



**Northern Ireland Practice and Education Council for
Nursing and Midwifery**

**Model Framework for
Midwifery Supervision in
Northern Ireland
Project Plan
2016**

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1.0 Introduction

- 1.1 At the request of the Chief Nursing Officer (CNO), Midwifery Supervision in Northern Ireland was reviewed (NIPEC, June 2015) and presented to Charlotte McArdle, CNO, Department of Health and Social Services and Public Safety (DHSSPS). The CNO accepted the findings of this review and commissioned the Northern Ireland Practice and Education Council, (NIPEC) to establish a Task and Finish Group to develop a new Model Framework for the Midwifery Supervision in light of imminent changes to the Nursing and Midwifery Order (2001).
- 1.2 It is the intention that this new model will take cognisance of the themes that emerged from the NI review including all recent public reports, (Mid-staff 2013, PHSO 2013, Morecambe Bay 2015 and Kings Fund 2015), the Nursing and Midwifery Council's (NMC) Revalidation processes and any additional information from other sources (UK CNO's Dec 2015).
- 1.3 The themes that emerged from the NI review are captured under the following headings:
 - i. Public protection and public awareness
 - ii. Professional support and advisory function
 - iii. Accessibility/leadership of Supervisor of Midwives (SoM)
 - iv. Alignment with Trust Governance processes.
- 1.4 As the development of this new model framework for Midwifery Supervision unfolds, there is an onus on the Task and Finish Group to liaise closely with the other three jurisdictions of the United Kingdom.
- 1.5 In addition, as the NMC's Revalidation will be effective from April 2016, the Task and Finish Group will build into the new model how it links to the revalidation process.

2.0 Background

- 2.1 Since the Midwives Act (1902) the profession of midwifery has been regulated. The regulations require the certification of all midwives with provision of a penalty for any woman practising midwifery without certification. The stated purpose of

the Act is 'to secure the better training of midwives and to regulate their practice'. Under the Act a woman cannot call herself, nor practice as a midwife, unless she was certified under the Act.

2.2 Currently the process of ensuring safe and effective midwifery practice, the Nursing and Midwifery Council (NMC) is required, by the Nursing and Midwifery Order 2001 to maintain a register of qualified midwives and establish rules and standards of proficiency.

2.3 However, due to the findings from the major national inquiries (Mid-staff 2013, PHSO 2013, Morecambe Bay 2015 and Kings Fund 2015) the NMC have requested a change to section 60 of the Nursing and Midwifery Order 2001.

2.4 The fore mentioned public reports have shone the light on poor practices of induction, mentorship, pre-ceptorship and clinical and midwifery supervision, resulting in the regulator of the nursing and midwifery professions (NMC) to submit a request for legislative changes to the 2001 Order.

2.5 The purpose of the amendments to the 2001 Order is to improve consistency in decision making and to reduce the time it takes the NMC to deal with fitness to practise cases (i.e. allegations of impairment to practise by reason of: misconduct, lack of competence, cautions or convictions or health issues about a nurse or midwife).

2.6 The amendment to the 2001 Order will however, have the biggest impact on the profession of midwifery as it effectively removes the historical (since 1902) statutory function of midwifery supervision. Nevertheless this radical change will affect the role and function of the current midwifery supervision process.

3.0 Project– Aim and Objectives

3.1 Overarching Aim

To develop an encompassing model framework for midwifery supervision in NI, in readiness of the legislative changes to the Nursing and Midwifery Order 2001 (section 60). In addition, the model needs to provide professional accountability assurances to the Chief Nursing Officer, Executive Directors of Nursing and

other stakeholders in NI. In addition the new model must also provide accountability assurances to the public.

