

Pre score / Matching Form

Panel 20/1/2017

Role: Maternity Support Worker (Fetal Medicine and Antenatal and New-born Screening.)

ID # 1448

	Factor	Level	Score	Rationale
1	Communications & relationship skills	3a	21	<ul style="list-style-type: none"> • To communicate effectively with women, staff and visitors. • To form good working relationships across the multidisciplinary team • To establish and maintain excellent interpersonal skills and effective communication between the midwifery and multidisciplinary team, women and their families • To follow written and verbal instructions from the registered midwife in relation to the care of the woman and her family. To ensure that complaints or concerns are escalated to the midwife in charge as soon as possible. • To welcome women and their relatives attending appointments and contribute to the admission and discharge process by orientating them to the environment. • To answer telephone queries in a timely and friendly manner, referring to the midwife as appropriate. • To participate in team meetings and to be an effective member of the team. • To work in collaboration and partnership with multi agency and multidisciplinary Team. • Has a good telephone manner. • Ability to feedback to delegating midwife. • Panel agree
2	Knowledge, training & experience	2	36	<ul style="list-style-type: none"> • Educated to GCSE English and Maths or equivalent. • Good numeracy and literacy skills • NVQ 2 in Health & Social care • Have at least 6 months experience of working in a health care setting. • Ability to work using own initiative. • Panel Agree
3	Analytical & judgement	2	15	<ul style="list-style-type: none"> • Respond to emergency situations.

	skills			<ul style="list-style-type: none"> • To take emergency action as necessary to safeguard women and babies, to bleep medical staff or put out a crash/fire call as necessary. • Ability to work using own initiative. • Panel agree
4	Planning and organisational skills	1	6	<ul style="list-style-type: none"> • Can prioritise and organise workload • To undertake the quadruple blood test clinic under the guidance of the screening midwife • Panel agree
5	Physical skills	3	27	<ul style="list-style-type: none"> • Standard keyboard skills. • To perform venepuncture(as required) • To perform venepuncture(as required) • To assist with the fetal medicine and screening clinics under the supervision of the midwives. • To make appointments within the fetal medicine and ANNB screening department. • Panel agree
6	Patient/Client care	3a	15	<ul style="list-style-type: none"> • To provide specific clinical care tasks (e.g. obtain urine samples and urinalysis and taking blood samples) under direction of the midwife and after appropriate training. • To undertake maternal observations including: temperature, pulse, blood pressure, weight and height measurement and report to the midwife. • To promote good hand hygiene and minimise the spread of infection. Take personal responsibility and accountability for own infection prevention and control practice.

				<ul style="list-style-type: none"> • To provide caring support to mothers and partners and be able to cope with sensitive and emotional circumstances if they occur. • To inform and promote positive parenting in relation to the transition to parenthood through health education e.g. prevention of SIDS and by working in line with the public health agenda. • To provide interpreting services between the woman and the midwife, if the post holder speaks the relevant language. • Providing advice and support to mothers and assist with their personal hygiene as required. To assist in the service provision of meals and drinks. • Panel agree
7	Policy/service development	1	5	<ul style="list-style-type: none"> • To comply with trust policy on security by checking that correct patient identification is followed by checking patient details. • To comply with Trust policy on new-born security (to include the birth centre). • To comply with the Trust corporate policies. • To ensure own actions contribute to the maintenance of a quality service. • Panel agree
8	Financial & physical resources	2c	12	<ul style="list-style-type: none"> • To support the safekeeping of patient property in accordance with Trust policy. • To assist in the monitoring and restocking supplies/prepare pregnancy information including leaflets, some of which may need photocopying/maintain display boards. • To be responsible for maintenance of adequate stock levels of supplies, stationery and other non-

				<p>medical equipment.</p> <ul style="list-style-type: none"> • Panel agree
9	Human resources	1	5	<ul style="list-style-type: none"> • To act as a mentor to new starters and other Support staff. •
10	Information resources	1	4	<ul style="list-style-type: none"> • Ability to maintain accurate paperwork • To clearly document all care given to the woman and baby in accordance with the Trust's guidelines, maintaining charts as necessary • To validate the combined/ quadruple blood test forms. • To validate the new-born blood spot forms • To generate growth charts • To access the computer to input data by case note tracking, and updating maternity data systems e.g. PMS2 Badger Net • To assist with the maintenance and update of fetal medicine and the antenatal and new-born screening databases. • Panel agree
11	Research & development	1	5	<ul style="list-style-type: none"> • To assist with audit and maintenance of fetal medicine and screening databases. • To assist and support in the continual review, development and improvement of maternity service by partaking in Quality Auditing processes. • To participate in Clinical incident reporting. • Panel agree
12	Freedom to act	1	5	<ul style="list-style-type: none"> • Ability to work under minimal supervision. • Panel agree
13	Physical effort	3c	12	<ul style="list-style-type: none"> • Ability to carry out duties associated with the post i.e. manual handling • To ensure cleanliness and tidiness of the environment is maintained at all times. To prepare equipment, setting up instruments and assist the midwife with procedures as required.

				<ul style="list-style-type: none"> • This includes preparation of consulting rooms, cleaning equipment following discharge and transfer, safe disposal of soiled linen and tidying general areas. • To fetch and carry items between wards and departments as required. • Panel agree
14	Mental effort	2a/b	7	<ul style="list-style-type: none"> • To provide caring support to mothers and partners and be able to cope with sensitive and emotional circumstances if they occur. • Panel agree
15	Emotional effort	2a	11	<ul style="list-style-type: none"> • Occasional exposure to distressing circumstances. • Panel agree
16	Working conditions	4b	18	<ul style="list-style-type: none"> • Regular exposure to highly unpleasant conditions such as body fluids and soiled linen on daily basis. • Panel agree
		Total	204	Band Outcome Band 2

Panel members x3 _____

_____ Date of Panel: 20/01/2017

