Royal Hospital, and the Lingen Davies Cancer Appeal which is based at The Royal Shrewsbury Hospital.



OUR VISION AND VALUES

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

Our Vision:

“To provide excellent care for the communities we serve”

Our Values:



OUR VISION

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

OUR VALUES

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective, and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is, so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour. Ultimately, if we follow our Values, we will provide services that are better for our patients and better for each other.

COLLEAGUE BENEFITS

GENERAL

27 days annual leave entitlement at joining, increasing with length of service, plus 8 bank holidays

Flexible working policies

Generous maternity pay and 2 weeks full pay paternity leave

Colleague recognition scheme and long service awards

Option to buy and sell additional annual leave

Greener travel initiative, including cycle to work scheme and lift share

Childcare information and support available, including onsite nurseries

Discounted bus passes with Arriva

FINANCIAL

Access to various local and national discounts via various external websites

- Blue Light Card
- Health Service
- Discounts NHS

Salary sacrifice schemes for home electronics and bikes

Generous Pension scheme

Access to a financial support booklet

Pre-retirement courses

Free Will writing service

Savings and Loan schemes

HEALTH AND WELLBEING

PSYCHOLOGICAL SUPPORT

- Coaching
- Mental Health First
- Aiders Chaplaincy

PHYSICAL SUPPORT

- Fast track physiotherapy service Free
- eye test vouchers

HEALTHY LIFESTYLES AND EMOTIONAL SUPPORT

- Slimming World referral scheme Staff
- cervical screening service Long Covid support
- Access to wellbeing/rest rooms
- Menopause support including advocates, webinars, toolkits, clinics, and bi-monthly meet ups Men's
- Health - Bi-monthly forums and men's MOT
- Sleep School Wellbeing Support

Discounts with local gyms

LEARNING AND DEVELOPMENT

COACHING AND MENTORING

Opportunities to grow, develop and perform at your best

LEADERSHIP ACADEMY

Leadership and management training for all levels of staff

ACCESS TO ELEARNING COURSES

Many eLearning modules to learn from with access available at home

APPRENTICESHIPS

There are a growing number of apprenticeship opportunities at SaTH across all disciplines

Secondment and acting-up opportunities

Support to complete qualifications such as NVQ, Masters etc. whilst on the job



JOB DESCRIPTION

Job Title	Diabetes Midwife
Band	6
Directorate	Service Delivery Directorate
Accountable to	Director of Midwifery
DBS Required?	Enhanced

JOB OVERVIEW

The Maternity Services at SaTH are seeking an experienced, proactive midwife with a good knowledge base of providing care to women and birthing people with diabetes, direct maternity care in conjunction with the Band 7 Diabetes Specialist Midwife and wider multidisciplinary team (MDT). Key working relationships will include the midwifery, obstetric, endocrine, and nursing teams alongside other supportive and allied healthcare professionals and organisations. The role will be cross-site to cover both Princess Royal Hospital (PRH), Telford and Royal Shrewsbury Hospital, Shrewsbury. We also offer off site consultations for newly diagnosed gestational diabetes local to the PRH site. You will need to be willing to travel flexibly to both sites and to outside events/meetings/visits as and when necessary. The post holder will undertake the key functions of the band 6 role, ensuring the women's and birthing people's experience is always of a high standard, with particular emphasis on the provision of dignified and compassionate care. The post holder will also maintain a clinical component to their role.

SCOPE AND RANGE

We are seeking and experience Band 6 midwife with a good knowledge base in this interesting and complex area of midwifery to be part of a team serving Shropshire Maternity services. To facilitate prompt early referral of women with pre-existing diabetes or gestational diabetes to ensure correct medication and investigations and monitoring is implemented. The post holder will provide clinical expertise Midwives and Maternity Support Workers within Maternity Services. They will work with the Lead Diabetes Specialist Midwife in providing specialist advice and support to the clinical teams so that diabetes pathways and systems are in line with the National standards. The post holder will work autonomously and within a team. This role also incorporates training and education of the healthcare professionals in the management and care of women with Diabetes in Pregnancy.

MAIN DUITES AND RESPONSIBILITIES

The Band 6 Diabetic Specialist Midwife will be responsible for planning, implementing and evaluating a programme of evidence-based care for pregnant women with diabetes.

To facilitate prompt early referral of women with pre-existing diabetes or gestational diabetes to ensure correct medication and investigations and monitoring is implemented.

Identify, plan and provide individualized care to all women and their families, overcoming complex barriers to understanding by using well developed interpersonal skills. To be a competent midwife, with excellent communication and interpersonal skills, who is a knowledgeable and a visible practitioner within the specialty.

Improve the quality and continuity of individualized midwifery care and support for pregnant women with diabetes.

To work as an independent practitioner within the MDT

To act as an advocate for the women with diabetes and their family ensuring the provision of appropriate information and planning, support services and to promote a culture of normality in childbirth.

