

<b>Profile Suite and Label</b>	<b>Midwifery Band 8a/b</b>
<b>Job Statement</b>	<p>1. Provide professional advice and specialist knowledge to clients, carers and colleagues</p> <p>2. May provide day to day management or education and training to other staff, students</p> <p>3. Performs clinical midwifery duties</p> <p>4. May undertake research in a specialist area</p>

<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>5(a) Providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding</b> Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p><b>or</b></p> <p><b>5(b) Presenting complex, sensitive or contentious information to a large group of staff or members of the public</b> Communicates complex midwifery issues to large groups</p>	5a 5b	45
2. <b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience</b> Professional/clinical knowledge acquired through degree in midwifery, CPD to Masters level, experience</p>	7	196
3. <b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</b> Judgements on a variety or highly complex clinical problems e.g. Serious clinical incidents where expert opinion will differ</p>	5	60
4. <b>Planning &amp; Organisational Skills</b>	<p><b>3 Plan and organise complex activities or programmes, requiring formulation, adjustment</b> Plans and co-ordinates multi-disciplinary activities, case conferences; section or department workload, including staffing</p> <p><b>or</b></p> <p><b>4 Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies</b> Responsible for service development, education, training in specialist field</p>	3 4	27 42
5. <b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b> Skills required for palpation, suturing and births</p>	4	42

6.	<b>Patient/Client Care</b>	<p><b>6(a) Develops specialised programmes of care/care packages</b> Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p>or</p> <p><b>6(c) provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b> Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p>	6a,c	30
7.	<b>Policy/Service Development</b>	<p><b>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity</b> Develops new midwifery practices, which impact on other disciplines</p> <p>4 <b>Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity</b> Develops new midwifery practices for a service</p>	3 4	21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>1 Observes personal duty of care in relation to equipment and resources used in course of work</b> Careful use of communal equipment and facilities</p> <p>or</p> <p><b>2(d) Authorised signatory for small cash/financial payments</b> Authorised signatory</p>	1 2d	5 12
9.	<b>Human Resources</b>	<p><b>3(a) Responsible for day-to-day management of a group of staff</b> Day to day management of a group of midwives</p> <p>or</p> <p><b>3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training</b> Provides specialist midwifery training to a range of staff</p>	3a 3c	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b> Maintain client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>2a Regularly undertakes R&amp;D activity as a requirement of the job</b> Regularly undertakes R&amp;D activity including one-off audits designed to improve a particular area or service</p> <p><b>3 Carries out research or development work as part of one or more formal research programmes or activities as a major job requirement</b></p>	2a 3 4	12 21 32

		Continuing involvement for at least some part of every working week (20 per cent or more per week on average)  <b>4 Responsible for co-ordinating and implementing R&amp;D programmes or activity as a requirement of the job</b> Take overall control of a local, regional or national programme, which may be managed elsewhere. It also includes project management of R & D activities		
12.	<b>Freedom to Act</b>	<b>Is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted</b> Responsible for establishing how policies should be interpreted	5	45
13.	<b>Physical Effort</b>	<b>2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Assists women in labour  or <b>3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> Assists clients in labour	2d 3c	7 12
14.	<b>Mental Effort</b>	<b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable	3	12
15.	<b>Emotional Effort</b>	<b>2(a) Occasional exposure to distressing or emotional circumstances</b> Foetal abnormalities/ baby deaths/ child protection issues  or <b>3(a) Frequent exposure to distressing or emotional circumstances</b> Difficult family situations eg. Congenital abnormalities  <b>3(b) Occasional exposure to highly distressing or highly emotional circumstances</b> Occasionally deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues	2a 3a,b	11 18
16.	<b>Working Conditions</b>	<b>3(b) Occasional exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen	3b	12
<b>JE Score 559 - 618</b>			<b>Band 8a/b</b>	