

Review of the Maternity Support Workers (MSW) education programme and development of resources for the MSW role

First meeting of the Steering Group

Thursday 3rd February 2022 at 2.00pm via Zoom Platform

Present:

Fionnuala McCluskey, Midwifery Support Officer (Co-Chair) DoH	FMcC
Dawn Ferguson, Interim Assistant Director of Nursing, Workforce and Education (Co-Chair) SHSCT	DS
Aislinn McAlister, Workforce Policy Directorate, DOH	AMcA
Heather Watson, Midwifery Support Officer (attending obo Dr Dale Spence, (DOH)	HW
Mary Dawson, SHSCT (attending obo Wendy Clarke, Head of Midwifery SHSCT	MD
Helen Weir, Head of Midwifery, NHSCT	HW
Maureen Miller, Head of Midwifery, WHSCT	MM
Brenda Kelly, Head of Midwifery, BHSCT	BK
Shirley Strong, Senior Education Manager, CEC	SS
Lynn Irwin, HR Manager, Vocational Workforce Assessment Centre	LI
Heather Clyde, Assessor, SHSCT	HC
Karen Murray, NI Director RCM	KM
Maura McKenna, Trade Union co-ordinator	MMcK
Dr Janine Stockdale, Deputy Lead Midwife for Education, QUB (obo Dr J McNeill)	JS
Monica Johnston, Staff Tutor, Open University	MJ
Fiona Bradley Senior Professional Officer, Project Lead, NIPEC	FB

Apologies:-

Dr Dale Spence, Midwifery Officer, DoH
 Dr Jenny McNeill, Lead Midwife for Education/Senior Lecturer, QUB
 Anne Speed, Head of Bargaining and Representation, UNISON Northern Ireland
 Dr Alison Little, Midwife Consultant, PHA
 Wendy Clarke, Head of Midwifery, SHSCT

Agenda Item	Notes	Action by
1	<p>Welcome and introductions</p> <p>FMcC welcomed everyone to the first meeting of the Steering Group. FMcC and DF have agreed to co-chair this project. A round of introductions was held.</p>	
2	<p>Apologies</p> <p>As above</p>	
3	<p>Project Initiation Document</p> <p>The draft PID had been circulated to members and the following was discussed and agreed:-</p> <p>Context for review</p> <p>FMcC provided a background and context to the project stating that the Chief Nursing Officer and the Director of Workforce Policy Directorate (DoH) commissioned NIPEC to lead a review of the Maternity Support Workers education programme and develop resources for the MSW role which reflect those endorsed by the</p>	<p>FB to circulate amended PID to Steering Group for approval</p>

	<p>DoH to include Standards for Nursing Assistants, the Induction and Development Pathway for Nursing Assistants and Job Description.</p> <p>The MSW role was first established in N.I. in 2010 with the development of a regionally agreed Job Description and a Traffic Lights system followed by the development of a regional MSW education programme (2011), using the NVQ Framework which was accredited at Level 3.</p> <p>Many changes have taken place within the delivery of maternity care since then and it is now an opportune time to review the existing education and training provision to ensure that it is fit for the role now and into the future.</p> <p>Currently the programme is accredited as a RQF Level 3 Diploma qualification upon successful completion of the education programme.</p> <p>DF highlighted existing challenges with the arrangements to support peripatetic assessment of the students across the five HSC Trusts.</p> <p>Although the time frame is tight, it is planned to have the education programme ready in time for the 2022/2023 academic year.</p> <p>Steering Group Membership Whilst membership within the SG is non transferrable it was agreed that a consultant or lead midwife could represent the Heads of Midwifery in exceptional circumstances and with prior agreement of the Co-Chairs or Project Lead. (Noted in the Terms of Reference).</p> <p>Representation from the HR Forum to be requested again.</p> <p>Aim & Objectives Objectives amended in agreement with the group</p> <p>Terms of Reference – agreed</p> <p>Equality and Human Rights Screening The Equality and Human Rights Screening template was shared before the meeting and FB provided an overview of the screening, highlighting there was minor impacts noted within gender in the Section 75 groups. FB to share the screening template again and comments to be fed back before it is sent to the BSO Equality Unit for additional screening.</p>	<p>FB to contact HR Forum</p> <p>FB to circulate Equality & Human Rights Screening Template for comment</p>
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6	Dates & times of future meetings Thursday 24 th March 2022 at 10-12 Thursday 5 th May 2022 at 10-12 Thursday 16 th June 2022 at 10-12 Thursday 28 th July 2022 at 10-12 Monday 12 th September 2022 at 2-4pm	
7	Any other Business No other business. FMcC closed the meeting and thanked everyone for their comments.	
Action	Comment	Completed/On-going
FB to circulate amended PID to Steering Group for approval (inclusive of the SG membership, ToR and programme of work) and Equality and Human Rights Screening Template	FB	
FB to contact HR Forum re representation on Steering Group	FB	
FB to circulate Equality & Human Rights Screening Template for comment	FB	
FB to contact each organisation for nominations on to Working Group	FB	
RCM and UNISON to nominate MSW to Working Group	KM and UNISON nominee	
KM to make contact with HoM	KM	