|  |
| --- |
| **Job Specification; Sample Content****Registered Advanced Midwife Practitioner (RAMP) (2535)** |
| **The following template provides sample content for the above role.** **Please refer to the latest National Job Specification Template on the HSE Job Specification Repository to create your full and final version.** |
| **Reporting Relationship** | ***For Example:*** Is professionally accountable to the Director of Midwifery. Clinically accountable to the Consultant / Clinical Lead / GP  |
| **Clinical Indemnity**  | **To be completed by the service(s) {Hospital Group and/or CHO area}** |
| **Key Working Relationships** | ***For Example:*** Director/Assistant Director of MidwiferyClinical Midwife ManagerRAMPs and other grades of MidwiferySenior Midwives within the health serviceMedical colleagues Interprofessional colleagues Women and Babies / service usersPrescribing site coordinator(s)Nursing and Midwifery Board of IrelandHigher Education InstitutionNursing and Midwifery Planning and Development Unit Centres of Nursing and Midwifery EducationNational Women and Infants Health ProgrammeNational Leadership and Innovation CentreOther relevant statutory and non-statutory organisations |
| **Clinical supervision**  | The RAMP **(insert specialty)** engages in on-going clinical supervision as per a Memorandum of Understanding. The structure, process and outcome of clinical supervision must be explicit (formal and informal). The RAMP **(insert specialty)** maintains a record of clinical supervision in their professional practice portfolio.  |
| **Purpose of the Post**  | ***For Example:*** The advanced practice service is provided by midwives who practice at a higher level of capability as independent, autonomous and expert advanced practitioners. The overall purpose of the service is to provide safe, timely, evidenced based midwife-led care to women and babies at an advanced midwifery level .This involves undertaking and documenting complete episodes of maternity care, which includes comprehensively assessing, diagnosing, planning, treating and discharging women and babies in accordance with collaboratively agreed local policies, procedures, protocols and guidelines and/or service level agreements/ memoranda of understanding. The RAMP **(insert specialty)** demonstrates advanced clinical and theoretical knowledge, critical thinking, clinical leadership and complex decision-making abilities. The RAMP **(insert specialty)** practices in accordance with the Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014), the Scope of Midwifery Practice Framework (NMBI 2000), Advanced Practice (Midwifery) Standards and Requirements (NMBI 2018), and the Values for Nurses and Midwives in Ireland (Department of Health 2016). The RAMP **(insert specialty)** service provides clinical leadership and professional scholarship in the delivery of optimal midwifery services and informs the development of evidence based health policy at local, regional and national levels. The RAMP **(insert specialty)** contributes to midwifery research that shapes and advances midwifery practice, education and health care policy at local, national and international levels.[ **please insert any additional role specific requirements to support the purpose of the particular advanced midwifery practice service or speciality** ] |
| **Principal Duties and Responsibilities** | ***For Example:***The RAMP **(insert specialty)** practices to a higher level of capability across the five principles of competence as defined by Advanced Practice (Midwifery) Standards and Requirements (NMBI 2018). Each of the five principles specifies the standard which the RAMP **(insert specialty)** has a duty and responsibility to demonstrate and practice.**Principle 1: Respect for the dignity of the Person**Practice Standard 1 Midwifery practice is underpinned by a philosophy that protects and promotes the safety and autonomy of the woman and respects their experiences, choices, priorities, beliefs and values.**Competency 1** The RAMP **(insert specialty)** will demonstrate competency and capability in applying ethically sound solutions to complex issues related to caring for women and their babies by:* 1. Demonstrating leadership by protecting, promoting and supporting the human rights of women and babies, including advocating for each woman’s right to choose how and where to give birth.