3.2 Objectives

Develop a model framework for midwifery supervision that:-

- a. will be inclusive of the four emerging themes from the NI Review of Midwifery Supervision (June 2015),
- b. strengthens the engagement and involvement of women by addressing
 - i. advocacy
 - ii. personal and public involvement at all levels
- c. will include professional standards through key performance indicators including monitoring arrangements,
- d. revises and strengthens the supportive and restorative elements of the purpose of supervision
- e. links to Health and Social Care Trusts governance and practice development arrangements,
- f. supports and strengthens the key messages from the *Proposals for changing the system of Midwifery Supervision in the UK : A framework document from the UK CNO's* (Dec 2015),
- g. supports and underpins the NMC's revalidation processes, *The Code* (NMC, 2015) *Midwives Rules and Standards* (NMC, 2012)
- h. reviews, revises and strengthens midwifery education (especially preparation of supervisors of midwifery) to include all of the above points and that it
- i. could be adaptable for the future of supervision of nursing in Northern Ireland.

4.0 Methodology Overview

4.1 It is intended to develop this new model framework over a period of six months, commencing January 2016, with an additional allowance of three or six months (TBC) to test the model before final sign off in Sept or Dec 2016 (TBC).

- 4.2 A Task and Finish Group will be established to oversee the project direction, programme of work (appendix 1) chaired by an Executive Director of Nursing and co-chaired by the Local Supervising Authority Midwifery Officer.
- 4.3 The Task and Finish Group will meet monthly throughout the development of the model framework.
- 4.4 Senior Professional Officer, Brenda Devine (NIPEC) will lead the project in partnership with the DHSSPS, LSA, HSC and other stakeholders.
- 4.5 Membership of the Task and Finish Group and terms of reference (appendix 2).
- 4.6 Throughout the project, appropriate engagement and representation from women, midwives, supervisors of midwives and their managers will be conducted via mechanisms agreed by the Task and Finish Group.
- 4.7 Methods of engagement with the other three UK jurisdictions will be agreed by the Task and Finish Group
- 4.8 Engagement with relevant multi-professional stakeholders to include nursing colleagues will be conducted as appropriate and agreed by the Task and Finish group.
- 4.9 The on-going progress and evaluation of the project will be available to view on NIPEC's website.

5.0 Resources

- 5.1 NIPEC will co-ordinate, host and provide midwifery professional expertise as well as administrative support to the project, applying a project management approach. Individuals on the Task and Finish Group and any additional groups, have a responsibility to represent their organisation effectively, by full attendance at meetings relating to the project.
- 5.2 Participating organisations will undertake to ensure that relevant staff are released for all required meetings for the duration of the project, and will support further participation in activities/groups if required, to achieve the objectives and take forward agreed recommendations of the project.

6.0 Equality and Governance Screening

6.1 To ensure NIPEC and its stakeholders are meeting its legal obligations and responsibilities under various Equality and Governance areas, the project plan, its aims and objectives and outcomes have been examined and screened for any issues relating to the following areas:

- Risk Management
- Equality and Human Rights
- Privacy Impact Assessment (PIA)
- Personal Public Involvement (PPI)

6.2 A summary of these considerations and any action required is documented in Appendix 3.

7.0 Evaluation

7.1 The project will be evaluated on an on-going basis, evidenced through the verification of the accuracy of data presented.

7.2 On-going progress will be reported to the Chief Nursing Officer and Executive Directors of Nursing and Midwifery through Executive Nurse Directors/Chief Nursing Officer meetings and representatives on the project group.

7.3 The model for midwifery supervision will be subjected to a period of testing to ensure a robust and fit for purpose model is developed.

8.0 Dissemination

8.1 Dissemination of the outputs and report of the project will be the responsibility the Department of Health, Social Services and Public Safety, through the offices of the Chief Nursing Officer.

