



JOB DESCRIPTION

Job Details	
Job Title:	Consultant Midwife
Pay Band:	Confirmed Band 8c
Directorate	Chief Executive
Department	Corporate Governance
Reports to:	Deputy Director of Nursing & Quality
Accountable to (Title):	Director of Nursing & Quality
Responsible for (Title/s):	Pre Hospital Maternity Midwifery team when appointed
Location/ Site/ Base:	Trust Headquarters Crawley. Flexibility is required and the post holder may be required to work out of any Trust site or other location to meet the business needs of the organisation
Job Purpose	
<p>The Consultant Midwife role provides overall maternity care professional leadership responsibility across the South East Coast Ambulance Service (including urgent and emergency care). The reach of the service covers 15 providers of acute maternity care (Obstetric Units), and associated Stand Alone birth centres (Midwifery Led Units without doctors present) and all homebirth services.</p> <p>In the function of "Consultant", the role provides expert clinical and strategic leadership. This includes developing a trust-wide strategy for midwifery services, setting standards and guidelines for maternity and midwifery practice, in keeping with NMC, HCPC, and national policy documents and guidance.</p> <p>The post will lead the development of maternity and midwifery practice services (including those within the SECamb infrastructure and externally with direct and indirect stakeholders). With the development of the trust-wide ongoing transformation program, the Consultant Midwife will act as the lead professional for the Maternity Service provision.</p> <p>The vision of the trust is to employ midwives to initially provide telephone advice within the emergency operations centre, and explore collaborative working alongside ambulance clinicians replicating neighbouring ambulance providers in a fast response vehicle or in an ambulance.</p>	
Key Responsibilities	
<p>To enable SECamb to realise its strategic objectives, the Consultant Midwife is responsible for developing a team of pre- hospital midwives for Out of Hospital Maternity Care. This team is in a critical position to enable organisational readiness for the development and implementation of new professional maternity models of care.</p> <p>The Consultant Midwife role will work alongside the Director of Nursing and Quality forming key working relationships with the Education Team, Consultant Paramedics and the Operational Directorate.</p> <p>The role has the key leadership function to ensure the professional development of pre-hospital maternity care, and clinical leadership through the practice function within the Emergency Operations Centre (EOC), NHS 111 sites, and patient-facing with staff.</p> <p>The post holder will lead a continuing research and clinical development agenda for maternity care across SECamb.</p>	

The post holder will represent pre hospital maternity care at national, regional and strategic level, and as such plays a key role in the integration of maternity care provided by the emergency services across organisational boundaries.

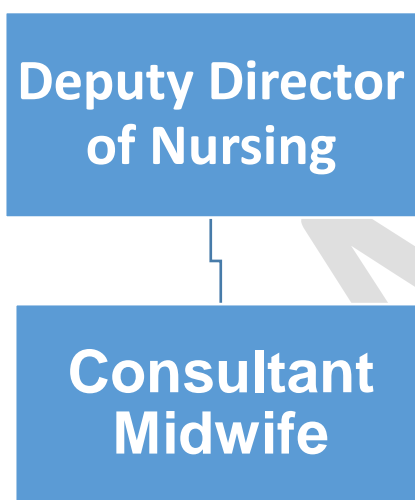
Develop a Maternity Strategy for SECAMB in line with the Clinical Strategy.

The Consultant Midwife role will fulfil the expert leadership function by ensuring high quality care for those women and their families when requesting assistance from the provider of urgency and emergency maternity care.

The Consultant Midwife ensures that robust systems are in place to maintain clinical and professional governance, practice and professional development are in place and develop accountability and assurance frameworks.

Delegate appropriate tasks, to maintain business continuity, and maintain professional oversight of Maternity care during episodes of annual leave or professional sabbaticals.

Organisation chart



Key result areas & performance indicators

The Consultant Midwife will lead by example, demonstrating a proven record of sound leadership, communication skills, management skills, courtesy and diplomacy, when dealing with women (service users), staff and the general public.

The role will be a key member of the Nursing and Quality team and will form and in the future lead a midwifery team in delivering ambulance maternity services.

The post holder will provide specialist expert midwifery advice (and that pertaining to gynaecology and obstetrics issues). The post holder will provide support and guidance to key decision makers within the trust, in particular the Director of Nursing.