The initial caseload\* and scope of practice for the RAMP **(insert specialty)** is agreed as follows: {**insert here**}The inclusion criteria for the RAMP **(insert specialty)** are as follows: {**insert here**}The exclusion criteria for the RAMP **(insert specialty)** are as follows: {**insert here**} *\*The caseload and scope of practice for the Registered Advanced Midwife Practitioner service will evolve to reflect changing service needs.** 1. Demonstrating clinical leadership by practising empathically and compassionately to facilitate, and support the health and wellbeing of all women, babies and their families, respecting the diversity of beliefs, values, choices and priorities of each woman and their family.
* Articulating and promoting the advanced practice midwifery service in clinical, political and professional contexts which is woman-centred, and integrated and team based care {for example presenting key performance outcomes locally and nationally; contributing to the service’s annual report; maternity strategy implementation, participating in local and national committees to ensure best practice as per the National Clinical Programme for Obstetrics and Gynaecology, National Women and Infants Health Programme, **National Clinical Programme for Paediatrics and Neonatology,** and Integrated Care Programme for Children, as required}.
* The chosen professional practice model for midwifery {**insert here**} provides the RAMP **(insert specialty)** latitude to control their own practice, focusing on person centred care, interpersonal interactions and the promotion of normal physiological process (normality).
* The {**insert here**} model for midwifery emphasises a caring therapeutic relationship between the RAMP **(insert specialty)** and women and babies, recognising that RAMP’s work in collaboration with their inter/multidisciplinary colleagues.
* It emphasises the woman receiving care from the most appropriate professional, in the most appropriate setting, at the most appropriate time. Supporting the normalisation of pregnancy and birth though the three pathways - Supported Care, Assisted Care and Specialised Care recommended in the National Maternity Strategy (2016-2026) as relevant to the area of practice.
	1. Demonstrating leadership by advocating for women and their babies, including their emotional and psychological safety whilst at all times respecting each woman’s right to choose whether or not to follow advice and recommendations about their care.
* Initiating and implementing health promotion activities and self-management plans in accordance with the wider public health agenda.

**Principle 2: Professional Responsibility and Accountability****Practice Standard 2**Midwives practise in line with legislation and professional guidance, and are responsible and accountable within their scope of midwifery practice. This encompasses the full range of activities of the midwife as set out in EC Directive 2005/36/ EC and the adapted Definition of the Midwife International Confederation of Midwives 2011 (ICM) as adopted by the NMBI.**Competency 2**The RAMP **(insert specialty)** will develop and utilise advanced knowledge, skills and abilities to critically analyse, problem solve and engage in complex clinical decision-making as lead healthcare professionals by; 2.1 Developing their capability to be accountable and responsible for senior clinical decision-making, practising effectively as a lead healthcare professional in accordance with legal, professional and regulatory requirements, supported by evidence-based local, national, and international PPPG’s, relevant legislation and relevant professional regulatory standards and requirements pertaining to **(insert specialty)** advanced midwifery services.* Conduct comprehensive holistic health assessment using evidenced based frameworks, policies, procedures, protocols and guidelines to determine diagnoses and inform autonomous advanced midwifery care.
* Synthesise and interpret assessment information particularly history including prior outcomes, physical, mental, emotional social findings and diagnostic data to identify normal, normal-risk, medium-risk and high-risk states of health as appropriate to the **(insert specialty)** service.
* Demonstrate timely use of diagnostic investigations/additional evidence-based advanced assessments to inform clinical-decision making.
* Exhibit comprehensive knowledge of therapeutic interventions including pharmacological and non-pharmacological advanced midwifery interventions, supported by local, national, and international evidence-based PPPG’s , relevant legislation, and relevant professional regulatory standards and requirements.

2.2 Understand and demonstrate professional boundaries by referring to, transferring and collaborating with other members of the multidisciplinary team for areas that are outside the RAMP’s scope of practice, experience or competence using established referral pathways as per locally agreed PPPG’s to support and guide the RAMP **(insert specialty**) service.* Develop supporting PPPG’s for discharge and /or transfer of women and babies from the service
	1. Promotes, protects and articulates the advanced practice midwifery role in clinical, professional and political contexts developing clinical expertise under supervision, undertaking reflection in and on practice and continuous professional development.
	2. Collaboratively develops a vision for the RAMP **(insert specialty)** service based on a competent expert knowledge derived from research, critical thinking and experiential learning {for example informed by vision expressed in the National Maternity Strategy (2016-2026) utilising a health and wellbeing approach}.

