Maternity services
...delivering change

The Hillingdon Hospitals
NHS Foundation Trust
Hillingdon Maternity Services is going through a period of exciting change…

…and we would like you to be part of it.

We have ambitious plans for the future and are always on the lookout for good midwives.

Melissa Mellett
Assistant Director of Operations
A £1.1 million refurbishment of our delivery rooms, plans for a new maternity wing and expansion of existing services to accommodate an additional 2,000 births a year all mean we are looking for enthusiastic and experienced midwives to join us.

We pride ourselves on being a friendly tight-knit team where senior staff lead by example offering an open door policy for staff to raise issues.

Lots of our midwives stay with us for many years, while others join us for the opportunities to learn and grow. However long you decide to stay, our commitment to you is ensuring your time with us is an enjoyable and productive part of your career. We also have a dedicated Practice Development Team who are there to support you in your learning and development.

We want you to be the best you can be and you will be encouraged to attend a variety of training and career development courses as well as share your experience and expertise with new midwives.

This is reflected in the Trust’s annual staff survey where our directorate cited ‘good career progression,’ ‘well-structured staff appraisals’ and feeling their job ‘made a difference’ as positive reasons for working for us.

The Trust also champions its CARES policy which puts compassionate care at the heart of everything we do. CARES stands for communication, attitude, responsibility, equity and safety.

If you are considering applying for a position with us you couldn’t have come at a better time.

We are one of several trusts involved in Shaping a Healthier Future, a major review of hospitals across North West London. This will see our maternity team take responsibility for an additional 2,000 births a year by 2018.

So, we are offering secure employment, opportunities to develop your skills and the chance to work at one of the capital’s best performing maternity units. We hope it sounds like your kind of sort of place and look forward to working with you.
About us

The Maternity Unit is located in the grounds of the Hillingdon Hospital site in Uxbridge and is part of the Women and Children’s Directorate.

Hillingdon’s Maternity Services at a glance

Senior Management Team including:
- Assistant Director of Operations
- Head of Midwifery and Women’s Care
- Clinical Director
- Senior Service Manager

Labour Ward Manager

Responsible for the day-to-day running of both Labour Ward and Triage, ensuring compliance with national recommendations and safe staffing in line with agreed local levels.

Community and Antenatal Manager

Responsible for community, homebirth, antenatal and specialist service provision. Lead for screening services.

Maternity Matron

Responsible for patient experience and engagement, infection control, safety thermometer and line manages the Antenatal, Postnatal and Gynaecology Wards.

Clinical Practice Facilitator

Manages the Practice Development Team who are responsible for organising, planning and implementing the maternity services training programme.

Responsible for the training of students, preceptors and mentors. Link to the University of West London (UWL) and Bucks New University (BNU) and involved in student recruitment.

Supervisors of midwives

The Maternity Unit has a very proactive team of supervisors who provide professional advice and support to the midwifery team.

Midwifery workforce

- 119 Whole Time Equivalent
- Band 7 Midwives are employed in specific specialities ie Labour Ward Coordinator, Practice Development Midwives, Ward Managers, Community Team Leaders, Specialist Midwives
- Band 6 Midwives are rotational, working in all clinical settings to enable them to provide appropriate care in all clinical settings
- Nurses work on the Labour Ward providing theatre cover and postnatal care
- Maternity Support Workers.

Obstetric workforce

- 12 Consultant Obstetricians
- 9 Obstetric Registrars
- 9 Senior House Officers
- There is dedicated anaesthetic support 24/7.

“

We are one big family here and support one another. It’s important to have staff who like coming into work.

Anita Hutchins
Head of Midwifery
The Maternity Unit comprises:

**Labour Ward**
Our Labour Ward has 11 birthing rooms. Ten of these rooms have recently been refurbished and now provide a light, spacious, home-from-home birthing environment with greatly improved facilities. All of our birthing rooms now benefit from en-suite bathrooms, music systems, televisions and computers. The Labour Ward also has two co-located maternity theatres and a two-bedded theatre recovery area.

