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Notes:

*New in February 2006

Profile Label: Maternity Care Assistant

- Job Statement:**
1. Assists the midwife in providing physical, social and psychological support to women and their families in a variety of settings
 2. Implements basic care packages and reports to the midwife
 3. Undertakes delegated clinical procedures e.g. removal of intravenous cannula, urinary catheter or the removal of wound sutures/clips

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Communicate complex or sensitive information, barriers to understanding Communicates condition related information to women and their families: provides empathy, reassurance	4 (a)
2. Knowledge, Training & Experience	Range of procedures and practices, majority non-routine, theoretical knowledge to diploma level equivalent Knowledge of maternity care procedures and practices; acquired through NVQ3 plus additional training to diploma level equivalent, or equivalent through short courses, experience	4
3. Analytical & Judgemental Skills	Facts or situations, some requiring analysis/facts or situations requiring analysis, comparison of a range of options Skills for deciding e.g. how best to implement care programme/assessment of woman's condition	2 - 3
4. Planning & Organisational Skills	Straightforward activities, some ongoing Organises, prioritises and adjusts own workload in relation to client care	2
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools Dexterity, co-ordination for taking blood	3(b)
6. Responsibility for Patient/Client Care	Implement programmes of care Implements maternity care programmes, including providing advice	4(a)
7. Responsibility for Policy/Service Development	Follow policies, may comment on proposals for change May comment on proposed changes to policies	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to resources/maintain stock control Safe use of equipment/orders supplies	1-2 (c)
9. Responsibility for Human Resources	Demonstrate own duties May demonstrate own duties to less experienced staff	1
10. Responsibility for Information Resources	Record personally generated information Updates client records	1

National profiles for midwifery

11. Responsibility for Research & Development	Occasionally undertakes R&D, clinical trials May participate in R&D, clinical trials	1
12. Freedom to Act	Standard operating procedures, someone available for reference Follows procedures and care plan, may work alone, supervision available	2
13. Physical Effort	Occasional/frequent moderate for several short periods Moving clients, lifting equipment	2(a) – 3 (c)
14. Mental Effort	Frequent concentration, pattern predictable Concentration on client care, observations	2(a)
15. Emotional Effort	Occasional, frequent exposure to distressing/highly distressing circumstances Difficult family situations/baby death, child protection issues	2-4(b)
16. Working Conditions	Frequent highly unpleasant conditions Body fluids, foul linen	4b
JE Score/Band	JE Score 278–316	Band 4

National profiles for midwifery

Profile Label:	Midwifery Entry Level
Job Statement:	<ol style="list-style-type: none"> 1. Provides antenatal and postnatal care to women 2. Provides intra-partum care and delivers babies 3. Participates in developmental activities/preceptorship 4. Works autonomously within guidelines and sphere of professional practice

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates information concerning client's history, sensitive issues, clients with special needs: requires persuasive, reassurance skills	4 (a)
2. Knowledge, Training & Experience	Expertise within specialism underpinned by theory Professional/clinical knowledge acquired through midwifery training; to degree/diploma level plus ongoing preceptorships	5
3. Analytical & Judgemental Skills	Range of situations requiring analysis Judgements on a variety of clinical midwifery problems which require investigation, analysis and assessment	3
4. Planning & Organisational Skills	Plan and organise straightforward activities some ongoing Organises own workload; plans ongoing client activities	2
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpitation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Develop programmes of care, care programmes; provide specialised advice in relation to care Develops programmes of midwifery care; provides midwifery advice to ante and post-natal women	5(a)(c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May be required to comment on possible developments within department	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/handle cash, valuables; maintain stock control Personal duty of care/security of client valuables; responsible for ordering supplies	1/2 (a) (c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/professional, clinical supervision Demonstrates own activities / supports student midwives	1 / 2 (a)(b)
10. Responsibility for Information Resources	Record personally generated information Maintain client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Occasionally/frequently undertakes R&D activity; clinical trials	1 / 2 (a)(b)
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works within codes of practice and professional guidelines	3
13. Physical Effort	Occasional/ frequent moderate effort for several short periods Lifts equipment in clinic / assists women in labour	2(d) \ 3 (c)
14. Mental Effort	Frequent concentration, work pattern predictable/unpredictable Concentration during client examination in clinic /concentration on clients in labour, may be unpredictable	2(a)/3(a)
15. Emotional Effort	Occasional/frequent distressing; occasional, highly distressing emotional circumstances Baby problems / deaths, child protection issues	2(a) / 3 (a)(b)
16. Working Conditions	Frequent, highly unpleasant conditions Body fluids, foul linen	4 (b)
JE Score/Band	JE Score 354–392	Band 5