**Principle 3: Quality of Practice****Practice Standard 3**Midwives use comprehensive professional knowledge and skills to provide safe, competent, kind, compassionate and respectful care. Midwives keep up to date with midwifery practice by undertaking relevant continuing professional development.**Competency 3** The RAMP (**insert specialty**) will promote and protect a culture of quality, compassionate and evidence-based safe maternity care and services by:* 1. Demonstrate leadership in developing maternity services through initiatives, improvements and changes in the care provided to women, their babies and families.
	2. Influence clinical practice through education (formal and informal) mentoring and coaching in the multidisciplinary team {for example teaching sessions; journal clubs; case reviews; presenting on academic programmes in the affiliated Higher Education Institute (XXX)} in the area of **(insert specialty)** Midwifery care.
	3. Use expert knowledge and clinical competence when facilitating clinical supervision and mentorship of midwifery colleagues, midwifery students and others.
	4. Lead in the translation of new knowledge and facilitation of best available evidence in the clinical setting
* Lead on managing and implementing change to meet service needs (e.g. Implementation of National Maternity Strategy 2016-2026)
* Establish links to affiliated HEI’s and other HEI’s as appropriate. Seek opportunities to present at local, national and international fora.
	1. Demonstrate professional leadership by conducting audits and research and disseminate findings that shape and advance practice in midwifery, education, and policy at local, national, and international levels.

**Principle 4: Trust and Confidentiality****Practice Standard 4** Midwives work in equal partnership with the woman and their family and establish a relationship of trust and confidentiality**Competency 4** The RAMP (**insert specialty**) will negotiate and advocate with other health professionals to ensure the beliefs, rights, and wishes of women, babies and their families are upheld in the design and evaluation of services by:* 1. Demonstrate professional leadership in advocating choice for women when developing midwifery services {for example by ensuring best practice is applied consistently by continuity of care and carer}.
	2. Promote, protect and develop a culture of openness, honesty, trust and confidentiality with women and their families {for example: Working in partnership, building good rapport and maintaining a high level of engagement with women and their partners and families}.
	3. Articulate and understand how, in exceptional circumstances, confidential information may need to be shared with others according to relevant legislation.