To demonstrate knowledge of and practice in the use of treatment regimens during pregnancy, labour and the immediate post-natal period

To teach women the skills necessary for home blood glucose monitoring and self administration of insulin

To undertake the relevant educational courses to work autonomously to adjust insulin doses under a Standard Operating Procedure.

To ensure every woman with diabetes has a robust care plan in place before onset of labour.

To provide continued support and advice for women with diabetes in the postnatal period. Identifying those that require advice to optimize glycaemic control and ensuring follow up or further screening.

To be confident when recommending pre-conception services for women with diabetes.

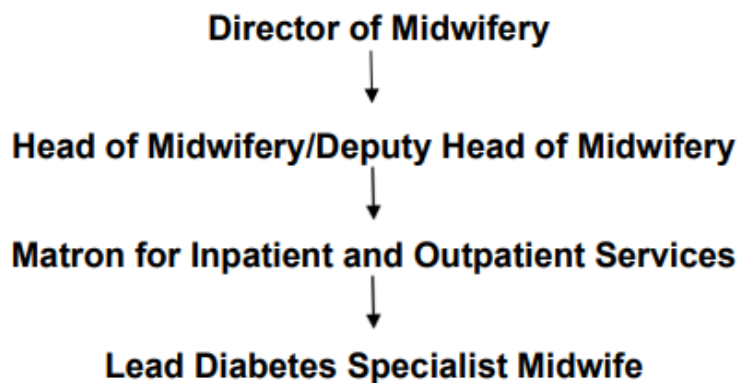
To keep up to date with the current guidelines relating to all aspects of ante-natal, post-natal and diabetes care.

To be able to plan a working day prioritising specific needs of the women both antenatal and postnatally.

Have a general understanding of the lead Diabetes Specialist Midwife role to ensure the service is well maintained in times of absence.

Knowledge/awareness of latest National guidance and reports published in relation to diabetes in pregnancy and improving service care provision and outcomes; e.g Saving babies lives, Maternity Transformation programme/better births and NICE guidance on Continuous Glucose monitoring for pre-existing Type 1 Diabetics.

ORGANISATIONAL CHART



SYSTEMS AND EQUIPEMENT

- The post holder is required to be competent in the use of various computer software packages including Microsoft Office (Word, Excel, PowerPoint). This includes input analysis, report generation and information presentation.
- Requires knowledge and competency required to contribute to the design and operational management of Incident Reporting System including its software e.g. Datix. This includes security, coding, data capture, data storage and data analysis

DECISIONS, JUDGEMENT AND FREDDOM TO ACT

- The post holder reports to and is accountable to the Head of Patient Safety but operates with a significant degree of autonomy and discretion, managing their own workload, immediate priorities and diary schedule within a framework of agreed objectives
- The postholder will be expected to manage their workload and work flexibly to meet changing operational requirements requiring immediate attention and to make decisions about incident management and policy development across the Trust.
- The post holder will make judgments on what they recommend to be included in policies, annual reports and external self-assessment reports on behalf of the organisation.



PERSON SPECIFICATION

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

QUALIFICATIONS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Registered Practicing Midwife First Degree or equivalent level of experience working in a midwifery role Professional training/learning relevant to the role which demonstrates continuing professional development 	<ul style="list-style-type: none"> Post registration qualification in Diabetes in Pregnancy or willingness to undertake course

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Experienced Band 6 Midwife Experience of assessing, planning and evaluating care and care plans. A basic knowledge and understanding of Diabetes in Pregnancy Have an awareness of current national and local drivers in relation to diabetes in pregnancy Ability to work flexibly to meet the needs of the service 	<ul style="list-style-type: none"> Previous experience of working within a Diabetes in Pregnancy Service Have an awareness of current national and local drivers in relation to diabetes in pregnancy

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Excellent communication skills, verbal and written • Ability to organise and prioritise workload and meet deadlines • Ability to respond to sensitive situations positively • IT skills 	<ul style="list-style-type: none"> • Understanding of research-based practice and its application • Previous use or knowledge of monitoring diabetes via Apps

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Ability to work across site Princess Royal Hospital and Royal Shrewsbury Hospital and other off-site locations to meet the needs of the service • Understanding and demonstration of the Trust Values 	

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; 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.

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

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.

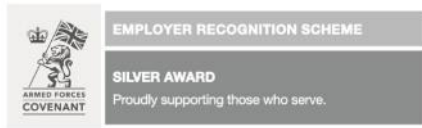
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

NO SMOKING POLICY

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

MISCELLANEOUS

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.





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Getting to The Royal Shrewsbury Hospital

The Princess Royal Hospital

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Minicom: 01952 641222 Ext: 4995

Address:

The Princess Royal Hospital

Apley Castle

Telford

TF1 6TF

Getting to The Princess Royal Hospital