National profiles for midwifery

Profile Label: Midwife (Community)

- Job Statement:
1. Provides a full range of health education and social care advice to women in a range of settings, pre-conceptually and ante-natally
 2. Provides care in a range of environments through the intra-partum and post-natal period for women and their babies
 3. Acts as a mentor for less experienced midwives and other staff
 4. Works autonomously within guidelines and sphere of professional practice

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex and sensitive information; persuasive, motivational negotiating, training skills are required; barriers to understanding Communicates information concerning patient's history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across a range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training; to degree/ diploma level plus preceptorship	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis and assessment, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own workload; plans ongoing client activities	2
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Develops programmes of midwifery care; provides midwifery advice to ante and post natal women	5(a)(c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May be required to comment on possible developments within department	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control Personal duty of care/ orders supplies as required	1 / 2 (c)
9. Responsibility for Human Resources	Demonstrate own activities to new staff or less experienced employees / professional, clinical supervision Demonstrates own activities to new staff / mentors student midwives and others	1 / 2 (b)
10. Responsibility for Information Resources	Record personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activity; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1 / 2(a)(b)
12. Freedom to Act	Broad occupational policies Works autonomously, responsible for caseload in the community	4
13. Physical Effort	Occasional/ frequent moderate effort for several short periods Assists women in labour	2(d)/ 3(c)
14. Mental Effort	Occasional/ frequent concentration, work pattern unpredictable Concentration during labour, report writing	2(b)/ 3 (a)
15. Emotional Effort	Occasional/ frequent distressing or emotional circumstances; occasional, highly distressing circumstances Difficult family situations / baby deaths, child protection issues	2(a) / 3 (a) (b)
16. Working Conditions	Frequent highly unpleasant conditions Body fluids, foul linen	4(b)
JE Score/Band	JE Score 416 – 454	Band 6

National profiles for midwifery

Profile Label:
Job Statement:

Midwife (Hospital)

1. Provides a full range of health education and social care advice to women in a hospital setting pre-conceptually and ante-natally
2. Assesses the full range of care needs and develops, implements and evaluates programmes of care throughout the ante-natal, intra partum and post-natal period for women and their babies
3. Acts as a mentor for less experienced midwives and other staff
4. Works autonomously within guidelines and spheres of professional practice

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills are required Communicates information concerning client's history, sensitive issues, clients with special needs; requires persuasive, reassurance skills	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training to degree/ diploma level plus preceptorship	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis and assessment, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own workload, plans ongoing client activities	2
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Develops programmes of midwifery care; provides midwifery advice to ante and post natal women	5(a)(c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment May be required to comment on possible developments within department	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; maintain stock control Personal duty of care/ responsible for client valuables; orders supplies	1/ 2(a)(c)
9. Responsibility for Human Resources	Day to day supervision; professional, clinical supervision Allocates work to staff; mentors students and midwives	2(a)(b)
10. Responsibility for Information Resources	Record personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertakes surveys or audits, as necessary to own work / regularly undertake R&D activity / clinical trials Occasional/ frequently undertakes R&D activity; clinical trials	1/ 2 (a)(c)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ broad occupational policies Works within codes of practice, professional guidelines and policies/works autonomously; lead practitioner	3 / 4
13. Physical Effort	Frequent moderate effort for several short periods Assists women in labour	3(c)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on clients in labour, work pattern unpredictable	3(a)
15. Emotional Effort	Frequent distressing / occasional highly distressing or emotional circumstances Baby problems: deaths, child protection issues	3 (a)(b)
16. Working Conditions	Frequent highly unpleasant conditions Body fluids foul linen	4(b)
JE Score/Band	JE Score 429 - 454	Band 6

National profiles for midwifery

Profile Label: Midwife (Integrated)

- Job Statement:
1. Provides a full range of health, education and social care advice to women within an integrated model of care pre-conceptually and ante-natally
 2. Provides care in a range of environments throughout the inter-partum and post-natal periods for women and their babies
 3. Acts as a mentor for less experienced midwives and other staff
 4. Works autonomously within guidelines and sphere of professional practice