**Principle 5:** **Collaboration with Others****Practice Standard 5** Midwives communicate and collaborate effectively with women, women’s families and with the multidisciplinary healthcare team.**Competency 5** The RAMP (**insert specialty**) will manage risk for those who access the service through collaborative risk assessments and promotion of a safe environment by:5.1 Communicating effectively with other members of the multidisciplinary team sharing information in accordance with legal, professional and regulatory requirements as per established PPPG’s and referral pathways, Service Level Agreements and Memorandum of Understanding.* 1. Using expert professional judgment to make timely referrals to other appropriate healthcare professionals or members of the multidisciplinary team
	2. Demonstrating leadership in negotiation and consensus-building by developing skills to manage conflict in collaboration with women receiving care and other members of the multidisciplinary team.
* Establish and standardise clear governance structures to ensure accountability and transparency.
* Utilise information technology, in accordance with local, national, and international legislation and organisational policies, procedures, protocols and guidelines to record all aspects of advanced midwifery care {for example; e health records, Maternal and Newborn Clinical Management System}.
 |
| **Legislation , regulations, policies and guidelines**  | The RAMP **(insert specialty)** practises midwifery according to:* The Code of Professional Conduct and Ethics for Registered Nurses and Registered Midwives (NMBI 2014);
* Scope of Nursing and Midwifery Practice Framework (NMBI 2015);
* Practice Standards for Midwives ( NMBI 2015);
* Values for Nurses and Midwives in Ireland – Care, Compassion and Commitment (Department of Health 2016);
* Advanced Practice Midwifery Standards and Requirements (NMBI 2018);
* National Health Policies and Procedures (latest versions) {list as relevant to the service for example: Houses of Oireachtas Committee on Future of Healthcare (Slaintecare 2017), HSE (2013, revised 2016) National Consent Policy;
* Local policies, procedures, protocols and guidelines;
* Protection of Life During Pregnancy Act, No.25 of 2013, Irish Statute Book 2013.
 |
| **Performance Management and Evaluation** | Performance Indicators (PI’s) are required to evaluate nursing interventions and implement initiatives to improve the quality and quantity of nursing care provided. PI’s should have a clinical nursing focus as well as a breakdown of activity, including patients seen and treated. In addition, PI’s should identify areas of good practice that must be recognised and celebrated (HSE 2015). The Department of Health (2017) *Framework for National Performance Indicators for Nursing and Midwifery* provides a guiding framework for the development of Nursing and Midwifery PI’s.In collaboration with the Director of Nursing, the RAMP will identify and develop Midwifery PI’s for their area of practice, collect and collate data which will provide evidence of the impact and effectiveness of the interventions undertaken {**insert here**} (for example relevant integrated clinical care programme and associated KPIs, Department of Health). The RAMP **(insert specialty)** will participate in clinical audit and evaluate audit results and research findings to identify areas for quality improvement in collaboration with nursing and multidisciplinary team colleagues (primary and secondary care).  |
| **Professional Practice Portfolio**  | The RAMP **(insert specialty)** must maintain a professional practice portfolio, incorporating evidence of learning from continuing professional development, clinical supervision, reflective practice and review of their own scope of practice in accordance with regulatory requirements and service need.  |
| **Health and Safety, Quality Assurance, Risk and Clinical Governance**  | The management of Risk, Infection Control, Hygiene Services and Health and Safety is the responsibility of everyone and will be achieved within a progressive, honest and open environment. These organisational standards and procedures are developed and managed to comply with statutory obligations.The RAMP (**insert specialty**) will;* Demonstrate knowledge of clinical governance structures and processes supporting service provision.
* Be familiar with and is responsible for attending the necessary education, training and support to enable them to meet this responsibility.
* Be responsible for ensuring that they comply with hygiene services requirements in their area of responsibility. Hygiene services incorporate environment and facilities, hand hygiene, catering, cleaning, the management of laundry, waste, sharps and equipment.
* Adequately identify, assess, manage and monitor risks within their area of responsibility.
* Foster and support a quality improvement culture throughout their area of responsibility.
* Take reasonable care for their own actions and the effect that these may have on the safety of others.
* Be responsible for ensuring they become familiar with the requirements stated within and that they comply with the Hospital Group’s / Community Healthcare Organisation’s PPPGs.
* Have a working knowledge of PPPGs in relation to the care and safety of any equipment supplied for the fulfilment of duty within the RAMP **(insert specialty)** nursing service. Ensure the advice of relevant stakeholders is sought prior to procurement.
* Have a working knowledge of the Health Information and Quality Authority (HIQA) Standards or Mental Health Commission (MHC) (as relevant) as they apply to the RAMP (insert specialty) nursing service, for example: Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards or MHC regulations/standards and legislation as relevant. Comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
* Support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service.
 |
| **Management and Leadership** | The RAMP (**insert specialty**) will;* Support the principle that person-centred care comes first at all times and will approach the effective, efficient and resourceful planning, organisation and delivery of RAMP **(insert specialty)** midwifery service with the flexibility and enthusiasm necessary to make this principle a reality for every patient.
* Adopt a professional leadership role within the clinical governance structures influencing both clinical and non-clinical processes that impact upon the experience and/or outcomes for patients within the RAMP **(insert specialty)** midwifery service.
* Participate in the appropriate and effective management of the RAMP **(insert specialty)** midwifery service.
* Participate in the development of the overall service plan and in the monitoring and review of RAMP **(insert specialty)** activity against the plan.
* Provide innovative and effective leadership, support and advice to midwifery, nursing and allied staff at all levels related to their area of practice.
* Participate and engage in projects and service developments by representing senior nursing on committees and groups as relevant to the RAMP **(insert specialty)** midwifery service.
* Participate in the overall financial planning of the service including the assessment of priorities in pay and non-pay expenditure relating to the RAMP **(insert specialty)** midwifery service.
* Promote a culture that values diversity and respect in the workplace.
* Manage and promote liaisons with internal and external bodies as appropriate, for example; intra-hospital service, community services, or voluntary organisations.
* Engage in the HSE performance achievement process in conjunction with your Line Manager and staff as appropriate.
* Engage in IT developments as they apply to service user and service administration.
* Undertake other relevant duties as may be determined from time to time by the Director of Midwifery or other designated officer.
* To act as spokesperson for the Organisation as required
* Demonstrate pro-active commitment to all communications with internal and external stakeholders.

