

Standard Operating Procedure for Band 6 progression for Newly Registered Midwives



University Hospitals of Leicester
NHS Trust

Trust Reference C30/2024

1. Introduction

- 1.1 This standard operating procedure (SOP) details the requirements for progression from Band 5 midwife to Band 6 midwife. This SOP should be used in conjunction with the UHL Trust [Preceptorship UHL Policy B4/2018](#)
- 1.2 This SOP applies to staff employed in substantive midwifery posts and requires the confirmation of their Line Manager and preceptorship Lead within the CMG.
- 1.3 The national preceptorship framework for midwifery (NHS England 2023) recommends 'a minimum of 12 months' preceptorship period with the option for sign-off at nine months (the exception), and to extend the programme to those requiring it, up to 18 months to complete.
- 1.4 Within UHL, Band 6 progression is not directly tied to preceptorship, it is a parallel process. Whilst preceptorship may be signed off at 9 months (in line with the national recommendation), to be eligible for consideration for band 6 progression newly registered midwives must complete a minimum of 12 months in order to consolidate practice and increase in confidence as a registered midwife. This is in preparation for the additional responsibilities of a Band 6 midwife. It is acceptable that it may take longer than 12 months to complete the competencies. If transferring from another trust during preceptorship a midwife must have completed 12-months in total across the trusts to be eligible for Band 6 progression and have completed all competencies as covered in this SOP.

2. Requirements to progress to Band 6

In addition to being 12 months in post, in order to be able to progress to a band 6 midwife, the midwife must have completed the following:

- 2.1 All required training boxes to be green on HELM as well as additional e-learning requirements as set out by the CMG Preceptorship Leads.
- 2.2 All workbook requirements to be completed, certificates issued, HELM updated, and recorded on the Preceptorship Lead database.
- 2.3 Hospital and community clinical and theoretical requirements for progression from band 5 to band 6 midwife as detailed in the table below:

Hospital Competencies	Community Competencies
All required e-learning for job role	All required e-learning for job role
Mandatory study days to include- <ul style="list-style-type: none">• Saving Babies' Lives• Essential to job role• Fetal monitoring	Mandatory study days to include- <ul style="list-style-type: none">• Saving Babies' Lives• Essential to job role• Fetal monitoring

Hospital Competencies	Community Competencies
Breastfeeding study day and workbook	Breastfeeding study day and workbook
Medicines management booklet and drugs administration	Medicines management booklet and drugs administration
IV drugs administration competencies	Management of Antenatal Clinics and the IT systems
Epidural top-up competency	Undertaking Antenatal & Postnatal screening, including the Newborn Blood Spot Test (NBBST)
Theatre and recovery placement including completion of the relevant workbook competencies	Recognition of newborn jaundice, including the assessment and referral process.
Perineal Suturing workshop and competency	Attend perineal suturing workshop, and complete simulated perineal suturing LCAT
Preceptorship meetings (minimum initial, 3 month, 9 month and 12 month)	Preceptorship meetings (minimum initial, 3-month, 9-month and 12-month)
ANTT e-learning and practical LCAT	ANTT e-learning and practical LCAT
Venepuncture LCAT	Venepuncture LCAT
Attend Band 6 development day to include career conversation and upskilling (if possible – not mandatory)	Attend Band 6 development day to include career conversation and upskilling (if possible – not mandatory)

2.4 The Preceptorship Lead for the CMG will verify that all requirements as stated in the table above have been completed. This information will then be passed on to the line manager, who is responsible for completing the necessary HR documentation for Band 6 progression to be awarded.

3. Education and Training

There are no training requirements for the implementation of this guideline.

4. Supporting References and Policies

National Framework for Preceptorship, NHS England. 2023 [online] Available at <https://www.england.nhs.uk/long-read/national-preceptorship-framework-for-midwifery/> [accessed 23/05/2024]

Preceptorship Policy, Trust reference B4/2018 (last reviewed 2022)

5. Key Words

Band 6 progression pathway, newly registered midwife, National Framework for Preceptorship, Band 5 competencies, supernumerary.

CONTACT AND REVIEW DETAILS

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Details of Changes made during reviews: New SOP	