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## Version history and amendments

Action	Date	Notes
Updated versions published	June 2025	Profiles updated after full review by JEG to include a new matching outcome for 8a Changes to profile formatting and labelling.



Profile Suite and Label	Midwifery 4
Job Statement	<ol style="list-style-type: none"> <li>1. Assists the midwife in providing physical, social and psychological support to clients, newborns and their families.</li> <li>2. Undertakes a range of delegated clinical care duties in a variety of settings and implements care packages under the supervision of the midwife.</li> <li>3. May supervise maternity support workers.</li> <li>4. Provides detailed advice on health promotion issues e.g. smoking cessation and feeding.</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<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 condition related information to women, birthing people and their families provides empathy, reassurance</p>	4a	32
2.	Knowledge, Training & Experience	<p><b>Understanding of a range of work procedures and practices, the majority of which are non-routine, which require intermediate level theoretical knowledge. This knowledge is normally acquired through formal training or equivalent experience.</b></p> <p>Knowledge of maternity care procedures and practices; acquired through vocational qualification level 3 plus additional training to undergraduate diploma level equivalent, or equivalent through short courses, experience.</p>	4	88
3.	Analytical & Judgemental Skills	<p><b>Judgements involving facts or situations, some of which require analysis.</b></p> <p>Skills for deciding how best to implement care programme</p> <p><b>or</b></p> <p><b>Judgements involving a range of facts or situations, which require analysis or comparison of a range of options.</b></p> <p>Assessment of individual client and babies' condition, e.g., recognise and report to midwife potential signs of jaundice</p>	2-3	15-27
4.	Planning & Organisational Skills	<p><b>Planning and organisation of straightforward tasks, activities or programmes, some of which may be ongoing.</b></p> <p>Organises, prioritises and adjusts own workload in relation to client care e.g., organising feeding support, smoking cessation clinics and home visits, parent craft classes</p>	2	15
5.	Physical Skills	<p><b>The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.</b></p> <p>Dexterity, co-ordination for taking blood, e.g. independently undertake insertion and removal of intravenous cannula, removal of urinary catheter or the removal of wound sutures</p>	3b	27



6.	<b>Patient/Client Care</b>	<b>Implements clinical care/care packages</b> Implements maternity care designated by a midwife programmes, including providing advice e.g. care of women, birthing people and babies in relation to healthy lifestyles, feeding support, public health, safeguarding, neonatal jaundice	4a	22
7.	<b>Policy/Service Development</b>	<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> To be aware of and have working knowledge of all clinical policies relating to practice; may comment on proposed changes to policies	1	5
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> Safe use of equipment <b>or</b> <b>Regularly handles or processes cash, cheques, patients' valuables</b> Handles patient/client valuables  <b>and/or</b>  <b>Responsible for the safe use of equipment other than equipment which they personally use,</b> Assembles/dismantles surgical equipment  <b>and/or</b>  <b>Responsible for maintaining stock control and/or security of stock,</b> Responsible for ordering supplies as required,	1-2abc	5-12
9.	<b>Human Resources</b>	<b>Provides advice or demonstrates own activities or workplace routines to new or less experienced employees in own work area.</b> May demonstrate own activities to less experienced staff  <b>or</b>  <b>Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service</b> Supervises other MSWs and support staff, as delegated.	1-2a	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing.</b> Participate in R&D and clinical trials or complete staff surveys, audit, patient satisfaction surveys	1	5



