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CAJE REF CYM/Wales/WPF/2025/0027

APPROVED 21/08/2025

# JOB TITLE Wales Rotational Midwife

# BAND 6

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| Job Summary |
| Fully 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 settingsWork across pregnancy, labour and birth, postpartum, and the early weeks of newborn infants’ life.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 midwife should be able to utilise a full range of integral midwifery skills and be able to practice holistically in all areas of maternity care, both acute and community settings. The midwife is the lead professional in planning, implementing and evaluating the care for pregnancy, childbirth and postnatal period and will perform an initial and continuous assessment of required needs.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.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 drugsSupport 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 circumstanceAbility 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 requiredDemonstrate 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 infantEffectively 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 etcTreating 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. The postholder is a midwifery practitioner with defined caseloads and will maintain personal professional registration in accordance with NMC guidelines, protocols and clinical supervision for midwives.**Planning and Design**Assess, plans, develops, implements and evaluates 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 coordination of care, providing ongoing midwifery care as part of the multidisciplinary team, and acting as an advocate for women and newborn infants ensure individualised care plans.Effectively manage a caseload across community and hospital settings.**Improvement and Monitoring**Participates in the development of maternity services through involvement in the development and implementation of current evidence-based policies and guidelinesParticipates 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**Enables the safety of the patient’s valuables and personal possessions.Using resources prudently and sustainably by practicing efficient resource management.**Management, Leadership and/or Training**Act as a role model supervising other members of staff including midwifery and clinical colleagues and actively participates in the education, training and dissemination of professional and clinical knowledge.Proactively offer supervision, coaching and support to students, preceptorship midwives, clinical colleagues and medical students ensuing that it meets the aims and objectives of their trainingEnsuring experience of mentorship and developing others including completion of practice supervisor and assessor training.Take leadership opportunities where reasonable to support short term unplanned absence.Organise 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. |
| PERSON SPECIFICATION |
| Qualifications and Knowledge  |
| EssentialRegistered 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)Portfolio of CPDEducated to degree level or equivalent qualification |
| Experience |
| Midwives with completion of preceptorship programme or equivalentExperience of mentoring and developing others including completion of training in student supervisor and assessmentWorking within and positively contributing to a team |
| Skills and Attributes |
| Good verbal, non-verbal and written communication skillsComputer literateAbility to demonstrate initiativePrioritising skillsUnderstanding of own professional and clinical limitationsWelsh 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 settingAbility to travel within geographical area where reasonable to meet the needs of the service as appropriate to role |