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding; persuasive, motivational, negotiating, training skills Communicates information concerning client's history, sensitive issues, clients with special needs; requires persuasive, reassurance skills	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training to degree/ diploma level plus preceptorship	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis and assessment, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Organises own workload; plans ongoing client activities	2
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Develop programmes of care, care packages; provide specialised advice in relation to care Develops programmes of midwifery care; provides midwifery advice to ante and post natal women	5(a)(c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required comment May be required to comment on possible developments within department	1
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; maintain stock control Personal duty of care/ responsible for client valuables; orders supplies	1 / 2 (a)(c)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ professional, clinical supervision Demonstrates own activities to new staff / mentors student midwives and others	1 / 2 (b)
10. Responsibility for Information Resources	Records personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work / regularly undertake R&D activity; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1 / 2 (a)(b)
12. Freedom to Act	Broad occupational policies Work autonomously; lead practitioner	4
13. Physical Effort	Frequent moderate effort for several short periods Assists women in labour	3(c)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on clients in labour, work pattern unpredictable	3(a)
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional highly distressing or emotional circumstances Baby problems; deaths, child protection issues	3(a)(b)

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16. Working Conditions	Frequent highly unpleasant conditions Body fluids, foul linen	4(b)
JE Score/Band	JE Score 433 –454	Band 6

National profiles for midwifery

Profile Label: Midwife Higher Level

- Job Statement:
1. Provides specialist midwifery care for a specific group of women e.g. drug dependent, socially excluded, special needs
 2. Advises other midwives in related matters
 3. Shares specialist knowledge with other groups/agencies

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; hostile, antagonistic or highly emotive atmosphere Communicates highly sensitive information to clients e.g. genetic counselling, post-termination bereavement counselling; communicates sensitive information to clients where there are significant barriers to acceptance	5(a)(c)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery training to degree/ diploma level and preceptorship plus further study, experience of area of expertise	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation analysis and assessment, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans and co-ordinates multi-disciplinary activities, case conferences	3
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Developed specialised programmes of care/ care packages; provide highly specialised advice concerning care Develops specialised care programmes of midwifery care; provides highly specialised advice	6(a)(c)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Establishes practices related to midwifery and specialist area of practice/ impact on other agencies and groups	2 – 3
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ maintain stock control/safe use of expensive equipment Responsible for safe use of equipment/ orders supplies; safe use of equipment e.g. ultra sound equipment	1 – 2(c)(e)
9. Responsibility for Human Resources	Provide practical training Provides training, workshops for midwives and others on specialist subject	2(c)
10. Responsibility for Information Resources	Record personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R&D activities; clinical trials Occasionally/ frequently undertakes R&D activity; clinical trials	1 – 2 (a)(b)
12. Freedom to Act	Broad occupational policies Works autonomously; lead practitioner	4
13. Physical Effort	Frequent moderate effort for several short periods Assists women in labour	3(c)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration on clients in labour, work pattern unpredictable	3(a)
15. Emotional Effort	Occasional/ frequent highly distressing or emotional circumstances Deals with severely challenging behaviour, giving distressing news	3(b) – 4(b)

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16. Working Conditions	Frequent, highly unpleasant conditions Body fluids, foul linen	4(b)
JE Score/Band	JE Score 481 – 511	Band 7

National profiles for midwifery

Profile Label: Midwife Higher Level (Research Projects)

- Job Statement:
1. Undertakes or co-ordinates formal midwifery research activities
 2. Ensures that midwifery practices are grounded in an evidence based, research culture
 3. Advises other midwives in clinical matters

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Present complex, sensitive or contentious information to large groups Communicates complex midwifery issues to large groups	5(b)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Professional/clinical knowledge acquired through midwifery to degree/ diploma level training plus further study, experience of area of expertise	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require analysis and assessment, including child protection issues	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes requiring formulation, adjustment Plans complex research activities; plans for the introduction of new midwifery practices	3
5. Physical Skills	Highly developed physical skills, precision and hand eye co-ordination Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Provide highly specialised advice concerning care Provides highly specialised advice on maternity matters	6(c)
7. Responsibility for Policy/Service Development	Propose policy and service changes, impact beyond own area Develops new midwifery practices, which impact on other disciplines	3
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources Careful use of equipment	1
9. Responsibility for Human Resources	Provide training in own discipline Provides training, workshops for midwives and others on specialist subject	2(c)
10. Responsibility for Information Resources	Record personally generated information Maintains client, research records	1
11. Responsibility for Research & Development	R&D activities as major job requirement/co-ordinate, implement R&D activity as job requirement Undertakes/co-ordinates research within the Directorate	3–4
12. Freedom to Act	Broad occupational policies Works autonomously, lead practitioner	4
13. Physical Effort	Combination of sitting, standing, walking/ occasional moderate effort for several short periods Sitting, standing, walking/assists women in labour	1 / 2(d)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration on research activities	2(a)
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional Foetal abnormalities	1-2(a)
16. Working Conditions	Occasional highly unpleasant conditions Body fluids, foul linen	3(b)
JE Score/Band	JE Score 473 – 494	Band 7

