

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	Welcome and introductions 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.	
2	Apologies As above	
3	Project Initiation Document The draft PID had been circulated to members and the following was discussed and agreed:-	FB to circulate amended PID to Steering Group for approval
	Context for review 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	



DoH to include Standards for Nursing Assistants, the Induction and Development Pathway for Nursing Assistants and Job Description.

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.

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.

Currently the programme is accredited as a RQF Level 3 Diploma qualification upon successful completion of the education programme.

DF highlighted existing challenges with the arrangements to support peripatetic assessment of the students across the five HSC Trusts.

Although the time frame is tight, it is planned to have the education programme ready in time for the 2022/2023 academic year.

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).

Representation from the HR Forum to be requested again.

Aim & Objectives

Objectives amended in agreement with the group

Terms of Reference – agreed

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.

FB to contact HR Forum

FB to circulate Equality & Human Rights Screening Template for comment



4 **Working Group Membership** It was agreed that the following membership would be required on the Working Group:-Head of Midwifery or Consultant Midwife Lead Midwife Practice Development Midwife/Midwife with responsibilities to support MSWs from each of the 5 HSC Trusts HSC CEC Senior Education Manager Representation from the Vocational Workforce Assessment Centre (SHSCT) Continuity of Midwifery Carer - Midwife Consultant Representation from the Unions Maternity Support Worker x 2 Service User Project Lead, NIPEC Meetings for the Working Group to be organised as soon as possible and to be scheduled in between Steering Group Meetings. FB to contact each organisation for FB to contact each organisation to seek and confirm nominations nominations for the Working Group. Plans for first meeting of the Working Group to take place as soon as possible. RCM and UNISON to nominate a MSW to sit on the KM & MMcK to forward Working Group. KM indicated that a MSW was to be nominated names of MSWs obo the RCM and requested permission from the Heads of Midwifery to make contact. KM to make contact with Discussion took place regarding remit of the Working Group and the programme of work. It was agreed that this should include a scoping exercise of the MSW core duties across the 5 HSC Trusts, review of other UK MSW education programmes, the development of core competencies and the review of the education requirements for the MSW role along with the regional MSW job description. 5 **Next Steps** Programme of Work to be amended. Establishment of the Working Group with meetings to be scheduled in between Steering Group Meetings. Letter to Heads of Midwifery requesting nominations for Working Group asap.



	Datas 8 times of future mostings		
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 28th 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 ev	ervone for their	
	comments.	, , , , , , , , , , , , , , , , , , , ,	
Action		Comment	Completed/On-
			going
	te amended PID to Steering Group for approval (inclusive of the hip, ToR and programme of work) and Equality and Human	FB	going
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