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CAJE REF CYM/Wales/WPF/2025/0026

APPROVED 21/08/2025

# JOB TITLE Wales Preceptorship Rotational Midwife

# BAND 5

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| Job Summary | | |
| Accountable as the lead professional for the care and support of childbearing women, birthing people, newborn infants, and partners and families in a variety of settings including inpatients and within the community settings (\*In line with the Once for Wales Preceptorship framework).  Work across pregnancy, labour and birth, postpartum, and the early weeks of newborn infants’ life.  Commitment to adhere to the values and the principle of the Once for Wales Preceptorship framework.  Provide professional leadership and mentoring to less experienced midwives and students and support to colleagues in a multi-disciplinary team. | | |
| Responsible to | | |
| Reporting: | Accountable: | Professionally: |
| Responsibilities and Duties | | |
| **Clinical**  Working as an autonomous practitioner the preceptorship midwife should further develop a full range of integral midwifery skills and be able to practice in all areas of maternity care, in both acute and community settings in line with the expectations set out in the Once for Wales Preceptorship Framework. The preceptorship midwife, will further develop skills in initial risk assessments, be the lead professional in planning, implementing and evaluating care for midwifery led pathways, seeking support from more experienced colleagues and acknowledge, refer and liaise collaboratively with the wider multidisciplinary team where required.  Using own judgement, interpret and act on clinical findings and results including screening/assessment for perinatal mental health illness in collaboration with the MDT referring to an appropriate professional as necessary.  Following appropriate specific training and following local organisational guidelines, undertake IV drug administration, be proficient in suturing and care of women and birthing people requiring further analgesia (epidurals) and the use of water for labour and or birth.  Ability to safely administer a range of medicines authorised within locally agreed group protocols and has a responsibility to ensure the safe administration of both these and other drugs.  Support women, birthing people and families by promoting and facilitating informed choice around infant feeding. Providing evidence-based information on all feeding options, respecting parental decisions, and offering compassionate, individualised care. Assess feeding practices, identify potential challenges, and deliver appropriate support.  Assess, plan and provide care that promotes and protects physical, psychological, social, cultural, and spiritual safety for all women, birthing people and newborn infants, including any need for safeguarding, recognising the diversity of individual circumstance.  Ability to empower women and birthing people with accurate, evidence-based information to enable informed decision-making to support individualised care planning.  **Communications**  Use verbal and non-verbal communication to optimise the care for women, birthing people and their families, including situations where people may be angry, distressed or unable to communicate. This includes situations where wishes and actions conflict directly with the health professionals’ advice.  Use the full range of communication methods, including verbal, non-verbal and visual which may include using a choice of words and tone, facial expressions, posture, gestures and movements or pictures and accessing translation and interpretation services where required.  Demonstrate the ability to use communication skills when communicating and sharing information with the woman, birthing people, newborn infants and families that takes account of the woman’s needs, views, preferences, and decisions, and the needs of the newborn infant.  Effectively communicate complex and sensitive confidential information, including condition-related information (e.g., cognitive impairment) to patients/clients, requiring empathy and reassurance. This includes working with patients/clients/relatives/carers who may have additional learning needs, neurodivergence, mental health, cognitive impairment or barriers to understanding.  Work in partnership with the wider MDT and other associate agencies when there are professional concerns involving the woman  and/or her family; child protection, domestic abuse etc.  Treat others with kindness and compassion and promote advocacy for women and families including supporting human rights.  **Professional**  Take responsibility for maintaining clinical proficiency and knowledge and engage in continuing professional development and reflective practice,actively engaging in learning opportunities to enhance clinical skills and knowledge.  Take responsibility for meeting the requirements set out in the Once for Wales Preceptorship framework and any Health Board recommended preceptorship requirements.  **Planning and Design**  Develop skills in assessment planning, developing, implementing and evaluating a full programme of care in partnership with the multidisciplinary team (where required) for women, birthing people and babies through the antenatal, intrapartum and postnatal period.  Responsible for continuity and delivering skills in coordination of care, providing ongoing midwifery care as part of the multidisciplinary team, and acting as an advocate for women and newborn infants to ensure individualised care plans.  Effectively manage a caseload across community and hospital settings.  **Improvement and Monitoring**  Participate in the development of maternity services through involvement in the development and implementation of current evidence-based policies and guidelines.  Participate in clinical audit, contributing to research and service evaluation as the need arises within the service, including active participation in local audits to monitor the effectiveness of service improvement and delivery.  **Finance and Budget**  Enable the safety of the patient’s valuables and personal possessions.  Use resources prudently and sustainably by practicing efficient resource management.  **Management, Leadership and/or Training**  Develop skills and confidence in supervising other members of staff including midwifery and clinical colleagues and actively participates in the education, training, and dissemination of professional and clinical knowledge.  Develop skills and confidence in offering supervision, coaching and support to students, clinical colleagues and medical students ensuring that it meets the aims and objectives of their training.  Develop skills and confidence in organising and supervise the work of Maternity Support Workers and Health Care Support Workers and other members of staff.  Understand and demonstrate the qualities of compassionate leadership demonstrating empathy, understanding, and focusing on supporting others, particularly in a team setting. As a leader you should be thoughtful, kind, and consider the well-being of their team members.  **Digital and Information**  Maintain accurate records in both written and electronic formats, in accordance with Nursing and Midwifery Council (NMC) standards. Adhere to data governance, confidentiality, and cybersecurity policies at all times. Confidently use digital tools to support daily clinical tasks, communication, and ongoing training, and assist citizens in safely and effectively accessing and using digital healthcare technologies.  Be required to access computerised and written information which informs care e.g. action plans, observation / fluid balance charts, risk assessments, screening tools and investigations results.  Support the use of data in service evaluation, audit, and quality improvement, while embracing digital innovations that enhance clinical practice and patient outcomes.  \* Once for Wales Preceptorship framework  On completion of the pre- registration midwifery programme, you demonstrated your proficiency through assessment of the skills and proficiencies required by the NMC. This preceptorship framework is designed to support you to build on your knowledge and skills so that you are able to demonstrate the skilled and professional practice essential to develop confidence and proficiency. This framework has been developed to support your progression to become a band 6 midwife and provide opportunities to learn and gain experiences that you may not have had the opportunity to undertake as a student midwife. | | |
| PERSON SPECIFICATION | | |
| Qualifications and Knowledge | | |
| Essential Registered Midwife with appropriate registration with the Nursing and Midwifery Council (NMC)  Demonstrates an understanding of the professional requirements of The Standards of Proficiency for Midwifery (NMC)  Educated to degree level or equivalent qualification | | |
| Experience | | |
| Working within and positively contributing to a team | | |
| Skills and Attributes | | |
| Good verbal, non-verbal and written communication skills  Computer literate  Ability to demonstrate initiative  Prioritising skills  Understanding of own professional and clinical limitations  Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading, and writing in Welsh (please delete as appropriate)  Welsh Language Skills are essential at level 4 or 5 in understanding, speaking, reading, and writing in Welsh (please delete as appropriate) | | |
| Other | | |
| Satisfactory Standard/Enhanced DBS clearance including an/a Adults and Childrens Barred List check (delete as appropriate)  Ability to work a range of shift patterns.  Take part in the on-call rota within the community setting  Ability to travel within geographical area where reasonable to meet the needs of the service as appropriate to role | | |