The post holder will assist with the education and training of all staff – specifically designing the training program for the Key Skills Training and providing bespoke training as required. Ensuring the program reflects the appropriate components of midwifery updating and development.

The post holder has a close working relationship with the Consultant Paramedic body to support, guide, and act in partnership to further the strategic development of emergency maternity pre hospital care.

The post holder will manage governance oversight of all risks relevant to control room advice and pre hospital maternity care.

Utilising and managing complex data and informatics, the Consultant Midwife will enable analysis, interpretation and comparison of a range of data specific to the maternity specialty to inform both quality improvement and safety agenda's.

Within SECamb, the post holder will ensure that the safety of mothers and baby's is at the heart of care. When practicing midwifery care, they will utilise advanced skills of suturing (perineum), administration of drugs agreed within SECamb scope of midwifery practice, and advanced manoeuvres within the scope of the midwife when attending any obstetric emergencies (management of post-partum haemorrhage, shoulder dystocia including internal manoeuvres, breech birth, and eclampsia).

Whilst providing emergency midwifery care, the post holder will provide mentorship and supervision appropriate to the professional skill mix of the team. Whilst able to work autonomously, the post holder will be able to make clinical decisions, and demonstrate the ability to engage team members in learning and debriefing post-delivery of care.

The post holder will ensure that the service values are embedded into all work undertaken within the delivery of this role.

Key relationships & stakeholders

The post holder will be managerially report to the Deputy Director of Nursing & Quality, and will also be accountable to the Director of Nursing & Quality. The Consultant Midwife will be professionally responsible for the Practice Development Leads for Pre Hospital Maternity (PDM's), and for the midwives employed, or seconded, into SECamb.

The Consultant Midwife will have key relationships with the Medical Director, Director of Operations and the Deputy Director of Nursing & Quality. At such a time midwives are employed by SECamb, the post holder will be the professional lead for all midwives.

Department structure

Internal key relationships:

Medical Director
Director of Nursing & Quality
Director of Operations
Deputy Director of Nursing and Quality
Quality, Governance and Assurance Managers
Legal Department
Patient Experience
Safeguarding
Serious Incident Group

External key relationships:

CCG
Directors of Maternity Services Local Maternity Systems (Kent Surrey Sussex)
Lead Midwife for Patient Safety – NHS England
Lead Midwife for NHS England
Royal College of Midwives
Royal College of Obstetricians and Gynaecologist
College of Paramedics
Joint Royal Colleges Ambulance Liaison Committee
National Association of Ambulance Services Medical Directors
Medical Priority Dispatch System
NHS Pathways

Strategy

Operational Delivery

Review existing data, for the triage and patient care records for the appropriateness of current prioritisation and response for all maternity cases

Review and monitor the current Ambulance Response Programme in relation to maternity calls including those from Health Care Professionals requesting transfer from homebirths, standalone birth centres, and labour ward requests.

Facilitate and promote quality care for users by providing expert advice, using audits and research, patient and staff feedback and performance information to support continuous improvement.

Promote multi-professional working across the maternity providers and SECamb by facilitating opportunities for shared learning and feedback events.

Provide clinical and leadership visibility through the expert Midwife practice function, maintaining a regular clinical shift within the SECamb environment.

Be the lead for risks relating to maternity care.

Provide expertise and supervision to the managers to develop personal capability and knowledge bases around maternity incidents

Lead on the maternity Datix incident reporting system including the development and implementation of new reporting criteria/criterion

In partnership with the Deputy Director of Nursing & Quality, review the current risk register and identify any risk relating to maternity care, maintaining ownership and oversight.

Maintain oversight of the SECamb Maternity policy and provide timely reviews to ensure it reflects current risks to the organisation.

Providing timely and pro-active feedback to staff reporting maternity risk and encouraging positive incident reporting.

Work with the Head of Legal Services to provide expert opinion and advice to inform claims, and pending Her Majesty's Coroner's inquest related to maternity care.

Provide expert clinical opinion, and recommend trust wide learning where indicated.

Recommend and provide expert opinion by attendance at Serious Incident Group, when Maternity specific incidents and risks are discussed.