National profiles for midwifery

Profile Label: Midwife Team Manager

- Job Statement:
1. Day to day management of a defined area or section of the service e.g. ante natal/post natal, obstetric theatre, community
 2. Provides specialist advice and expertise
 3. Performs clinical midwifery duties

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; persuasive, negotiating, training skills required Communicates information concerning patients' history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures, underpinned by theory Professional/clinical knowledge acquired through midwifery training to degree/diploma level plus preceptorship, experience	6
3. Analytical & Judgemental Skills	Complex facts or situations which require analysis, interpretation, comparison of a range of options Judgements on a range of complex midwifery problems which require investigation, analysis and assessment	4
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans section or department workload, including staffing	3
5. Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and deliveries	4
6. Responsibility for Patient/Client Care	Develop specialised programmes of care, care packages; provide highly specialised advice concerning care Provides highly specialist care during labour; provides highly specialist pre and post natal advice	6(a)(c)
7. Responsibility for Policy/Service Development	Implements policies and proposes changes to practices, procedures for own area/ propose policy or service changes, impact beyond own area Implements policies for care of women in labour, comments on proposals/proposes changes which impact beyond own area	2-3
8. Responsibility for Financial & Physical Resources	Authorised signatory; purchase of some supplies; hold delegated budget/budget holder for department, service Authorises payments; makes purchases/holds budget	3(a)(b)(d)-4(a)
9. Responsibility for Human Resources	Day to day management; teach/ deliver specialist training Day to day management of a group of midwives; provides specialist midwifery training to a range of staff	3(a)(c)
10. Responsibility for Information Resources	Record personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertake surveys or audits as necessary to own work/ regularly undertake R&D activity Completes surveys as required/undertakes complex audits	1-2a
12. Freedom to Act	Broad occupational policies Works autonomously, manages team	4
13. Physical Effort	Occasional/frequent moderate effort for several short periods Assists women in labour, lifting equipment	2(d)-3(c)
14. Mental Effort	Frequent concentration, work pattern unpredictable Concentrating during labour, suturing, responds to crises, emergencies	3(a)
15. Emotional Effort	Occasional/frequent distressing or emotional/occasional highly distressing or emotional circumstances Difficult family situations/ baby deaths, child protection issues	2(a)-3(a), (b)

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16. Working Conditions	Occasional/frequent unpleasant conditions Body fluids, foul linen	3(a)/4(b)
JE Score/Band	JE Score 475 – 520	Band 7

National profiles for midwifery

Profile Label: Midwife, Consultant

- Job Statement:
1. To provide expert professional advice to clients, carers and colleagues
 2. To undertake research in a specialist area
 3. To provide education and training to other staff, students
 4. To ensure the maintenance of clinical excellence

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding; present complex, sensitive or contentious information to large groups Communicates complex and highly sensitive midwifery information requiring persuasive skills, tact and empathy; presents complex information to groups of staff and students	5(a) (b)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Professional/clinical knowledge acquired through degree in midwifery, CPD to Masters level, experience	7
3. Analytical & Judgemental Skills	Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options Judgements on a variety or highly complex clinical problems	5
4. Planning & Organisational Skills	Plan and organise broad range of complex activities; formulates, adjusts plans or strategies Strategic planning re maternity for directorate, develops plans to implement changes to all areas of midwifery/university strategic review and development of education	4
5. Physical Skills	Highly developed physical skills, high degree of precision Examining clients, assisting at birth / suturing	4
6. Responsibility for Patient/Client Care	Develop specialised programmes of care/ care packages / provide highly specialised advice concerning care Provides specialist programme of care and advice	6(a), (c)
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own area / responsible for policy implementation and development for a service Develops and proposes changes to midwifery services beyond own area / for a service	3/ 4
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/ handle cash, valuables; authorised signatory small payments Personal use of equipment; patient valuables; signs for small items of equipment or stock	1/ 2(a) (d)
9. Responsibility for Human Resources	Teach /deliver core training, range of subjects Trains undergraduate and postgraduate students	3(c)
10. Responsibility for Information Resources	Record personally generated observations Maintains client records' records research results	1
11. Responsibility for Research & Development	Co-ordinates, implement R&D activity as job requirement/ initiate, develop R&D activities Member of audit/research steering group/trust wide research as integral job feature	4 / 5
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted	5
13. Physical Effort	Occasional moderate effort for several short periods Assists women in labour	2(d)
14. Mental Effort	Frequent concentration; work pattern unpredictable Concentration for client care, interruptions for client, staff needs	3(a)
15. Emotional Effort	Occasional/frequent distressing or emotional circumstances Conveying unwelcome news to staff/patients occasionally	2(a)/3(a)
16. Working Conditions	Occasional highly unpleasant conditions Body fluids, foul linen	3(b)
JE Score/Band	JE Score 594 – 632	Band 8b/ 8c