12.	<b>Freedom to Act</b>	<p><b>Is guided by standard operating procedures (SOPs), good practice, established precedents and understands what results or standards are to be achieved. Someone is generally available for reference and work may be checked on a sample/random basis.</b></p> <p>Follows procedures and care plans, supervision/advice available e.g. first point of contact for enquiries, use own initiative but works under direct or indirect supervision usually by a registered practitioner.</p>	2	12
13.	<b>Physical Effort</b>	<p><b>There is a frequent requirement for sitting or standing in a restricted position for a substantial proportion of the working time,</b> Assisting with feeding</p> <p><b>or</b></p> <p><b>There is a frequent requirement to exert light physical effort for several long periods during a shift,</b> Moving clients, lifting equipment, weigh baby</p> <p><b>and/or</b></p> <p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift.</b> Moving clients, lifting equipment, weigh baby</p>	2a – 3ac	7-12
14.	<b>Mental Effort</b>	<p><b>There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b> Concentration on client care, observations</p>	2a	7
15.	<b>Emotional Effort</b>	<p><b>Occasional exposure to distressing or emotional circumstances,</b> Dealing with difficult family circumstances, occasional exposure to safeguarding issues or severely challenging clients or family behaviour</p> <p><b>or</b></p> <p><b>Frequent exposure to distressing or emotional circumstances,</b> Frequent exposure to safeguarding issues or severely challenging clients or family behaviour</p> <p><b>and/or</b></p> <p><b>Occasional exposure to highly distressing or highly emotional circumstances,</b> Deaths, child protection issues</p>	2a-3ab	11-25
16.	<b>Working Conditions</b>	<p><b>Frequent exposure to highly unpleasant working conditions.</b> Body fluids, faeces, vomit, smells and foul linen</p>	4b	18
<b>Profile Score 278-323</b>			<b>Band 4</b>	



Profile Suite and Label	Midwifery 5
Job Statement	<ol style="list-style-type: none"> <li>1. Provides care to women, birthing people, newborn infants and families throughout pre-pregnancy, birth, post-partum and the early weeks of life</li> <li>2. Participates in developmental activities/preceptorship</li> <li>3. Works autonomously within guidelines and sphere of professional practice</li> </ol>

Factor	Level descriptor and example job information	JE Level	JE Score
1. Communication & Relationship Skills	<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 client's history, sensitive issues, clients with special needs requires persuasive, reassurance skills</p>	4a	32
2. Knowledge, Training & Experience	<p><b>Understanding of a range of work procedures and practices, which require expertise within a specialism or discipline, underpinned by theoretical knowledge or relevant practical experience.</b></p> <p>Professional/clinical knowledge acquired through midwifery training, to degree level plus ongoing preceptorships</p>	5	120
3. Analytical & Judgemental Skills	<p><b>Judgements involving a range of facts or situations, which require analysis or comparison of a range of options.</b></p> <p>Judgements on a variety of clinical midwifery findings which require investigation, analysis and assessment, including child protection issues</p>	3	27
4. Planning & Organisational Skills	<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. Physical Skills	<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, births and adult cannulation</p>	4	42
6. Patient/Client Care	<p><b>Develops programmes of care/care packages, or</b> Develops programmes of midwifery care</p> <p><b>and/or</b> <b>Provides specialised advice in relation to the care of patients/clients.</b></p> <p>Provides midwifery advice to women, birthing people and families throughout pre-pregnancy, antenatal, birth, post-partum and the early weeks of life</p>	5ac	30
7. Policy/Service Development	<p><b>Follows policies in own role which are determined by others; no responsibility for service development, but may</b></p>	1	5



		<b>be required to comment on policies, procedures or possible developments.</b> May be required to comment on possible developments within department		
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> Safe use of equipment  <b>Or</b> <b>Regularly handles or processes cash, cheques, patients' valuables,</b> Security of client valuables  <b>and/or</b> <b>Responsible for maintaining stock control and/or security of stock</b> Responsible for ordering supplies as required	1-2ac	5-12
9.	<b>Human Resources</b>	<b>Provides advice or demonstrates own activities or workplace routines to new or less experienced employees in own work area.</b> Demonstrates own activities to less experienced staff <b>Or</b> <b>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>Regularly responsible for professional/clinical supervision of a small number of qualified staff or students</b> Mentors student midwives and others	1-2ab	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintain client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing.</b> May participate in R&D, clinical trials  <b>Or</b> <b>Regularly undertakes R &amp; D activity as a requirement of the job,</b> Undertakes R&D activity  <b>and/or</b> <b>Regularly undertakes clinical trials</b> Undertakes clinical trials	1-2ab	5-12
12.	<b>Freedom to Act</b>	<b>Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work</b>	3	21