We have one permanent birthing pool which can be used as a means of pain relief and relaxation, or for birth in the water. We also offer a 24 hour epidural service and have recently introduced a patient controlled epidural top-up service which has received very positive feedback from the women who have used this.

We will shortly be developing a six-bedded purpose built Maternity Led Unit (MLU) as part of the Government’s reconfiguration of health services across North West London.

**Community Midwifery**
Three community midwifery teams provide ante and postnatal care in both children’s centres and at home. The majority of maternity bookings are undertaken within the six to 12 week target ensuring women are referred as soon as possible to the most appropriate speciality.

**Maternity Triage**
We offer a 24/7 maternity triage service which is led by senior midwives. The triage process includes telephone triage and clear pathways to ensure women are directed to the most appropriate health professional or service.

**Antenatal Clinic**
Our Antenatal Clinic provides obstetric, midwifery and anaesthetic care for women who fall into the intermediate or high risk categories of care. We also provide care for women who choose to have their baby with us, but do not live in the local area.

**Homebirth Team**
We have a dedicated home birth team providing care for low risk women who choose to have their baby at home. The team is a new and exciting addition to our service and we have seen a significant increase in mothers choosing to have their baby at home.

**Speciality Services**
Our speciality services are multidisciplinary and include diabetes and endocrinology, sexual health, screening, haemoglobinopathies, perinatal mental health, raised BMI, VBAC, enhanced recovery and safeguarding.

**Antenatal Ward**
It is a 17-bedded ward which cares for women who may be experiencing complications with their pregnancy or require induction of labour. It also encompasses a Day Assessment Unit which enables women at risk of developing or experiencing complications in their pregnancy to receive additional care as an outpatient.

**Postnatal Ward**
It is a 22-bed ward staffed by midwives and maternity support workers. Voluntary infant feeding support workers help promote breastfeeding to enable babies to have the best start in life under the guidance of a supervisor.
Neonatal Unit
We provide a Level 2 neonatal service consisting of five ITU cots, three HDU cots and ten SCBU cots.

The Neonatal Team work closely with the Maternity Team to provide high quality training to ensure safe outcomes.

We have expertise to provide high quality care for babies above 27 weeks gestation and have a special interest in developmental care. We are committed to the training and development of future neonatal nurses.

There are also plans for a new transitional care unit on the postnatal ward.

Ultrasound scanning – Our Ultrasound Department performs all ultrasound scans for women that book their maternity care with us.

Women are offered a dating scan at around 12 weeks, with the option of Down’s Syndrome screening, and an anomaly scan at 18-20 weeks and six days.

Additional scans are performed at the request of the midwife or doctor for reasons specific to a woman’s individual pregnancy.

How we work

The Labour Ward Team consists of eight midwives per shift. This includes two Band 7 Coordinators, leading the shift in a super numerary capacity on the Labour Ward and the other running the Maternity Triage.

“These babies are born with a huge disadvantage so the team put everything we can into helping them. They are fighters so we fight for them.”

Nilakshi Joshi
Senior neo-natal nurse

The Midwives are supported by a team of nurses and Health Care Assistants (HCAs).

We currently provide 114 hours of Obstetric Consultant cover throughout the week, alongside a team of registrars and SHOs.

There are ten sessions of consultant anaesthetic cover Monday to Friday with on-call cover out of hours.

Strong team ethic

The team at Hillingdon is proud of their strong team working ethic and is well known for its friendly and supportive working environment.

All maternity services work together to ensure continuity of care.

This includes a strong multi-disciplinary training programme allowing for better management of clinical incidents reducing risk. We also maintain close links with other divisions such as clinical governance, A&E, ITU and surgery.

Our shift system

A typical day shift runs from 7am-8pm. Night shifts are from 7.30pm-7am. Early and late shifts are also available.

For staff rotating to community midwifery the shift patterns are standard shifts with an on-call commitment as part of the general rota. The Antenatal Clinic operates on a Mon-Fri work pattern.
Training and development

We want our midwives to be the best they can be and encourage all our staff to take part in regular training and development courses.

