



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	Midwife
Band	6
Directorate	Women and Children's Centre
Accountable to	Matron in charge of clinical area
DBS Required?	Enhanced DBS

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. Your sphere of practice encompasses provision of care to the women and baby during antenatal, intrapartum and postnatal periods. The care provided will be to women/pregnant people and their babies in the community, midwife led units, or consultant unit. Continuity of carer where offered within the service model, will be in line with Better Births recommendations. This role will involve on-call commitments where applicable and dependent on area of work. The midwife will act as an assessor for students and support and other members of staff. The midwife will work autonomously within the Trust in line with departmental guidelines and according to the NMC Standards of Proficiency for Midwives.

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.
- When appropriate assume managerial responsibility for a ward or department taking efficient and effective deployment of staff to ensure a safe and effective running of the area.

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

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 practising midwife Able to provide safe midwifery care in a variety of settings. 	<ul style="list-style-type: none"> Developing expertise in 'Extended Role Skills'

EXPERIENCE AND KNOWLEDGE

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> Able to use obstetric equipment safely under supervision Experienced in all aspects of Hospital/Community Midwifery. Extended role skills well developed Able to mentor students. Articulate, with excellent communication skills. Able to 'act up' for Senior Midwife when required. 	

SKILLS

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Developing problem-solving decision-making skills using research-based evidence • Works well within a multidisciplinary team. • Accepts responsibility for own practice. • Manual dexterity • Able to mentor students. • Articulate, with excellent communication skills. • Able to 'act up' for Senior Midwife when required. 	

OTHER

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Able to participate in on-call rotas out of hours. • Able to work in all service areas. • All shifts required 	

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.

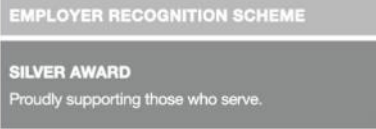
The post-holder is also required to co-operate with measures introduced to ensure equality of opportunity.

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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