**The above Job Specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.** |
| **Sample****Eligibility Criteria****Qualifications and/or experience** | **Candidates must have at the latest date of application:****Please insert Eligibility Criteria for the post - see HSE website at:** [**http://hse.ie/eng/staff/Jobs/Eligibility\_Criteria/**](http://hse.ie/eng/staff/Jobs/Eligibility_Criteria/)Please note that appointment to and continuation in posts that require statutory registration is dependent upon the post holder maintaining annual registration in the relevant division of the register maintained by: Bord Altranais agus Cnáimhseachais na hÉireann (Nursing Midwifery Board Ireland)**Health**A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. **Character**Each candidate for and any person holding the office must be of good character |
| **Skills, competencies and/or knowledge** | ***For Example:*** The RAMP **(insert speciality)** will be required to continue to demonstrate the ability to practice at a higher level of capability across the five principles of competence as defined by Advance Practice (Midwifery) Standards and Requirements (NMBI 2018), along with the specialist knowledge and clinical skills in the **(insert specialty)** area of practice.The RAMP **(insert speciality)** must continue to:**Professional / Clinical Knowledge:*** Demonstrate a high degree of commitment, professionalism and dedication to the philosophy of quality health care provision.
* Demonstrate evidence of Policy, Procedure, Protocol, Guideline (PPPG) development and the translation of PPPG into action.
* Demonstrate knowledge and experience of quality audit/assurance systems.
* Demonstrate experience in developing, implementing and evaluating quality improvement initiatives.
* Demonstrate awareness of relevant legislation and policy developments.
* Demonstrate a commitment to continuing professional development.

**Planning and Organising Resources*** Demonstrate ability to proactively plan, organise, deliver and evaluate a midwifery service in an efficient, effective and resourceful manner, within a model of person-centred care and value for money.
* Demonstrate ability to manage deadlines and defectively handle multiple tasks.

**Building and Maintaining Relationships: Leadership, Staff Management and Team Work*** Demonstrate flexibility and openness to change and ability to lead and support others in a changing environment.
* Demonstrate the ability to communicate a change vision and engage stakeholders in a sustainable change process.
* Demonstrate the ability to foster a learning culture among staff and colleagues to drive continuous improvement.
* Demonstrate ability to work effectively within multi-disciplinary teams.

**Evaluation Information and Judging Situations.*** Demonstrate the ability to evaluate information, identify risks and solve problems.

**Commitment to Providing Quality Services.*** Demonstrate understanding of and commitment to the underpinning requirements and key processes in providing quality, woman-centred care.
* Demonstrate the ability to lead on clinical practice and service quality.

**Communication and Interpersonal Skills*** Demonstrate effective communication and interpersonal skills including: the ability to present information in a clear and concise manner.
* Demonstrate ability to engage collaboratively and influence others.
* Demonstrate competency in the general use of information technology – computers, office functions, internet for research purposes, email, preparation of presentation materials etc.
* Demonstrate evidence of skills in data management and report writing.
 |