Registered Nurse/Midwife

Job Framework

Job Title	Registered Nurse/Midwife	**Cost Centre**	tbc
Location	tbc	**No of Direct Reports**	0
Reporting to	Clinical Services Matron	**Budget Responsibilities (Y/N)**	N

The Function

MSI Reproductive Choices is a reproductive health charity, best known for its abortion services which help up to 70,000 women a year. Our network of welcoming clinics and local community services, together with a 24-hour confidential helpline work, provide high quality, safe, accessible and compassionate advice, care and support for the women and men who need our services. 95% of our services are commissioned by the NHS. The remaining 5% are self-funding or supported by use of charitable funds.

Our clinic network is growing as part of our strategy to be the charity of choice for the women and men who turn to us for help, and for our funders. Our influence is growing too, as we work to increase public and political understanding of the issues women and men face in making reproductive choices.

We're looking for people who share our drive to provide the best quality care to everyone who needs our services to join our committed teams of clinical, management and support staff.

We're proud to be champions for reproductive choice, and we work hard every day to make a reality of women's rights to decide whether and when to have children, hence our mission '' *children by choice''*.

The Role

Reporting to the Clinical Services Matron /Clinical Team Leader, the main purpose of this role is to provide excellence in abortion and contraception care, as determined by the client, within the MSI Reproductive Choices philosophy of minimal intervention.

As a Registered Nurse/Midwife you will care for women's health and support their reproductive rights in a multi-disciplinary team. You can expect to work in a client-centred, hands-on and fast-paced, dynamic nurse-led environment, strengthening or developing your clinical and professional skills.

We are pleased to accept applications from newly qualified nurses and midwives. Our ibelong Preceptorship Programme at MSI Reproductive Choices is a fantastic start to your career in nursing and midwifery at one of the UK's largest providers of abortion services.

Registered Nurse/Midwife

Key Responsibilities and duties

- Using advanced Clinical assessment skills, take a complete assessment of client's medical history- including obstetrics and gynaecology history, to determine suitability for treatment with MSI Reproductive Choices.
    - Perform Transabdominal/Transvaginal Ultrasound Scanning once assessed as competent (Training provided)
    - With advanced clinical nursing and interpersonal skills, interpret and discuss, Point of Care testing results with clients. This includes HB, Sickle Cell testing, Rhesus status, Sexually Transmitted Infection checks, including HIV. Offer sensitive and non-judgemental support to clients and refer to appropriate agencies where required.
    - To be up to date and confidently advise, teach and counsel clients all methods of contraception, especially Long Acting Reversible Contraceptives. ○ Fitting of Contraceptive Implants (Training provided) and the opportunity to become competent in fitting Intra Uterine Devices and Intra uterine Systems ○ Understanding and following MSI Reproductive Choices Pre-Existing Conditions Guidelines, completing referrals and liaising with our Right care team and or Community Treatment Centres, when a client is deemed unsuitable for treatment at MSI Reproductive Choices.
    - Onward referrals to other agencies where appropriate e.g. GPs, Safeguarding hubs, Acute Hospital Trusts, etc ○ Discuss all treatment options available to client and explaining the treatment journey. the client pathway, including booking correct appointments.
- Provide Early Medical Abortion Care to clients up to 9 weeks and 6 days, working independently using a remote prescription log and managing own list of clients safely and efficiently
- Obtain Informed consent for treatment on behalf of the Surgeon. This may include assessing capacity for clients who are suffering with mental health illness, sensitively discussing the disposal of fetal remains and caring for vulnerable clients who may have complex needs.
- Assisting the surgeon and anaesthetist during the pre/peri/post-operative aspect of the client's journey as required
- Although not exhaustive, carry out the following:
    - Ensure safer surgery guidelines are followed, lead/attend daily huddles, completion of WHO Checklists for every client including swab and instrument counts and end of list debrief. ○ Promote and Maintain client's privacy and dignity at all times ○ Perioperative Ultrasound scanning, if trained to do so (training will be offered).
    - Provide efficient support to the treatment team working well as part of a multi-disciplinary team, ensuring all relevant checks have been completed prior to treatment and at the end of treatment room day (e.g. surgical tray preparation, equipment checks, emergency trolley checks, gaining supplies, ensure maintenance of sterile field)
    - Support with the recording and tracking of sterile equipment
    - Regular taking and recording of observations and early recognition/intervention of the deteriorating client including haemorrhage using early warning scoring charts and in line with management of deteriorating client and resuscitation policies.
    - Assist the anaesthetist in the management of clients under anaesthesia following Anaesthetic and recovery training. This will include Safely recovering the client, including monitoring blood loss and maintenance of the airway (Anaesthetic and Recovery training will be offered where appropriate).
    - Prepare and support clients prior to going into treatment room and post operatively if required ○ Give effective handovers, between different clinical areas using the Situation, Background, Assessment, Recommendation model.
    - Provide a safe nurse led discharge for the client, including clinical assessment for fitness of discharge, TTAs fully explained, aftercare advice given and on ward referral or transfer as appropriate, ensuring completion of client satisfaction survey at every opportunity.
    - Accurately document care given to the client and provide a discharge summary.