You may be happy with your current role, want to step up a grade or have your sights on a career in senior management. Alternatively, you may be looking to scale down and work part-time. Our job is to help you get where you want to be on your career path. In return, we benefit from a skilled, motivated and committed workforce.

Supervision of midwives

All midwives have a named supervisor and meet annually as part of their personal development plan. All supervisors have been peer selected.

Supervision is recognised within the division and at executive level with the Chief Executive and Director of Patient Experience and Nursing taking a keen interest in the role. Supervisors are represented at key forums and meetings to ensure that mothers and babies safety remains at the forefront of the service and are available to everyone 24 hours a day.

Our education programme

Our Clinical Practice Facilitator (CPF) and Practice Development Team lead our education programme which includes: a well-established preceptorship programme (including mentorship), multidisciplinary skills drills training as well as statutory and mandatory trust training. All staff attend our bespoke CTG training. This is well established within the division and has helped reduce the number of CTG related incidents.

Our CPF works closely with the University of West London to ensure student midwives receive the appropriate support, training and skills required to become a qualified midwife. The vast majority of students who train and then apply to work with us are appointed into vacant posts at Hillingdon.

We also encourage staff to develop their postgraduate knowledge by undertaking relevant further education courses such as HDU, examination of the new born, mentorship and Supervisor of Midwives.

Our maternity support workers undertake the QCF programme as part of their professional development with the opportunity to be seconded to nursing or midwifery training.

Staff facilities

The main hospital has a restaurant which is open 7am-8pm Mon to Sun, supplying a varied menu. There are also vending machines including healthy choices which are available out of hours.

There is a Costa Coffee facility offering speciality coffees, delicious breads and pastries. Open 8am-6pm Mon to Fri and 11am-6pm at weekends. A newsagent is open 8am-8pm weekdays and 8am-6pm at weekends.

We have a League of Friends snack bar which sells sandwiches, sweets and drinks. Open 10am-4pm, Mon to Fri.

Hillingdon’s League of Friends also run a Baby Boutique (selling a small range of snacks) which opens from 10.30am-4pm Monday to Friday, and 2pm-4pm on Saturdays and Sundays.

“I still cry when a baby is delivered. I guess I should learn not to but it is such an emotional moment. I just feel privileged to be part of it.”

Denise Ahmed
Student Midwife
Accommodation available at Mount Vernon Hospital

There is staff accommodation available at Mount Vernon Hospital, Northwood, in our on-site accommodation blocks.

The site is well situated in a quiet part of Northwood, but close to local amenities in Rickmansworth, Ruislip and Watford and well served both by public transport and with easy access to the M25 and M40. A free shuttle bus runs between Mount Vernon and Hillingdon Hospitals 10 times per day between 7.15am-6.30pm.

A state of the art £13 million Treatment Centre was completed at Mount Vernon Hospital in 2009. The development houses four operating theatres for general surgery, orthopaedics and ophthalmology, outpatients department with areas for pre-operative assessment, minor operations and specialty clinics for ophthalmology, audiology and cardiology, a refurbished X-ray department, minor injuries unit, a therapies suite and multi-bedded ward area.

The Mount Vernon Hospital has a restaurant (where staff can get a discount), hot and cold vending facilities and cafes, as well as a small shop area with a hairdresser, clothes/charity shop, a mini cab office and an ATM cash machine. The site also has a large amount of parking available.

Each staff accommodation bedroom is 10.8m sq. and is being refurbished and redecorated to a high standard with new flooring, new windows, redecoration and new fixtures and fittings.

Within each room there is a new divan bed, wardrobe, armchair and sink with vanity mirror; and there are corridor toilets, bathing facilities available as well as a communal kitchen for use of tenants. The kitchens, although shared by the tenants in the wing of rooms, have cooking, storage and refrigeration facilities. A new launderette is also being developed for the use of tenants in the accommodation.

