

## Matched Job Report

Job Title	Maternity Care Assistant
Job ID	RVC/2022/0605
Score	248
Band	Band 3
Status	Profile Matched
Matched To	Clinical Support Worker, Higher Level
Job Statement	

The Maternity Care Assistant compliments the work of the maternity team to ensure that delivery of care is high quality, safe, effective and dignified within the hospital or community setting.

As a Maternity Care Assistant the post holder is expected to support the registered midwife in ensuring all women receive optimum personalised midwifery care. They have a greater degree of autonomy than a Health Care Assistant and may undertake a broader range of more complex interventions, problem solving and taking action on an individual's health and care in accordance with policy and procedures.

Within the role the post holder will:

- Assist the registered midwife in the assessment, implementation and evaluation of individualised care plans for women.
- Work on their own initiative, undertaking delegated tasks that they have been trained and assessed as competent to perform with appropriate supervision in place from a registered midwife.
- Report regularly to the registered midwife, recognising own limitations and seeking advice if they are unsure.
- Recognise and consistently work within boundaries and scope of the role and own sphere of competence, as per assessed competencies.
- Work effectively within the Multi-disciplinary team: registered midwives, doctors and allied health professionals to provide a seamless service to patients with supervision from a registered midwife.
- Provide support, guidance and supervision to other unregistered staff promoting the

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delivery of person centred, safe and high quality care for mothers and babies throughout pregnancy, birth and immediately following birth within the hospital or community setting.

· Delegate work to other unregistered staff within agreed protocols, and may supervise and teach other un-registered staff.

The post holder will work in line with the:

· HCSW Code of Conduct & Code of Practice which can be found at: <http://www.wales.nhs.co.uk/nhswalescodeofconductandcodeofpractice>

### All Wales Delegation Guidelines

#### 1. Communication & Relationship Skills

National Profile	3a	Profile	3
Factor Status	Matched	Score	21

#### Relevant Job Information

The post holder will represent the health board in the delivery of quality care to patients, within their scope of practice and competency, the post holder will:

1. Welcome patients, visitors and relatives to the clinical area providing assistance, support and information where required, being aware of barriers to effective communication.
2. Communicate sensitively, confidentially and with empathy to meet the wide-ranging physical and emotional needs of women their carers and families.
3. Communicates effectively with women and families and overcomes barriers to effective communication in a manner which is sensitive to patient's, carers and relative's needs. This includes communicating effectively with women who may have a degree of sensory impairment, speech and language difficulties, cognitive impairment, learning difficulties and challenging behaviour.
4. Reports accidents/untoward occurrences and complaints to the relevant registered midwife as soon as possible.

1. Works as an effective member of the team, actively promoting good team relationships.

1. Attend team meetings where possible contribute to team discussions that help improve and maintain excellent quality care for women, babies and families.

## 2. Knowledge, Training & Experience

National Profile	3	Profile	3
Factor Status	Matched	Score	60

### Relevant Job Information

Minimum of Qualification Credit Framework – QCF Level 3 (formerly NVQ Level 3) in Maternity Care

Or

Significant relevant previous clinical experience as a Healthcare Assistant with expectation of successful completion of the Maternity Care Support Worker training programme (minimum Level 3 vocational qualification) within agreed timeframe

Evidence of maintaining their personal development.

Able to demonstrate understanding of the HCSW Code of Conduct and the All Wales Delegation guidelines.

Knowledge of the fundamentals aspects of care and the importance of the promotion of health and wellbeing.

Understanding of basic physiology, e.g. normal vital signs, fluid balance, nutritional requirements

Understands the principles of confidentiality.

Understands the principles of consent prior to undertaking care.

Understands the principles of Safeguarding adults/children to keep patients within their care safe.

Understanding of when to seek advice and escalate to the appropriate registered professional for expert help and advice.

Understanding of the Health Board's Values and Behaviour Framework.

## 3. Analytical & Judgemental Skills

National Profile	2	Profile	2
Factor Status	Matched	Score	15

### Relevant Job Information

1. Recognise issues relating to Safeguarding adults, children and the unborn and report any problems or raise concerns to the appropriate registered midwife in a timely manner.

1. Demonstrates the ability to identify situations which may cause concern e.g. in relation to

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patient care / health and safety and reports to the registered midwife in a timely and appropriate manner.

1. Partake in the routine admission, transfer and discharge of women in accordance with Health Board policies; supporting the registered midwife to perform effective and timely discharge planning.

a. Perform neonatal observations of bilirubinometer and temperature readings on a low risk baby, reporting any deviations from the normal range.

### 4. Planning & Organisational Skills

National Profile	1	Profile	1
Factor Status	Matched	Score	6

#### Relevant Job Information

1. Partake in the routine admission, transfer and discharge of women in accordance with Health Board policies; supporting the registered midwife to perform effective and timely discharge planning.

### 5. Physical Skills

National Profile	2-3ab	Profile	3
Factor Status	Matched	Score	27

#### Relevant Job Information

1. Carry out specific delegated clinical and care tasks and responsibilities to a high standard and competency, under the direction and supervision of a registered midwife, This will include:

a. Routine maternal vital signs and recording (temperature, manual blood pressure, pulse, oxygen saturation) calculation of MEWS score (Maternal Early Warning Score) and discuss appropriate action with registered midwife in line with local protocols.

b. Point of Care Testing for identified routine monitoring: Urinalysis, blood glucose including responsibility for conducting compliance with both internal and external quality assessment of equipment.

c. Measuring maternal weight, height and calculation of Body Mass Index.

a. Perform neonatal observations of bilirubinometer and temperature readings on a low risk baby, reporting any deviations from the normal range.