Provide expert advice and liaison to the Clinical Audit and Research Unit including the recommendation for future and ongoing audits.

Assess current protocols and evidence based guidelines that influence and impact on service delivery, ensuring where necessary mitigation is implemented, and business plan is in place where change is required.

Lead on the updating, reviewing, and implementation of SECambTrust guidance including that guidance's that impact upon the organisation and its business.

Lead on the oversight of maternity complaints management including providing annual oversight, thematic analysis and recommendation for complaints reduction and improvement

Stakeholder relationships

Education of maternity units and women about the appropriate use of the emergency services including demonstrating leadership to actively and sensitively manage complex situations

Assist and advise the Patient Experience team with review of maternity complaints and where necessary liaise with maternity units to gather further information to enable seamless response

Demonstrate leadership through kindness and compassion when providing and receiving highly complex, or sensitive information, in an emotive or challenging environment (e.g. dealing with staff and families suffering trauma, or bereavement). This may be verbally or in writing.

Have operational oversight of maternity complaints, themes, and influence and recommend actions for both staff and trust wide learning.

Provide clinical expertise to complaints that require referral to the Serious Incident Group (SIG) including an expert review of care provided by Trust staff.

Assist and advise as appropriate the Head of Legal Services in dealing with potential and actual claims. According to the nature of the claim, the post holder will be expected to maintain continuity of oversight, including appearance at court or Her Majesty's Coroners Inquests as a SECAMB midwifery expert.

Maintain a high degree of clinical credibility as required as a Registered midwife to maintain professional registration within the role. Alignment with an acute provider of maternity services will afford the opportunity for the post holder to undertake and participate with maternity specific update training.

Assume a key leadership role in National and International working groups regarding clinical practice standards and aspects associated with control room advice and protocols and clinical practice standards for maternity care provision.

Liaise and provide expertise to the Royal College of Midwives, as a subject matter expert on pre hospital maternity care, and inform and influence national policy on homebirths and transferring of maternal and new-born care.

Promote and recommend further trust strategic relationships with external organisation across the health and social sectors including higher education establishments.

Foster a culture of research enquiry as the professional maternity lead with the Clinical Audit and Research and influence further research and audit directives for maternity and obstetric emergency audit.

Instigate and have oversight of specialised programmes of care for staff to follow, ensuring the highest quality of care for pregnant and newly birthed women.

Work with communications department to ensure regular updates are provided on maternity related issues including the promotion of the Trust services.

Work and lead business intelligence department to inform maternity performance and activity reporting

Provide expert operational clinical advice and reports to the SECAMB Commissioners.

People management

Provide leadership, mentorship, support and training (where highlighted) through appraisal for the midwifery team.

Create a learning culture for ongoing development as a strategic role model

Lead as a clinician in EOC and patient facing environment by undertaking a clinical shift on a regular basis in line with the medical directorate requirements.

Initiate and take a lead in identifying personal development requirements and participate in activities that lead to ongoing personal development both as a senior midwife and a developing senior leader in the organisation

Financial Management and Resource Management

Ensure that the Trust's funds are properly used, represent value for money and can withstand public scrutiny.

Where applicable, provide strong budget management for the defined area of management responsibility and monitor expenditure against those budgets.

Act within Standing Orders and Standing Financial Instructions of the Trust

Management of Maternity Budget

Authorised signatory within agreed limits, for midwifery staff

Authorised signatory for timesheets and expense claims for direct reports

Utilise expertise and innovation to identify projects and funding streams to assist with income generation

Values

The Post holder will be required to demonstrate compassionate care in their daily work and adopt the 6 Cs - NHS values essential to compassionate care: **Care, Compassion, Competence, Communication, Courage and Commitment**. Post-holders will also be required to understand and work in accordance with the NHS constitution and put the patient at the heart of their work.