National profiles for midwifery

Profile Label: Nurse/Midwife Consultant Higher Level

- Job Statement:**
1. Provides expert professional advice to patients/clients, carers and staff
 2. Responsible for service development/redesign in own area of expertise
 3. Undertakes clinical audit, research in a specialist field
 4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field
 5. Ensures the maintenance of clinical excellence

Factor	Relevant Job Information	JE level	JE Score
1. Communication & Relationship Skills	Provide and receive highly complex, sensitive or contentious information; barriers to understanding/present complex information to large groups Communicates very sensitive, complex condition related information to patients, relatives, empathy, reassurance required; highly complex service information at board level; presents specialist information to large groups of staff	5 (a)/ 5 (b)	45
2. Knowledge, Training & Experience	Advanced theoretical and practical knowledge Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent	8	240
3. Analytical & Judgemental Skills	Highly complex facts or situations, requiring analysis, interpretation, comparison of a range of options. Reconciles inter and intra professional differences of opinion, judgements on complex clinical issues	5	60
4. Planning & Organisational Skills	Plan and organise broad range of complex activities, requiring formulation, adjustment of plans, strategies/ formulate long-term strategic plans, involving uncertainty, impact across the whole organisation Responsible for service development, education, training in specialist field/ strategic planning for specialist service for region, impacting on external agencies	4-5	42-60
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed skills, high degree of precision Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures/ undertakes suturing, endoscopies	3 (b) - 4	27-42
6. Responsibility for Patient/Client Care	Develop highly specialised programmes of care, care packages; provide highly specialised advice concerning care; accountable for direct delivery of sub-division of clinical care Develops & implements of specialist care packages; provide clinical advice in specialist area; accountable for specialist area of nursing/midwifery	6 (a) (c) (d)	39
7. Responsibility for Policy/Service Development	Responsible for policy implementation, development for a service Develops and implements policies for specialist service	4	32
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; authorised signatory, small payments/ authorised signatory; holds delegated budget Responsible for ensuring the safe use of specialist equipment and advising budget holders on best value purchasing; authorised signatory / delegated budget holder for e.g. training	2(b)(d) / 3 (a) (d)	12-21
9. Responsibility for Human Resources	Teach, deliver core training, range of subjects/ teach, devise training and development programmes, major job responsibility Provides specialist training & education/ develops education programmes	3 (c) – 4 (b)	21-32
10. Responsibility for Information Resources	Record personally generated information Maintains patient/client records, records research results	1	4
11. Responsibility for Research & Development	R&D activities as major job requirement/ co-ordinate, implement R & D activity as job requirement/ initiate, develop R & D activities Conducts research in specialist area/member of audit, research steering group developing trust wide research	3/4/5	21-32-45
12. Freedom to Act	General policies, need to establish interpretation Responsible for establishing how policies should be interpreted for specialist area	5	45
13. Physical Effort	Occasional moderate effort for several short periods Moves, manoeuvres patients	2 (d)	7

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14. Mental Effort	Frequent concentration, work pattern unpredictable Concentration for patient/client care; interruptions for urgent patient/client, staff needs	3 (a)	12
15. Emotional Effort	Frequent distressing or emotional circumstances; occasional/ frequent highly distressing or emotional circumstances Works with critically and/or terminally ill patients/clients/ imparts unwelcome news to staff, patients/clients	3 (a) (b) / 4	18-25
16. Working Conditions	Occasional/frequent exposure to highly unpleasant conditions Body fluids, faeces, vomit, smells and foul linen	3 (b)-4(b)	12-18
JE Score/Band		Band 8c-9	637-727