

## **Midwife Job Description**<sup>1</sup>

### **Role introduction:**

Private Midwives is the leading provider of private maternity care in the UK and Republic of Ireland. The company enjoys a collaborative working relationship with the NHS/HSE. We pride ourselves on providing the highest quality of care within a case-loading model, offering clients continuity of care whilst optimizing choice and control. Our model of care promotes safety as a priority. Where appropriate, we also promote physiological pregnancy and birth by building trusting relationships with our clients, embracing a holistic approach to care, and assisting women to have confidence in their ability to birth their babies. This is balanced with appropriate intervention and utilisation of all options to maximise a positive outcome for the mother and her baby. We encourage all our midwives to embrace both the art and the science of midwifery practice, offering a truly supportive approach to birth and motherhood.

All case-loading midwives must be qualified with recent intrapartum experience and at least three years post qualification experience in clinical practice in a range of areas/specialties. Midwives who do not meet this criteria will be supported within a developmental role until competencies are achieved.

### **Salary:**

**£30-£35K for midwives who require support, preceptorship, and skill development**

**£35-£42K for salaried, case loading midwives**

**£40-£45K for midwives in specialist roles, with specialist additional skills and members of the Senior Clinical Team**

**Qualifications:** Registered Midwife

**Reports To:** Identified clinical manager from the Senior Clinical Team

### **Responsibilities and Accountabilities:**

- Fulfil role as a case-loading midwife to include antenatal, intrapartum and postnatal care
- Work with all members of the Private Midwives team to ensure

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<sup>1</sup> Throughout this document, the terms woman and mother are used. We fully accept and appreciate that in a small number of cases, family dynamics and gender identification may fall outside this description. The terminology used here is based on the majority. When individual variance exists, those people will be treated with individual courtesy and respect.

- regular practice updates are completed, and mandatory training requirements are met
  - effective participation in group and individual discussion and learning via email, facebook, team meetings, educational events, etc
  - policies and guidelines are followed
  - educational knowledge is up to date
  - a positive culture is embraced
- Support a positive learning environment for junior colleagues, those with less knowledge than yourself, students and those on developmental programmes.
  - Prioritise the safety and support for the families in your care. Be kind, courteous and listen to them. Be flexible in your approach to care and always prioritise safety and well-being.
  - Comply with regulatory requirements (NMC, NMBI, CQC) and professional guidance
  - Represent the organisation and your profession in a positive manner. Inappropriate, objectionable or rude behaviour (be that direct or indirect) that may damage the company or cause distress to individuals with it, will not be tolerated.

### **Personal Attributes:**

- Qualified midwife
- Confident and safe practitioner
- Ability to show compassion and empathy in a range of professional situations
- Commitment to high quality, safe care
- Passionate about midwifery care and women's issues
- Ability to be assertive whilst maintaining professionalism and a supportive ethos
- Excellent communicator
- Commitment to team ethos
- Advocate for women, Midwives and the company

**Further details of expected behaviour and conduct is available in the staff HR handbook.**

Private Midwives, Midwives job description.

Updated January 2020. Distributed to all current employees via email, facebook group and as part of appraisal.