Safeguarding Children, Young People and Adults at risk of abuse and neglect

South East Coast Ambulance NHS Trust is committed to safeguarding and promoting the welfare of children, young people and adults at risk of abuse and neglect, and expects all staff and volunteers to share this commitment. All staff are required to adhere to the Trust's safeguarding policy and understand their individual safeguarding responsibilities

Equality & diversity

The Trust recognises the need for a diverse workforce and is committed to Equal opportunities in employments. And seeks to eliminate unlawful discrimination. To promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff) must at all times fulfil their responsibility with regards to the Trust Equality and Diversity policy and the Equality Act of 2010. All individuals have responsibility to highlight any potential discriminatory practice

As a member of the senior leadership team/ management team, the post-holders is expected to take responsibility for embedding equality and diversity in their work and areas of management responsibility. This will include leading on specific E&D related work streams and ensuring that the Trust is compliant with the appropriate equality legislation.

Corporate governance

High standards of governance are vital in healthcare organisations. Good governance sets the boundaries and structures in which we are able to function safely and provide the most effective care to our patients. We ask all employees to:

- Familiarise yourself with and apply Trust-wide and local policies, procedures and other formal instructions;
- Act within the scope of your authority and/or practice at all times. Limits of financial authority are set out in our Standing Financial Instructions;
- Undertake the statutory and mandatory training suitable to your role and maintain any relevant professional registration(s);
- Maintain accurate and timely records wherever required; and
- Notify the Trust if you identify any areas for improvement in any areas of corporate governance so that we can learn and improve.

INFECTION PREVENTION & CONTROL

All Trust employees, whether involved directly or indirectly in the provision of healthcare, have a duty to co-operate with and implement Trust policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in the provision of healthcare so far as is necessary to enable the Trust to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

South East Coast Ambulance Service NHS Trust is committed to safeguarding and promoting the welfare of children and young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the SECAMB Safeguarding Child and Adult at Risks Policies and Procedures.

Staff should ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage in accordance with the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient-identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on a strictly need to know basis in accordance with the responsibilities of the Trust's Caldicott Guardian.

Risk

Accept personal responsibility for contributing to the Trust's management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the Trust.

As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the Trust, in accordance with Trust policy and training.

Identify and report actual or potential hazards/ risks in the work environment in accordance with Trust policies, and take immediate action to minimise risks where it is reasonably practicable to do so.

Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children.

Follow the SECAMB policy on use of PPE (Personal Protective Equipment) e.g. Hi- Visibility Clothing, Gloves, Visors etc.

Awareness of and compliance with Health and Safety Regulations.

Health, Safety and Security

Meet Health and Safety legislation and move towards an environment where health and safety considerations are firmly embedded in the planning and decision making processes and the 'culture' of own area of responsibility.

Promote, monitor and maintain best practice in health, safety and security

All individuals have a responsibility, under the Health and Safety at Work Act (1974) and subsequently published regulations, to ensure that the Trust's health and safety policies and procedures are complied with to maintain a safe working environment for patients, visitors and employees. All staff have a duty to protect their own health and safety and that of others persons who may be affected by their acts or omissions.

In addition, managers have specific responsibilities relating to health and safety activities including consenting to breaches; conniving to breach legislation or neglecting their duties under the legislation. Trust's objectives in accordance with the Trust's risk management strategy and policies.

Policies

The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of the Trust, which may be amended from time to time.

Patient Safety is a key priority for the Trust. It is your responsibility to ensure that you are fully compliant with SECAMB policies and procedures in respect of patient safety, for example Risk Management, Infection Prevention and Control, Safeguarding children and vulnerable adults.

Confidentiality / Data Protection / Freedom of Information:

Individuals (including volunteers, contractors and temporary workers) must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection Act 1998. Individuals must not, without prior permission, disclose any information regarding patients or staff. If any individual has communicated any such information to an unauthorised person that individual(s) could be liable for disciplinary action which could result in dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Following the Freedom of Information Act (FOI) 2005, individuals must apply the Trust's FOI procedure.

In addition, managers have specific responsibilities to ensure that their staff maintain the confidentiality and security of all information that is dealt with in the course of performing their duties it is in accordance with the requirements of the Data Protection Act 1998 and the principles of Caldicott. Managers should also ensure that their staff are aware of their obligations under legislation such as the Freedom of Information Act 2000; Computer Misuse Act 1990, and that staff are updated with any changes or additions relevant to legislation.

Review

This document provides an outline of the main responsibilities of the post. It is not intended to be an exhaustive list of duties. Its content will be subject to regular review in conjunction with the post holder.

