

Profile Suite and Label	Midwifery Band 7c
Job Statement	<ol style="list-style-type: none"> 1. Day to day management of a defined area or section of the service e.g. ante natal/post-natal, obstetric theatre, community, perinatal mental health, bereavement care 2. Provides midwifery advice and expertise 3. Performs clinical midwifery duties

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	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 Communicates information concerning patients' history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills	4a	32
2.	Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory 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.	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, e.g. child protection issues, safeguarding, diabetes, or screening	4	42
4.	Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans section or department workload, including staffing	3	27
5.	Physical Skills	Highly developed physical skills, high degree of precision Skills required for palpation, suturing and births	4	42
6.	Patient/Client Care	6(a) Develops specialised programmes of care/care packages Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life eg. drug dependent, socially excluded, special needs, bereavement, diabetes, screening or 6(c) provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients Provides highly specialised advice to clients and families throughout pre-pregnancy, pregnancy, birth, postpartum and the early weeks of life e.g. drug	6a 6c	39

		dependent, socially excluded, special needs, bereavement, diabetes, screening		
7.	Policy/Service Development	<p>2 Implements policies for own work area and proposes changes to working practices or procedures for own work area Implements policies for care of women in labour</p> <p>or</p> <p>3 Implements policies for own work area and proposes policy or service changes which impact beyond own area of activity Develops new midwifery practices, which impact on other disciplines</p>	2 3	12-21
8.	Financial & Physical Resources	<p>3(a) Authorised signatory for cash/financial payments Authorises timesheets/overtime payments</p> <p>or</p> <p>3(b) Responsible for the purchase of some physical assets or supplies Makes purchases/signs off orders</p> <p>or</p> <p>3(d) Holds a delegated budget from a budget for a department/service Responsibility for a sub-division of a departmental or service budget</p> <p>or</p> <p>4(a) Budget holder for a department/service Full responsibility for budget/physical assets over a department or service</p>	3a 3b 3d 4a	21-32
9.	Human Resources	<p>3(a) Responsible for day-to-day management of a group of staff Day to day management of a group of midwives</p> <p>or</p> <p>3(c) Responsible for the teaching/delivery of core training on a range of subjects or specialist training Provides specialist midwifery training to a range of staff</p>	3a 3c	21
10.	Information Resources	<p>Record personally generated information Maintains client records</p>	1	4
11.	Research & Development	<p>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&D, clinical trials or equipment testing. Occasionally undertakes audits</p> <p>or</p> <p>2(a) Regularly undertakes R&D activity as a requirement of the job</p>	1 2a	5-12

		Regularly undertakes R&D activity including one-off audits designed to improve a particular area or service		
12.	Freedom to Act	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 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.	Physical Effort	2(d) There is an occasional requirement to exert moderate physical effort for several short periods during a shift. Assists women in labour or 3(c) There is a frequent requirement to exert moderate physical effort for several short periods during a shift Assists clients in labour	2d 3c	7-12
14.	Mental Effort	There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable, responds to crises, emergencies	3a	12
15.	Emotional Effort	2(a) Occasional exposure to distressing or emotional circumstances Foetal abnormalities/ baby deaths/ child protection issues or 3(a) There is a frequent requirement for concentration where the work pattern is unpredictable Concentration on clients in labour, work pattern unpredictable	2a 3a	11-18
16.	Working Conditions	3(a) Frequent exposure to unpleasant working conditions Being in the vicinity of body fluids, faeces, vomit, smells, and foul linen or 4(b) Frequent exposure to highly unpleasant working conditions Body fluids, faeces, vomit, smells and foul linen	3a 4b	12-18
JE Score 475 – 520			Band 7	