References

DoH (2015) *Proposals for changing the system of Midwifery Supervision in the UK : A framework document from the UK CNO's* London Dec 2015

Donaldson, L. (2014) *THE RIGHT TIME, THE RIGHT PLACE An expert examination of the application of health and social care governance arrangements for ensuring the quality of care provision in Northern Ireland.* Belfast DECEMBER 2014

Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC 2015) *Review of Midwifery Supervision* Belfast

Nursing and Midwifery Council (NMC 2012) *Midwives Rules and Standards.* London

Nursing and Midwifery Council (NMC 2015) *Professional Standards of practice and behaviour for nurses and midwives.* London

Parliamentary and Health Service Ombudsman (2013). *Midwifery supervision and regulation: recommendations for change.* London: The Stationery Office.
Available at: www.ombudsman.org.uk/reports-and-consultations/reports/health/midwifery-supervision-and-regulation-recommendations-for-change

Q2020 (2014) *Supporting Leadership for Quality Improvement and Safety An Attributes Framework for Health and Social Care* DHSSPS: Belfast

The Kings Fund (2013) *Midwifery regulation in the United Kingdom* The King's Fund.
Available at: www.kingsfund.org.uk/publications

Programme of Work January 2016 – Sept/Dec (TBC) 2016

Activity	Target	Related objective
1. Establish a Task and Finish Group – including co-chairs, additional members as appropriate	Jan 2016	All
2. Agree project plan, terms of reference, programme of work and decide on engagement with other three jurisdictions of the UK	Jan 2016	All
<i>Development the Model Framework for Midwifery Supervision in NI</i>		
3. Review the four themes from NI review and decide methods of emerging them into the model framework under:- i. Public protection and public awareness ii. Professional support and advisory function iii. Accessibility/leadership of Supervisor of Midwives (SoM) iv. Alignment with Trust Governance processes.	March 2016	a.
4. Review the <i>Proposals for changing the system of Midwifery Supervision in the UK : A framework document from the UK CNO's</i> (Dec 2015), incorporating them into the model framework	March 2016	e.
5. Involve women in the development of robust methods of engagement throughout the model framework	March 2016	b.
6. Agree and develop professional midwifery standards and midwifery key performance indicators (MKPI's) including monitoring arrangements explicit within the model framework	June 2016	c.
7. Describe and develop processes that will link the model framework into HSC Trust governance arrangements	June 2016	d.
8. Describe how the model framework will link to NMC's The Code and Revalidation processes	June 2016	f.
9. Testing of the model framework	Jul-Sept	All

	2016	
10. Demonstrate applicability and adaptability of the model framework for the supervision of nursing	Sept 2016	g.
11. Present to CNO	September 2016	All

Appendix 2

Membership of the Task and Finish Group

Name	Designation	Organisation
Olive Macleod	Executive Director of Nursing (Chair)	NHSCT
Patricia McStay	LSAMO (Co Chair)	PHA
Verena Wallace	Midwifery Advisor	DHSSPSNI
Margaret Rogan	Consultant Midwife (SoM)	BHSCT
Carmel Lloyd	Head of Education	UK RCM
Cathy Hamilton	Midwife (SoM)	NHSCT
Zoe Boreland	Head of Midwifery (SoM)	SEHSCT
Carolyn Moorhead	Midwifery Lecturer	QUB
Gail Anderson	Lead Midwife for Education (LME)	QUB
Maureen Millar	Lead Midwife (SoM)	WHSC
Breedagh Hughes	Director Royal College of Midwives	NI RCM
Dr Patricia Gillen	Member of NMC Midwifery Committee Ulster University	NMC UU
Wendy Clarke	Head of Midwifery/ SOM	SHSCT
Seana Talbot	Woman's Voice	
Pamela Redmond	Governance Midwife	SEHSCT
Mary McElroy	Governance/Patient Safety Lead	PHA
Brenda Devine	Senior Professional Officer (Project lead)	NIPEC

Draft Terms of Reference for Task and Finish Membership

Members of the group will:

- TOR1 - Agree a project plan, timescales and methodology for the project
- TOR2 - Contribute to the achievement of the project aims and objectives
- TOR3 - Undertake on-going monitoring of the project against the planned activity
- TOR4 - Participate in activity related to the production of the project outcomes
- TOR5 - Participate in respectful, open debate
- TOR6 - Welcome and provide constructive challenge

TOR7 - Manage information related to the project responsibly, ensuring confidentiality as required

Membership of Project Board is non-transferrable, other than in exceptional circumstances and with prior agreement of the Chair/Co-Chair

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This document can be downloaded from the
NIPEC website www.nipec.hscni.net

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