		<p><b>is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.</b> Works within codes of practice and professional regulations</p>		
13.	<b>Physical Effort</b>	<p><b>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p> <p><b>Or</b></p> <p><b>There is an occasional requirement to exert moderate physical effort for several long periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p> <p><b>and/or</b></p> <p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p>	2d-3bc	7-12
14.	<b>Mental Effort</b>	<p><b>There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b> Concentration during client examination</p> <p><b>and/or</b></p> <p><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></p> <p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour is unpredictable</p>	2ab-3a	7-12
15.	<b>Emotional Effort</b>	<p><b>Occasional exposure to distressing or emotional circumstances</b> Difficult family situations e.g. Congenital abnormalities</p> <p><b>Or</b></p> <p><b>Frequent exposure to distressing or emotional circumstances,</b> Difficult family situations e.g. Congenital abnormalities</p> <p><b>and/or</b></p> <p><b>Occasional exposure to highly distressing or highly emotional circumstances,</b> Deaths, child protection issues</p>	2a-3ab	11-18



16.	<b>Working Conditions</b>	<b>Frequent exposure to highly unpleasant working conditions.</b> Body fluids, faeces, vomit, smells and foul linen	4b	18
	<b>Profile Score 354-392</b>		<b>Band 5</b>	





Profile Suite and Label	Midwifery 6
Job Statement	<ol style="list-style-type: none"> <li>1. Provides a full range of advice and care to women, 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>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<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/client history, sensitive issues, some clients with special needs; requires persuasive, reassurance skills</p>	4a	32
2.	Knowledge, Training & Experience	<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.	Analytical & Judgemental Skills	<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.	Planning & Organisational Skills	<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.	Physical Skills	<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, births, adult cannulation</p>	4	42
6.	Patient/Client Care	<p><b>Develops programmes of care/care packages,</b></p> <p>Develops programmes of midwifery care</p> <p><b>and/or</b></p> <p><b>Provides specialised advice in relation to the care of patients/clients.</b></p> <p>Provides midwifery advice to women, birthing people and families throughout pre-pregnancy antenatal, birth, post-partum and the early weeks of life</p>	5ac	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>Safe use of equipment</p> <p><b>Or</b></p> <p><b>Regularly handles or processes cash, cheques, patients' valuables,</b></p> <p>Security of client valuables</p> <p><b>and/or</b></p> <p><b>Responsible for maintaining stock control and/or security of stock,</b></p> <p>Responsible for ordering supplies as required</p>	1-2ac	5-12
9.	<b>Human Resources</b>	<p><b>Provides advice or demonstrates own activities or workplace routines to new or less experienced employees in own work area.</b></p> <p>Demonstrates own activities to less experienced staff</p> <p><b>Or</b></p> <p><b>Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service</b></p> <p>Work allocation and checking,</p> <p><b>and/or</b></p> <p><b>Regularly responsible for professional/clinical supervision of a small number of qualified staff or students,</b></p> <p>Mentors student midwives and others</p> <p><b>and/or</b></p> <p><b>Regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments, or</b></p> <p>Training less experienced staff</p>	1-2abc	5-12
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Maintains client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing.</b></p> <p>May participate in R&amp;D, clinical trials</p> <p><b>Or</b></p>	1-2ab	5-12



		<p><b>Regularly undertakes R &amp; D activity as a requirement of the job,</b> Undertakes R&amp;D activity</p> <p><b>and/or</b></p> <p><b>Regularly undertakes clinical trials,</b> Undertakes clinical trials</p>		
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> Jobholder has significant discretion to work within a set of defined parameter. This applies, for example, to those who are the lead specialist or section/department manager or responsible for caseload in the community.</p>	4	32
13.	Physical Effort	<p><b>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p> <p><b>Or</b></p> <p><b>There is an occasional requirement to exert moderate physical effort for several long periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p> <p><b>and/or</b></p> <p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, infant feeding, manoeuvring clients</p>	2d-3bc	7-12
14.	Mental Effort	<p><b>There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b> Concentration during client examination</p> <p><b>and/or</b></p> <p><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></p> <p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour is unpredictable</p>	2ab-3a	7-12



15.	Emotional Effort	<b>Occasional exposure to distressing or emotional circumstances</b> Difficult family situations e.g. Congenital abnormalities  <b>Or</b>  <b>Frequent exposure to distressing or emotional circumstances,</b> Difficult family situations e.g. Congenital abnormalities  <b>and/or</b>  <b>Occasional exposure to highly distressing or highly emotional circumstances,</b> Deaths, child protection issues	2a-3ab	11-18
16.	Working Conditions	<b>Frequent exposure to highly unpleasant working conditions.</b> Body fluids, faeces, vomit, smells and foul linen	4b	18
Profile Score 416– 454			Band 6	