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a. Obtaining diagnostic samples: venous blood samples including Glucose Tolerance Testing, obtaining capillary blood samples from babies via heel prick.

a. Venous cannulation, where deemed appropriate in the role specific scope of practice.

### 6. Patient / Client Care

National Profile	4a	Profile	4
Factor Status	Matched	Score	22

#### Relevant Job Information

1. Deliver safe, high quality, compassionate care following individualised care plans and treatment interventions determined by the registered midwife. This will include supporting women with all aspects of the fundamentals of care including activities of daily living, providing feedback to the midwife on progress against the plans.

### 7. Policy & Service

National Profile	1	Profile	1
Factor Status	Matched	Score	5

#### Relevant Job Information

The post holder will work in line with the:

HCSW Code of Conduct & Code of Practice

### 8. Financial & Physical

National Profile	1-2abc	Profile	2
Factor Status	Matched	Score	12

#### Relevant Job Information

1. Ensure the cleanliness of equipment in all clinical and non-clinical areas and assist the registered midwife in appropriately preparing the environment.

1. Maintain Ward and community stock levels.

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1. Exercise personal duty of care in the safe use and storage of equipment and management of patient property.
2. Be environmentally aware and financially prudent in use of resources and energy.

### 9. Human Resources

National Profile	1-2	Profile	1
Factor Status	Matched	Score	5

#### Relevant Job Information

1. Takes responsibility for attending statutory, mandatory training and work based learning opportunities in accordance with the health board policy and local training needs analysis. Makes effective use of e-learning opportunities to achieve compliance with mandatory training.
2. Maintain personal development portfolio, ensuring that all training and assessment of competence is recorded. Engage in annual assessments of competence and review of scope of practice in line with their organisation's PADR process.
3. Take responsibility for maintaining a record of own personal development to provide the evidence to progress through the KSF gateways.
4. Prepares for and takes an active part in the appraisal process in accordance with organisation policy in partnership with reviewer, identifies opportunities to develop own competence/own skills in order to achieve objectives.
5. Takes responsibility for own continuing development and performance.
6. Provides support, guidance and supervision to less experienced staff within the clinical area e.g. new Healthcare Assistants.

### 10. Information Resources

National Profile	1	Profile	1
Factor Status	Matched	Score	4

#### Relevant Job Information

- a. Routine maternal vital signs and recording (temperature, manual blood pressure, pulse, oxygen saturation) calculation of MEWS score (Maternal Early Warning Score) and discuss appropriate action with registered midwife in line with local protocols.
1. Maintain accurate patient records, both written and electronic in accordance with Health Board Policy having regard to information governance, GDPR, confidentiality and safekeeping.
  2. Be responsible for all records that are gathered, created or used as part of role, ensuring that the records and confidentiality are both maintained at all times, as required by legislation and Health Board policy and procedures.

### 11. Research & Development

National Profile	1	Profile	1
Factor Status	Matched	Score	5

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### Relevant Job Information

1. Participate in audit activities being undertaken in area of practice.

#### 12. Freedom To Act

National Profile	2	Profile	2
Factor Status	Matched	Score	12

### Relevant Job Information

Carry out specific delegated clinical and care tasks and responsibilities to a high standard and competency, under the direction and supervision of a registered midwife

#### 13. Physical Effort

National Profile	3c-4bc	Profile	3
Factor Status	Matched	Score	12

### Relevant Job Information

Working in confined spaces – daily – patients' rooms.

Daily – occasionally

5-10 mins

Transporting equipment.

Weekly – occasionally

10 minutes

Supporting discharges

The physical effort of mobilising / moving a patient (e.g. getting a stroke, orthopaedic patient from lying to sitting) and while assisting with specific interventions.

Frequently daily

5-10 minutes

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### 14. Mental Effort

National Profile	2a-3a	Profile	3
Factor Status	Matched	Score	12

#### Relevant Job Information

a. Work with the registered midwife to prepare women for elective or emergency caesarean section.

a. Act as runner in theatre or at assisted delivery when required to do so.

Recognises and effectively responds to emergency situations escalating support from the registered midwife in a timely and appropriate manner

Carrying out clinical care interventions, checking observations

Frequently daily

5-10 minutes

Organising activity programs for patients within the unit

Occasionally Daily

15 – 20 minutes

Coordinating activity programs

Frequently – weekly

30 minutes

### 15. Emotional Effort

National Profile	2a-3ab	Profile	3
Factor Status	Matched	Score	18

#### Relevant Job Information

Dealing with complex circumstances relating to patient care (e.g. terminally ill, pain, cognitive impairment)

Frequently daily

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10 minutes per interaction

Communicating with patients who have difficulty in processing or understanding information

Frequently daily

Dealing with difficult situations / circumstances, providing support to other staff with regards to de-escalating behaviour within cognitively impaired patients

Occasionally weekly

30 minutes

### 16. Working Conditions

National Profile	3ab-4ab	Profile	3
Factor Status	Matched	Score	12

Relevant Job Information

Exposed to unpleasant substances such as infectious material / foul linen, body fluids, vomit, faeces etc.

Frequently – Daily

5 – 10 minutes