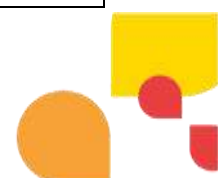


# National profiles for Midwifery

<b>Profile Suite and Label</b>	<b>Midwifery: Band 5</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides care to women, and other 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.	<b>Communication &amp; Relationship Skills</b>	<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>	4 (a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<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.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Judgements involving a range of facts or situations, which require analysis or comparison of a range of options.</b> Judgements on a variety of clinical midwifery problems which require investigation, analysis and assessment</p>	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<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.	<b>Physical Skills</b>	<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, and births</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>5(a) Develops programmes of care/care packages, or</b> Develops programmes of midwifery care; <b>And/or</b> <b>5(c) Provides specialised advice in relation to the care of patients/clients.</b></p> <p>Provides midwifery advice to women and families throughout pre-pregnancy, birth, post-partum and the early weeks of life_</p>	5(a)(c)	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> 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>Personal duty of care <b>Or</b> <b>2(a) Regularly handles or processes cash, cheques, patients' valuables,</b></p>	1/2 (a) (c)	5-12





		security of client valuables <b>And/or</b> <b>2(c) responsible for maintaining stock control and/or security of stock,</b> responsible for ordering supplies as required		
9.	Human Resources	<b>Provides advice, or demonstrates own activities or workplace routines to new or less experienced employees in own work area.</b> Demonstrates own activities <b>or</b> <b>2(a) Responsible for day-to-day supervision or co-ordination of staff within a section/function of a department/service,</b> <b>And/or</b> <b>2(b) regularly responsible for professional/clinical supervision of a small number of qualified staff or students,</b> supports student midwives	1 / 2 (a)(b)	5-12
10.	Information Resources	<b>Record personally generated information</b> Maintain client records	1	4
11.	Research & Development	<b>1 Undertakes surveys or audits, as necessary to own work; may occasionally participate in R &amp; D, clinical trials or equipment testing.</b> <b>or</b> <b>2(a) Regularly undertakes R &amp; D activity as a requirement of the job,</b> <b>And/or</b> <b>2(b) regularly undertakes clinical trials,</b>  Undertakes R&D activity; clinical trials (NB panels must assess the frequency of this activity)	1 / 2 (a)(b)	5-12
12.	Freedom to Act	<b>Is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.</b> Works within codes of practice and professional regulations	3	21
13.	Physical Effort	<b>2(d) there is an occasional requirement to exert moderate physical effort for several short periods during a shift.</b> <b>or</b> <b>3(b) there is an occasional requirement to exert moderate physical effort for several long periods during a shift, or</b> <b>And/Or</b> <b>3(c) there is a frequent requirement to exert moderate physical effort for several short periods during a shift.</b> Lifts equipment; assists clients in labour, feeding, manoeuvring clients (NB panels must assess the frequency of this activity))	2 (d) / 3(b)(c)	7-12
14.	Mental Effort	<b>2(a) There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention,</b> <b>And/or (b)</b> <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  <b>Or</b> <b>3(a) There is a frequent requirement for concentration where the work pattern is unpredictable</b>	2(a)(b) /3(a)	7-12



		concentration on clients in labour is unpredictable		
15.	<b>Emotional Effort</b>	<b>2(a) Occasional exposure to distressing or emotional circumstances, or</b> <b>Or</b> <b>3(a) Frequent exposure to distressing or emotional circumstances,</b> Difficult family situations eg. Congenital abnormalities (NB panels must assess the frequency of exposure) <b>And/or</b> <b>(b) occasional exposure to highly distressing or highly emotional circumstances,</b> Deaths, child protection issues	2(a) / 3 (a)(b)	11-18
16.	<b>Working Conditions</b>	<b>Frequent exposure to highly unpleasant working conditions.</b> Body fluids, faeces, vomit, smells and foul linen	4 (b)	18
<b>JE Score 361-392</b>			<b>Band 5</b>	