Profile Suite and Label	Midwifery 7i
Job Statement	<ol style="list-style-type: none"> <li>1. Provides specialist midwifery care for a specific group of clients or defined area of activity e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</li> <li>2. Advises other midwives in related matters</li> <li>3. Shares specialist knowledge with other groups/agencies</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p><b>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></p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p><b>and/or</b></p> <p><b>Providing and receiving complex, sensitive, or contentious information, where there are significant barriers to acceptance which need to be overcome using developed interpersonal and communication skills such as would be required when communicating in a hostile, antagonistic or highly emotive atmosphere</b></p> <p>Communicates complex/sensitive/contentious to clients where there are significant barriers to acceptance</p>	5ac	45
2.	Knowledge, Training & Experience	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></p> <p>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</p>	6	156
3.	Analytical & Judgemental Skills	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b></p> <p>Judgements on a range of complex midwifery problems which require investigation analysis and assessment, e.g. child protection issues, safeguarding, diabetes, or screening</p>	4	42
4.	Planning & Organisational Skills	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans and co-ordinates multi-disciplinary activities, case conferences</p>	3	27
5.	Physical Skills	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Skills required for palpation, suturing and births</p>	4	42
6.	Patient/Client Care	<p><b>Develops specialised programmes of care/care packages</b></p> <p>Develops specialised care programmes of midwifery care throughout pre-pregnancy, pregnancy, birth, postpartum and the</p>	6ac	39



		<p>early weeks of life e.g. drug dependent, socially excluded, special needs, bereavement, diabetes, screening</p> <p><b>and/or</b></p> <p><b>Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b>          Provides highly specialised advice to women, birthing people 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>		
7.	<b>Policy/Service Development</b>	<p><b>Implements policies for own work area and proposes changes to working practices or procedures for own work area</b>          Establishes practices related to midwifery and specialist area of practice</p> <p><b>Or</b></p> <p><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 e.g. paediatrics, gynaecology</p>	2-3	12-21
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>          Safe use of equipment</p> <p><b>Or</b></p> <p><b>Regularly handles or processes cash, cheques, patients' valuables</b>          Receive and store patient valuables</p> <p><b>and/or</b></p> <p><b>Responsible for the safe use of equipment other than equipment which they personally use</b>          Dismantle and assemble equipment for use by others, use of equipment by others e.g. use of hoists, surgical equipment</p> <p><b>and/or</b></p> <p><b>Responsible for maintaining stock control and/or security of stock</b>          Responsible for ordering supplies as required</p>	1-2abc	5-12
9.	<b>Human Resources</b>	<p><b>Regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</b>          Provides training for less experienced staff</p>	2c	12
10.	<b>Information Resources</b>	<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> Occasionally undertakes audits</p> <p><b>Or</b></p> <p><b>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>and/or</b></p> <p><b>Regularly undertakes clinical trials</b> Active participation in clinical trials</p>	1-2ab	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> 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</p>	4	32
13.	Physical Effort	<p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> Assists clients in labour</p>	3c	12
14.	Mental Effort	<p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable</p>	3a	12
15.	Emotional Effort	<p><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</p> <p><b>Or</b></p> <p><b>Frequent exposure to highly distressing or highly emotional circumstances</b> Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p>	3b-4b	18-25
16.	Working Conditions	<p><b>Frequent exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen</p>	4b	18
Profile Score 481-511			Band 7	



Profile Suite and Label	Midwifery 7ii
Job Statement	<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>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<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.	Knowledge, Training & Experience	<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.	Analytical & Judgemental Skills	<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.	Planning & Organisational Skills	<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.	Physical Skills	<b>Highly developed physical skills, high degree of precision</b> Skills required for palpation, suturing and births	4	42
6.	Patient/Client Care	<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.	Policy/Service Development	<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 e.g. paediatrics, gynaecology	3	21
8.	Financial & Physical Resources	<b>Observes personal duty of care in relation to equipment and resources used in course of work</b> Safe use equipment.	1	5
9.	Human Resources	<b>Regularly responsible for providing training in own discipline/practical training or undertaking basic workplace assessments</b> Provides training for less experienced staff	2c	12