Date Reviewed:		
Reviewed By:	Manager:	Signature
	Post holder:	Signature:

PERSON SPECIFICATION

Consultant Midwife

(A = application, T = test, I = interview)

Qualifications, Accreditations, Education		
	Essential	Evidence
Current NMC registration as a registered Midwife	√	A/I
Other professional registration aligned to pre hospital urgency/emergency care i.e. paramedic, nurse (adult/paediatric/mental health)	Desirable	A/I
Graduate qualification BSc or equivalent relevant to professional discipline	√	A/I
Master's degree qualification relevant to professional discipline	√	A/I
	√	A/I
Experience of change management and introduction of innovation	√	A/I
Provision of training in maternity care, maternity emergencies and newborn transition and newborn life support (POET/ALSO/PROMPT/NLS/GIC Instructor Course or similarly aligned recognized training course)	√	A/I
Evidence of ongoing continuous professional development	√	A/I
Human Factors and Situational Awareness Training	Desirable	A/I
Experience		
Significant leadership and people management and development experience i.e. Head of Midwifery/Consultant Midwife	√	A/I
Significant clinical experience covering a range of maternity care clinical settings	√	A/I/T

Experience of practice development across a range of clinical settings	√	A/I/T
Implemented and led on practice related changes and quality improvement projects	√	A/I/T
Practised advanced midwifery skills in all aspects of clinical midwifery	√	A/I/T
Highly developed midwifery knowledge, underpinned by theory and experience	√	A/I/T
Develop evidence based midwifery practice	√	A/I/T
Formal teaching practice in an HEI setting, maternity training programs and within clinical settings	√	A/I/T
Lead on formulation, dissemination and implementation of policies and guidelines	√	A/I/T
Experience of change management and service improvement	√	A/I/T
Supporting staff requiring practice improvement programs to maintain professional standards	√	A/I/T
Experience in both hospital and community setting	√	A/I/T
Handle complaints and issues involving maternity care	√	A/I/T
Risk management/Root cause analysis	√	A/I/T
Provision of expert advice/opinion to inform legal matters relating to maternity care	√	
Management of people	√	A/I/T
Management of a clinical area	√	A/I/T
Experience of practice development to providers of community midwifery and out of hospital maternity care i.e. ambulance clinicians	Desirable	A/I/T
Clinical audit and research	Desirable	A/I/T
Knowledge and Skills		
High level of knowledge of statutory regulations governing Nursing and Midwifery registrants	√	A/I/T
Knowledge of midwifery issues both strategically and nationally in relation to maternity transformation	√	A/I/T

Understanding of midwifery supervision and the A EQUIP midwifery supervision model	√	A/I/T
Expert knowledge of clinical governance issues	√	A/I/T
Excellent interpersonal, organisation & communication skills	√	A/I/T
Highly developed physical skills with a high degree of precision	√	A/I/T
Leadership and people management skills – calm positive style	√	A/I/T
Awareness of data quality issues.	√	A/I/T
Teaching & presentation skills to small and large groups	√	A/I/T
Ability to initiate change and participate in generating new policies and procedures	√	A/I/T
Ability to co-ordinate and delegate	√	A/I/T
Ability to plan and organise a broad range of complex activities, formulate and adjust plans and present to a multidisciplinary staff Group	√	A/I/T
Plan, teach, deliver pre hospital maternity training to a range of professionals involved in pre hospital maternity care	Desirable	A/I/T
Maintain accurate data records for training	√	A/I/T
Value diversity and difference, demonstrating integrity and honesty.	√	A/I/T
Personal Abilities		
Ability to co-ordinate and liaise within a multi-disciplinary team	√	A/I/T
Promote equality within the maternity workforce	√	A/I/T
Ability to achieve deadlines and work under pressure	√	A/I/T
Enthusiastic and motivated	√	A/I/T
Adaptable and flexible	√	A/I/T
Assertive and innovative	√	A/I/T
High levels of personal resilience in managing own well-being and demanding leadership role. s	√	A/I/T

JOB DESCRIPTION RECORD

This job description reflects the current main organisational priorities for the post. In the context of rapid change taking place within the NHS/Trust, these priorities will develop and change in consultation with the post holder in line with service needs and priorities.

DRAFT