The cost of the room is £425 per calendar month or £18 per night and there is an on-site Accommodation Officer assigned to manage key handling, room issues and payment for rooms.

“I’ve been a midwife for more than 20 years and my voluntary work in Africa teaches you to be practical and a good communicator. You come away with a better understanding of yourself and others and that can only be a good thing.”

Gillian Pearce  
Senior Midwife and oversees volunteer
Childcare

- Staff can benefit from receiving child care vouchers to pay for child care.
- Childcare Vouchers can be used to pay for all forms of registered childcare for children up to the age of 16. As part of a salary sacrifice scheme each working parent may save up to £1,196 per year (subject to individual circumstances).
- To benefit from the scheme, parents simply exchange a part of their salary for the same amount of Childcare Vouchers and use them to pay the childcare provider of their choice.
- The Trust has access to subsidised holiday play schemes and have a reimbursement scheme in place to subsidise the cost by £6 per child per day.

Busy Bees Nursery

We have a Busy Bees Nursery located on site at Hillingdon Hospital which has 96 places for children from six weeks to five years welcoming all children, including those with special needs. Opening hours are 7am to 6pm. There is a safe dropping-off area with short-term car parking and a secure play area. Breakfast, dinner and tea are provided and special diets are catered for.

Busy Bees Benefits are offering 5 per cent discount if your child is registered at Busy Bees Nursery at Hillingdon Hospital.

In the news

It is all well and good blowing our own trumpet so here’s what the media have reported about our midwives in recent months:

Keeping it in the family...
Midwife delivers her sister’s ‘really special’ baby at home

Nurse: ‘We fight for our babies’
Unit has increased survival rates

More women can now call the midwife
Team aims to increase number of home births

Celebrating the role of nurses

‘I took a pay cut to be a home birth midwife, but it was worth it’
Cheryl Fisher, a member of Hillingdon hospital’s home birth team, describes a typical working day.
Benefits of working with us

We know that nurses and midwives can choose from a large number of hospitals in and around London, so why come to Hillingdon? We offer our staff a variety of benefits and rewards including:

- A competitive salary
- Outer London weighting
- Up to 33 days annual leave exclusive of bank holidays
- Excellent training opportunities
- Bank scheme
- Flexible working hours
- Staff awards and employee of the year event
- Pride in Practice event
- A generous pension / National Employment Savings Trust option
- Subsidised accommodation (if required)
- An on-site nursery and subsidised childcare and holiday play schemes
- Staff discounts (wide variety of shops and services
- Staff counselling service
- Advantage scheme
- Occupational health service
- Chaplaincy
- Smoke free environment
- Bike to work scheme
- A place where you can make a positive difference and are actively encouraged to develop your skills and career opportunities
- Discount to local gyms and subsidised use of extensive world-class sports facilities at nearby Brunel University
- A friendly district hospital within easy reach of central London
- A major player in the Shaping a Healthier Future programme – the reconfiguration of health services across north west London – offering great opportunities as our services expand
- Fast track physiotherapy referrals / discounted massage treatment
- Smoking cessation, health and wellbeing, occupational health and counselling clinics.

The National Staff Survey

The outcomes from the Trust Staff Survey results have highlighted, that as a Trust we have performed well in the following areas:

- Our staff look forward to coming into work
- Our staff have confirmed that training helps us to deliver a better patient service
- Our staff would recommend the Trust as a place to work or receive treatment
- Our staff feel motivated and feel engaged
- Our staff feel satisfied with the level of care being given
- Our staff feel able to implement changes and improvements.

Specifically within the Women & Children’s Division the Staff Survey highlighted we have performed well in these areas:

- Our staff have well-structured appraisals which have had a positive impact on their ability to do their roles
- Our staff feel their work is valued and makes a difference to patients and other service users
- Our staff feel that the Trust provides equal opportunities for their career progression/promotion.
I came to midwifery relatively late after spending most of my nursing career in intensive care. I had to retrain and took a considerable pay drop but it was well worth it. I am right where I want to be at the moment and love what I do.

Cheryl Fisher
Homebirth Midwife