10.	<b>Information Resources</b>	<p><b>Record personally generated information</b> Maintains education and research records</p> <p>Or</p> <p><b>Occasional requirement to use computer software to develop or create statistical reports requiring formulae, query reports or detailed drawings/diagrams using desktop publishing or computer aided design</b> Creates reports based on research and/or research programmes</p>	1-2b	4 -12
11.	<b>Research &amp; Development</b>	<p><b>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)</p> <p>Or</p> <p><b>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 &amp; D activities</p>	3-4	21-32
12.	<b>Freedom to Act</b>	<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> 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</p>	4	32
13.	<b>Physical Effort</b>	<p><b>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</p> <p>Or</p> <p><b>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Assists women and birthing people in labour</p>	1-2d	3-7
14.	<b>Mental Effort</b>	<p><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</p>	2a	7
15.	<b>Emotional Effort</b>	<p><b>Exposure to distressing or emotional circumstances is rare</b> Less than once a month</p> <p>Or</p>	1-2a	5-11



		<b>Occasional exposure to distressing or emotional circumstances</b> Foetal abnormalities/ baby deaths/ child protection issues		
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>Profile Score 473- 499</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Midwifery 7iii</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. Provides midwifery advice and expertise</li> <li>3. Performs clinical midwifery duties</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>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> Communicates information concerning patients'/clients' history, sensitive issues, some with special needs; requires persuasive, reassurance skills	4a	32
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 section or department workload, including staffing	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>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  <b>and/or</b>  <b>Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b> Provides highly specialised advice to women, birthing people 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	6ac	39



7.	<b>Policy/Service Development</b>	<p><b>Implements policies for own work area and proposes changes to working practices or procedures for own work area</b> Implements policies for care of women in labour</p> <p><b>Or</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 e.g. paediatrics, gynaecology</p>	2-3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Authorised signatory for cash/financial payments</b> Authorises timesheets/overtime payments</p> <p><b>and/or</b></p> <p><b>Responsible for the purchase of some physical assets or supplies</b> Makes purchases/signs off orders</p> <p><b>and/or</b></p> <p><b>Holds a delegated budget from a budget for a department/service</b> Responsibility for a sub-division of a departmental or service budget</p> <p><b>Or</b></p> <p><b>Budget holder for a department/service</b> Full responsibility for budget/physical assets over a department or service</p>	3abd-4a	21-32
9.	<b>Human Resources</b>	<p><b>Responsible for day-to-day management of a group of staff</b> Day to day management of a group of midwives</p> <p><b>and/or</b></p> <p><b>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>	3ac	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b> Maintains client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Undertakes surveys or audits, as necessary to own work; may occasionally participate in R&amp;D, clinical trials or equipment testing.</b> Occasionally undertakes audits</p> <p><b>Or</b></p> <p><b>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>	1-2a	5-12
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>	4	32



		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		
13.	<b>Physical Effort</b>	<p><b>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Assists women in labour</p> <p><b>Or</b></p> <p><b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> Assists clients in labour</p>	2d-3c	7-12
14.	<b>Mental Effort</b>	<p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable, responds to crises, emergencies</p>	3a	12
15.	<b>Emotional Effort</b>	<p><b>Occasional exposure to distressing or emotional circumstances</b> Foetal abnormalities/ baby deaths/ child protection issues</p> <p><b>Or</b></p> <p><b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable</p>	2a-3a	11-18
16.	<b>Working Conditions</b>	<p><b>Frequent exposure to unpleasant working conditions</b> Being in the vicinity of body fluids, faeces, vomit, smells, and foul linen</p> <p><b>Or</b></p> <p><b>Frequent exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen</p>	3a-4b	12-18
<b>Profile Score 475 – 520</b>			<b>Band 7</b>	



Profile Suite and Label	Midwifery 8a-b
Job Statement	<ol style="list-style-type: none"> <li>1. Provide professional advice and specialist knowledge to clients, carers and colleagues</li> <li>2. May provide day to day management or education and training to other staff, students</li> <li>3. Performs clinical midwifery duties</li> <li>4. May undertake research in a specialist area</li> </ol>

