

# National profiles for Midwifery

<b>Profile Suite and Label</b>	<b>Midwifery band 6</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides a full range of advice and care to women, other birthing people, newborn infants and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life.</li> <li>2. Acts as a mentor for less experienced midwives and other staff.</li> <li>3. Works autonomously within guidelines and sphere of professional practice.</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Providing and receiving complex, sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding,</b></p> <p>Communicates information concerning patient's history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge or relevant practical experience.</b></p> <p>Professional/clinical knowledge acquired through midwifery training; to degree level or equivalent experience plus preceptorship</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involving complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</b></p> <p>Judgements on a range of complex midwifery problems which require investigation, analysis and assessment, including child protection issues</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Planning and organisation of straightforward tasks, activities or programmes, some of which may be ongoing.</b></p> <p>Organises own workload; plans ongoing client activities</p>	2	15
5.	<b>Physical Skills</b>	<p><b>The post requires highly developed physical skills where a high degree of precision or speed and high levels of hand, eye and sensory co-ordination are essential.</b></p> <p>Skills required for palpation, suturing and births</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>5(a) Develops programmes of care/care packages,</b> Develops programmes of midwifery care;</p> <p><b>And/or</b></p> <p><b>(c) Provides specialised advice in relation to the care of patients/clients.</b></p> <p>Provides midwifery advice to women and families throughout pre-pregnancy, birth, post-partum and the early weeks of life</p>	5(a)(c)	30
7.	<b>Policy/Service Development</b>	<p><b>Follows policies in own role which are determined by others; no responsibility for service development, but may be required to comment on policies, procedures or possible developments.</b></p> <p>May be required to comment on possible developments within department</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Observes personal duty of care in relation to equipment and resources used in course of work.</b></p> <p>Personal duty of care Or</p>	1 / 2 (a)(c)	5-12



		<p><b>2(a) Regularly handles or processes cash, cheques, patients' valuables,</b> security of client valuables <b>And/or</b> <b>2(c) responsible for maintaining stock control and/or security of stock,</b> responsible for ordering supplies as required</p>		
9.	Human Resources	<p><b>Provides advice, or demonstrates own activities or workplace routines to new or less experienced employees in own work area.</b> Demonstrates own activities <b>or</b> <b>2(a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service</b> work allocation and checking, <b>And/or</b> <b>(b) regularly responsible for professional/clinical supervision of a small number of qualified staff or students,</b> mentors student midwives and others <b>And/or</b> <b>(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments, or</b> training junior staff</p>	1 / 2 (a) (b) (c)	5-12
10.	Information Resources	<p><b>Record personally generated information</b> Maintains client records</p>	1	4
11.	Research & Development	<p><b>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing.</b> <b>or</b> <b>2(a) Regularly undertakes R &amp; D activity as a requirement of the job,</b> <b>And/or</b> <b>(b) regularly undertakes clinical trials,</b>  Undertakes R&amp;D activity; clinical trials (NB panels must assess the frequency of this activity)</p>	1 / 2(a)(b)	5-12
12.	Freedom to Act	<p><b>Expected results are defined but the post holder decides how they are best achieved and is guided by principles and broad occupational policies or regulations. Guidance may be provided by peers or external reference points.</b> Works autonomously within clearly defined occupational policies and professional regulations</p>	4	32
13.	Physical Effort	<p><b>2(d) there is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> <b>or</b> <b>3(b) there is an occasional requirement to exert moderate physical effort for several long periods during a shift, or</b> <b>And/Or</b> <b>3(c) there is a frequent requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, feeding, manoeuvring clients (NB panels must assess the frequency of this activity))</p>	2 (d) / 3(b)(c)	7-12



14.	Mental Effort	<p><b>2(a) There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b>  <b>And/or</b>  <b>(b) there is an occasional requirement for concentration where the work pattern is unpredictable.</b>          Concentration during client examination which may or may not be unpredictable</p> <p><b>Or</b>  <b>3(a) There is a frequent requirement for concentration where the work pattern is unpredictable</b>          concentration on clients in labour is unpredictable</p>	2 (a),(b) /3 (a)	7-12
15.	Emotional Effort	<p><b>2(a) Occasional exposure to distressing or emotional circumstances, or</b>  <b>Or</b>  <b>3(a) Frequent exposure to distressing or emotional circumstances,</b>          Difficult family situations eg. Congenital abnormalities (NB panels must assess the frequency of exposure)  <b>And/or</b>  <b>(b) occasional exposure to highly distressing or highly emotional circumstances,</b>          Deaths, child protection issues</p>	2(a) / 3 (a) (b)	11-18
16.	Working Conditions	<p><b>Frequent exposure to highly unpleasant working conditions.</b>          Body fluids, faeces, vomit, smells and foul linen</p>	4(b)	18
<b>JE Score 416 – 454</b>			<b>Band 6</b>	