

<b>Profile Suite and Label</b>	<b>Midwifery Band 7b</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Undertakes or co-ordinates formal midwifery research, education, and practice development activities</li> <li>2. Ensures that midwifery practices are grounded in an evidence based, research culture</li> <li>3. Advises other midwives in clinical matters</li> <li>4. Supports the education and development needs of all staff</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>	<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	5b	45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> Professional/clinical knowledge acquired through midwifery training to degree level or equivalent experience and preceptorship plus further study / experience of area of expertise at a postgraduate diploma level	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise complex activities or programmes requiring formulation, adjustment</b> Plans complex education and research activities, plans for the introduction of new midwifery practices	3	27
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Skills required for palpation, suturing and births	4	42
6.	<b>Patient/Client Care</b>	<b>Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b> Provides highly specialised advice on maternity matters	6c	39
7.	<b>Policy/Service Development</b>	<b>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	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Observes personal duty of care in relation to equipment and resources used in course of work</b> Careful use of communal equipment and facilities	1	5
9.	<b>Human Resources</b>	<b>2(c) regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</b>	2c	12

		Provides training, workshops for midwives and others on specialist subject		
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains education and research records	1	4
11.	<b>Research &amp; Development</b>	<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> 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	3-4	21-32
12.	<b>Freedom to Act</b>	<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> Jobholder has significant discretion to work within a set of defined parameters. This applies, for example, to those who are the lead specialist or section/department manager	4	32
13.	<b>Physical Effort</b>	<b>1 A combination of sitting, standing and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods</b> Sitting, standing, walking  <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	1, 2d	3-7
14.	<b>Mental Effort</b>	<b>There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention</b> Concentration on research or education activities	2a	7
15.	<b>Emotional Effort</b>	<b>1 Exposure to distressing or emotional circumstances is rare</b> Less than once a month  <b>2(a) Occasional exposure to distressing or emotional circumstances</b> Foetal abnormalities/ baby deaths/ child protection issues	1-2a	5-11
16.	<b>Working Conditions</b>	<b>Occasional exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smell, and foul linen	3b	12
<b>JE Score 473-494</b>			<b>Band 7</b>	