Factor	Level descriptor and example job information	JE Level	JE Score
1. Communication & Relationship Skills	<p><b>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></p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling</p> <p><b>and/or</b></p> <p><b>Presenting complex, sensitive or contentious information to a large group of staff or members of the public</b></p> <p>Communicates complex midwifery issues to large groups may include formal training/education skills</p>	5ab	45
2. Knowledge, Training & Experience	<p><b>Highly developed specialist knowledge across the range of work procedures and practices, underpinned by theoretical knowledge and relevant practical experience</b></p> <p>Professional/clinical knowledge acquired through degree in midwifery, CPD to Masters level, experience</p>	7	196
3. Analytical & Judgemental Skills	<p><b>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</b></p> <p>Judgements on a variety or highly complex clinical problems e.g. Serious clinical incidents where expert opinion will differ</p>	5	60
4. Planning & Organisational Skills	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans and co-ordinates multi-disciplinary activities, case conferences; section or department workload, including staffing</p> <p><b>Or</b></p> <p><b>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></p> <p>Responsible for service development, education, training in specialist field</p>	3-4	27
5. Physical Skills	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Skills required for palpation, suturing and births</p>	4	42



6.	<b>Patient/Client Care</b>	<p><b>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><b>and/or</b></p> <p><b>Provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients</b> Provides highly specialised advice to women, birthing people 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>	6ac	30
7.	<b>Policy/Service Development</b>	<p><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</p> <p><b>or</b></p> <p><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	21-32
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> Safe use of equipment</p> <p><b>or</b></p> <p><b>Authorised signatory for small cash/financial payments</b> Authorised to sign off e.g. expenses, agency/bank timesheets</p>	1-2d	5-12
9.	<b>Human Resources</b>	<p><b>Responsible for day-to-day management of a group of staff</b> Day to day management of a group of midwives</p> <p><b>and/or</b></p> <p><b>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>	3ac	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b> Maintain client records</p> <p><b>or</b></p> <p><b>Occasional requirement to use computer software to develop or create statistical reports requiring formulae, query reports or detailed drawings/diagrams using desktop publishing or computer aided design</b> Creates reports based on research and/or research programmes</p>	1-2	4-9
11.	<b>Research &amp; Development</b>	<p><b>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>or</b></p> <p><b>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)</p>	2a-3-4	12-32



		<b>or</b> <b>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>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Assists women in labour <b>or</b> <b>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>Occasional exposure to distressing or emotional circumstances</b> Foetal abnormalities/ baby deaths/ child protection issues <b>or</b> <b>Frequent exposure to distressing or emotional circumstances</b> Difficult family situations eg. Congenital abnormalities <b>and/or</b> <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-3ab	11-18
16.	<b>Working Conditions</b>	<b>Occasional exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen	3b	12
<b>Profile Score 559- 629</b>			<b>Band 8a-b</b>	





Profile Suite and Label	Midwifery 8c-9
Job Statement	<ol style="list-style-type: none"> <li>1. Provide professional advice and specialist knowledge to clients, carers and colleagues</li> <li>2. Responsible for service development/redesign in own area of expertise</li> <li>3. Undertakes clinical audit, research in a specialist field</li> <li>4. Provides education and training to other staff, students: may develop or contribute to development of specialist training, education programmes in own field</li> </ol>

Factor	Level descriptor and example job information	JE Level	JE Score
1. Communication & Relationship Skills	<p><b>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></p> <p>Communicate highly complex/sensitive/contentious e.g. genetic counselling, post-termination bereavement counselling or <b>Presenting complex, sensitive or contentious information to a large group of staff or members of the public</b></p> <p>Communicates complex midwifery issues to large groups</p>	5ab	45
2. Knowledge, Training & Experience	<p><b>Advanced theoretical and practical knowledge of a range of work procedures and practices</b></p> <p>Professional knowledge acquired through degree/diploma supplemented by specialist training, experience, short courses, to doctorate level or equivalent</p>	8	240
3. Analytical & Judgemental Skills	<p><b>Judgements involving highly complex facts or situations, which require the analysis, interpretation and comparison of a range of options.</b></p> <p>Judgements on a variety of highly complex clinical problems e.g. Serious clinical incidents where expert opinion will differ, need to reconcile professional difference of opinion. Provides expert nursing advice to senior management teams/Board/Organisation on strategic planning</p>	5	60
4. Planning & Organisational Skills	<p><b>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></p> <p>Responsible for planning and organising service development, education, training in specialist field or <b>Formulating long-term, strategic plans, which involve uncertainty, and which may impact across the whole organisation.</b></p> <p>Responsible for strategic planning for specialist service for region, impacting on external agencies</p>	4-5	42-60
5. Physical Skills	<p><b>The post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for</b></p>	3b-4	27-42



