# Job Description: Registered Nurse/Midwife

| General role information | |
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| **Job Title:** | Registered Nurse/Midwife |
| **Reporting to:** | Clinical Services Matron |
| **Salary Band:** | Starting from £36,689.03 |
| **Notice period:** | 3 months |
| **Budget Responsibility?** | No |
| **Contract type?** | Permanent |
| **Direct Reports?** | None |
| **Client facing role?** | Yes |
| **Key stakeholders – internal?** | No |
| **Key stakeholders – external?** | No |

## About MSI Reproductive Choices

Only when choice is a reality for each of us, can we create a better, more equal world for everyone. Here at MSI Reproductive Choices UK (MSI UK) we are proud to be a social enterprise that is changing the world for the better, we reinvest and donate our profits towards creating a positive social change across 37 countries globally.

As one of the world's leading providers of sexual and reproductive healthcare our aim is simple: to empower clients to make the reproductive choices that are right for them. That is what we mean by client-centred care.

At MSI Reproductive Choices UK our client-centred care philosophy means respecting our clients as active partners in their own service, caring about who our clients are, their experiences, and how they feel before, during and after they access care with us.

MSI Reproductive Choices is committed to safeguarding: promoting the welfare and safety of everyone involved in the delivery or receipt of sexual and reproductive health services, especially children, young people and vulnerable adults. We are committed to ensuring diversity, and equality for all within our organisation and encourage applicants from diverse backgrounds to apply. We expect all staff and post holders to share our values and commitments.

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# Job Description: Registered Nurse/Midwife

## The department / team

We are looking for a passionate and committed Registered Nurse/Midwife to join our team within our Essex clinic.

Supporting within our Nurse led environment, we have well-established protocols and support systems that reinforce a values-driven organisational culture, with a focus on care and leaving no one behind.

## 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 UK philosophy of minimal intervention.

As a Registered Nurse/Midwife you will care for our clients 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 team where you will be encouraged and empowered to develop and strengthen your clinical and professional skills.

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

## Key responsibilities

- 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 UK.
- 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 UK 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 UK.
- 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.

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- 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 foetal 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.
- Always promote and Maintain client's privacy and dignity.
- 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 to 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 provided 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 UK 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

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- 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 UK 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.

## Key Skills and Experience

**To perform this role, it is <u>essential</u> that you have the following skills:**
Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice

**Skills**

- Ability to work independently and collectively within a close-knit team of both clinicians and non-clinicians
- Strong interpersonal communication skills for supporting our diverse client population
- Excellent record keeping
- Strong clinical knowledge and good analytical skills
- Ability to manage risk effectively, prioritising workloads accordingly
- Good IT skills (full training on internal programs will be provided)
- 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

**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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**To perform this role, it is desirable but <u>not essential</u> that you have the following experience:**

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

## Formal Education/qualification

- 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)

## Personal Attributes

We recruit talented, dynamic people with diverse backgrounds and experiences, all united by a belief in our mission and a focus on delivering measurable results. We're proud to be an equal opportunities employer and are committed to creating a fully inclusive workplace, where everyone feels able to participate and contribute meaningfully. You must be open-minded, curious, resilient, and solutions-oriented, and be committed to promoting equality, and safeguarding the welfare of team members and clients alike.

**For this role, we're looking for an individual who is:**

- Pro-choice, support and adhere to MSI vision and goals.
- Dynamic, creative individual with the ability to show initiative.
- Team player, providing support and encouragement.
- Organised and process oriented, with an attention to detail and able to prioritise workload.
- Customer focused, responsive to changing priorities and demands.
- Strong communication skills and a team player.
- Ability to analyse complex problems in a structured manner whilst working under pressure.
- Focused on delivery with a 'can do' approach.
- Demonstrates MSI team member behaviours and professional self-development.

Please note that you may also be required to carry out reasonable additional ad-hoc duties, at the request of your line manager.

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| Signature | |
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| By signing below, you indicate that you have read and agree to this job description. | |
| **Full name:** | |
| **Signature:** | |
| **Date:** | |

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