  - Set up clinical area according to the procedures to be performed, paying attention to infection prevention and health and safety
  - Safe preparation of equipment for decontamination

- Maintaining stock levels within working area and centre and ensuring these are at an acceptable range, including ordering, replenishing and stock rotation.
- Preparation and cleaning of work environment, including completion of checklists and equipment safety checks.
- Competently using electronic client records system and booking system
- Working to the standards set out in the MSI Reproductive Choices Behaviours and Values
- In line with 6 Cs, communicating effectively with clients, colleagues and visitors in a courteous manner and to contribute to a warm, welcoming centre environment.
- Providing support and reassurance to clients and others as and when required, documenting to an acceptable level and in a timely manner any communications that have taken place
- Safely obtaining, transmitting and storing information relating to the delivery of a care services
- With appropriate training, working autonomously in an environment where your critical thinking skills will be developed in order to problem solve and make high level decisions
- Attending staff meetings, including team briefings and reading information relevant to role as required
- Supporting the Clinical Services Matron and Clinical Team Leaders in ensuring the maintenance of high standards of nursing care
- Participating in nursing and clinical audit in the centre
- Assisting in orientation and induction of new staff and student nurses to the centre
- Acting as chaperone as and when required, in accordance with the MSI Reproductive Choices Chaperone policy
- Assisting in emergency situations within scope of practice and competence
- Acting as Link and Champion nurses for specific clinical areas, including Contraception, health and Safety and Infection Control
- Rotational working in our satellite clinics (Community Treatment Centres), working independently to an Advanced nurse practitioner level, providing Early Medical Abortion care to clients.
- Assisting in the teaching supervision of trained and untrained staff and where applicable student nurses.
- Actively contributing towards implementing changes to the organisation
- Ensuring safe management of all medications including controlled drugs, in line with the medicines management policy.
- Recognising when an incident has occurred and accurately reporting it onto our Datix reporting system.
- Always working within scope of practice, adhering to Policies and guideline.
- Be professionally accountable for own standards of care, providing the highest quality care to clients.
- Maintaining awareness of, and comply with, the NMC Code of Professional Conduct
- Keenly learning from incidents and client feedback to sustain quality improvement and client safety.
- Escalating any emerging risks and concerns to the Clinical Team Leader and Clinical Services Matron as appropriate.

Health and Safety

- Help to maintain a safe environment for clients and staff, reporting any hazards, which might endanger others and/or where applicable take appropriate action to remove these. Ensure the RN/RM in charge is aware of hazard and report on Datix.

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Confidentiality and Information Governance

- Maintain and respect Client confidentiality, including verbal and written information, working in line with local guidance and Policies.

Infection Control

- Maintain centre cleanliness at all times, adhering to Infection Control Policy. Raise any concerns to Line management and ensure mandatory training is kept up to date.

Safeguarding

- Safeguarding is the responsibility of all colleagues or child safeguarding concerns identified, should be reported and escalated to local safeguarding lead

Flexibility

- May be required to assist in the running of our satellite centres (Community Treatment Centres) and to travel to other centres when required with timely notice.