		<b>speed. This level of skill may be required for manipulation of fine tools or materials</b> Dexterity and accuracy required for e.g. intravenous injections, syringe pumps and infusions, insertion of catheters, removal of sutures <b>or</b> <b>Highly developed physical skills, high degree of precision</b> Skills required for palpation, suturing and births		
6.	<b>Patient/Client Care</b>	<b>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 <b>and/or</b> <b>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 <b>and/or</b> <b>Accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service</b> Accountable for specialist area of midwifery <b>or</b> <b>Accountable for the direct delivery of a clinical, clinical technical, or social care service(s)</b> Accountable for direct delivery of midwifery service(s)	6acd-7	39-49
7.	<b>Policy/Service Development</b>	<b>Responsible for policy implementation and for discrete policy or service development for a service or more than one area of activity</b> Overall responsibility for development and implementation of policy and/or service development for a service e.g. patient pathways, clinical policy	4	32
8.	<b>Financial &amp; Physical Resources</b>	<b>Responsible for the safe use of equipment other than equipment which they personally use</b> Responsible for ensuring the safe use of specialist equipment <b>and/or</b> <b>Authorised signatory for small cash/financial payments</b> Authorised signatory less than £1,000 <b>or</b> <b>Authorised signatory for cash/financial payments</b> Authorised signatory £1,000 or more <b>and/or</b> <b>Holds a delegated budget from a budget for a department/service</b> Delegated budget holder for specialist budget e.g. education and training, service developments, improvement projects	2bd-3ad	12-21
9.	<b>Human Resources</b>	<b>Responsible for day-to-day management of a group of staff</b> Day to day management of a group of midwives <b>and/or</b> <b>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 <b>or</b>	3ac-4ab	21-32



		<b>Responsible as line manager for a single function or department</b> Line management of a group of midwives <b>and/or</b> <b>Responsible for the teaching or devising of training and development programmes as a major job responsibility</b> Devises, develops and delivers midwifery education programmes		
10.	Information Resources	<b>Record personally generated information</b> Maintain client records <b>or</b> <b>Occasional requirement to use computer software to develop or create statistical reports requiring formulae, query reports or detailed drawings/diagrams using desktop publishing or computer aided design</b> Creates reports based on research and/or research programmes	1-2b	4-9
11.	Research & Development	<b>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>or</b> <b>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 <b>or</b> <b>Responsible, as an integral part of the job, for initiating (which may involve securing funding) and developing R&amp;D programmes or activities, which support the objectives of the broader organisation</b> Research steering group developing trust wide research	3-4-5	21-45
12.	Freedom to Act	<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, legislation, governance and guidelines should be interpreted and advising the organisation on these	5	45
13.	Physical Effort	<b>There is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> Assists women and birthing people in labour <b>or</b> <b>There is a frequent requirement to exert moderate physical effort for several short periods during a shift</b> Assists women and birthing people in labour	2d-3c	7-12
14.	Mental Effort	<b>There is a frequent requirement for concentration where the work pattern is unpredictable</b> Concentration on clients in labour, work pattern unpredictable	3a	12



15.	<b>Emotional Effort</b>	<p><b>Frequent exposure to distressing or emotional circumstances</b> Deals with difficult family situations eg. Congenital abnormalities. Imparts unwelcome news to staff</p> <p><b>and/or</b></p> <p><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</p> <p><b>or</b></p> <p><b>Frequent exposure to highly distressing or highly emotional circumstances</b> Frequently deals with severely challenging behaviour, giving distressing news e.g. congenital abnormalities, deaths, child protection / safeguarding issues</p>	3ab-4b	18-25
16.	<b>Working Conditions</b>	<p><b>Occasional exposure to highly unpleasant working conditions</b> Body fluids, faeces, vomit, smells and foul linen</p> <p><b>or</b></p> <p><b>Frequent exposure to highly unpleasant working conditions.</b> Body fluids, faeces, vomit, smells and foul linen</p>	3b-4b	12-18
<b>Profile Score 637- 747</b>			<b>Band 8c-9</b>	