Training and Education

- Ensure mandatory training is kept up to date
- Participate in regular one to ones and annual appraisal, recognising any personal training/development needs.
- Contribute towards RN/RM forums, held with the Director of Nursing
- Assist in the teaching supervision of trained and untrained staff and where applicable students on clinical placement
- Be responsible for own professional development through active learning and reflective practice with the support of Clinical Team Leader/Clinical services Matron
- Actively participate in clinical and safeguarding supervisions

Experience

- Post registration experience (desirable)
- Accident and emergency experience (desirable)
- Theatre experience (desirable)
- Gynaecology experience (desirable)
- Family planning/Sexual Health (desirable)

Qualifications and Training

- NMC registered Nurse/Midwife (essential/ mandatory)
- English Language and Mathematics to GCSE standard or equivalent (essential)
- Current ILS certificate (desirable)
- Good IT skills, including excel and word- (essential)

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Personal Attributes

Skills

- Ability to work as part of a team and liaise with people of all levels: and aware of importance of working as part of a team
- Good listening and communication skills
- Able to demonstrate a good level of literacy, numeracy, verbal and written/spoken skills
- Able to work without direct supervision
- Able to demonstrate an empathetic and caring approach to clients and relatives and respect client's dignity, at all times
- Excellent interpersonal and communication skills
- Able to communicate with individuals of varying levels of understanding

Personal and Social Skills

- Drive and enthusiasm
- Good sense of humour and ability to remain calm in a pressured environment
- Confidentiality
- Friendly, helpful, warm and caring manner
- Non-Judgemental
- Able to prioritise own workload
- Able to work under own initiative within boundaries of role
- Able to participate as a team member

Attitude / Motivation

- Pro-choice and willing to work up to the legal limit for abortion (essential)
- Positive attitude to organisational change
- Willingness to take up training opportunities
- Enthusiastic to train new starters and student nurses
- Keenness to develop personal learning
- Able to continue development through appraisal and ongoing supervision
- Willing to work in other clinical areas MSI Reproductive Choices-wide as and when required
- Uphold and actively demonstrate behaviours that align with organisational values and behaviours

Requirements due to working environment

- Involves direct contact with body fluids, products of conception, blood, vomit, foul linen etc. on numerous occasions per shift.
- Ability to manually handle clients and equipment e.g. wheelchairs
- Able to deal with exposure to conflict and difficult emotional situations

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MSI Behaviours and Values

Team Member Behaviours

Work as One MSI

- You contribute, use, and share accurate data and evidence to improve understanding, insight and decision-making across MSI, enabling us to maximise our ability to influence others
- You share relevant knowledge, expertise and resources to strengthen teamwork and prevent duplication of effort
- You actively work as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.

Show courage, authenticity and integrity

- You hold yourself accountable for the decisions you make and the behaviours you demonstrate
- You are courageous in challenging others and taking appropriate managed risks.

Develop and grow

- You seek feedback to enable greater self-awareness and provide the same to others in a way which inspires them to be even more effective
- You manage your career development including keeping your knowledge and skills up to date.

Deliver excellence, always

- You strive to consistently meet and exceed expectations, putting clients at the centre of everything, and implement smarter, more efficient ways of performing your role
- You build and maintain effective long-term working relationships with all stakeholders and are a true MSI ambassador.

Leadership (For Leaders only)

- You inspire individuals and teams, through situational leadership, providing clear direction
- You seek and provide opportunities which motivate team members, helping to develop skills and potential whilst strengthening our talent and succession pipeline
- You are aware of emerging developments in our sector, demonstrating strategic insight about our clients and business and encourage this in your team
- You articulate a vision of the future which inspires and excites others.

MSI Values

- **Mission driven:** With unwavering commitment, we exist to empower women and men to have children by choice not chance
- **Client centred:** We are passionate about our clients and dedicate our efforts to delivering agreed objectives to the highest possible quality
- **Accountable:** We are accountable for our actions and take responsibility for everything we do to ensure long term sustainability and increased impact
- **Courageous:** We recruit and nurture talented, passionate and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.