

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

Working Group Meeting

Thursday 29th September 2022 at 10.00-12.00 via Zoom Platform

Present:	Heather Watson, Co-Chair, Consultant Midwife, Deputy Head of Midwifery BHSCT	HWa
	Brenda McClafferty, Lead Midwife, WHSCT	BMcC
	Margaret Rogan, Consultant Midwife, Deputy Head of Midwifery, BHSCT	MR
	Louise Murphy, Practice Development Midwife, obo Cathy Hamilton, NHSCT	LM
	Shirley Stronge, Senior Education Manager, CEC	SS
	Lynn Irwin, Senior HR Manager, Workforce, Education, SHSCT	LI
	Sue Trouton, Maternity Peripatetic (RQF) Assessor SHSCT	ST
	Una Patton, Maternity Support Worker, WHSCT	UP
	Leanne Hawthorne, Practice Development Midwife, SEHSCT	LH
	Maura McKenna, Trade Union Coordinator	MMcK
	Joanna McDonald, Service User	JMCD
	Fiona Bradley, Senior Professional Officer, NIPEC	FB
	Linda Woods, Administrative Assistant, NIPEC, (note taker)	LW

Apologies: - Cathy Hamilton, Practice Development Midwife, NHSCT
 Helen Weir, Co-Chair, Interim Head of Midwifery, NHSCT
 Sharon Bingham, Service User

Agenda Item	Notes	Action by
1	Welcome and introductions A round of introductions was held.	
2	Apologies As noted above.	
3	Previous Draft Action Notes Tuesday 11 August and Wednesday 24 August (not quorate) and matters arising FB reported all actions from the 11th August 2022 meeting were completed. The Equality and Human Relations Screening Template will be published on the BSO website for public viewing and when FB receives the link she will forward it to the Group. Action Notes were agreed. The meeting scheduled for the 24th August 2022 was not quorate, therefore an extraordinary short meeting was held. Mary Caddell, Maura McKenna and FB met on the 13/09/22 to further discuss the MSW Job Description.	FB to forward link when available
4	Feedback from MSW Steering Group meeting held on 16th September 2022 FB updated the meeting that the educational requirements had been agreed and noted the sterling work to date. Heads of Midwifery in all Trusts have confirmed the corporate mandatory training. Outstanding actions include:-	

	<p>'Assist in basic life support measures of the infant'. It was agreed to contact Resuscitation Officers in each Trust to check re the responsibilities of the MSW in an emergency situation within the community setting. BMcC reported that she had checked with WHSCT Resuscitation Officer, who in turn is going to check with the Resuscitation Council.</p> <p>'Infant capillary blood sampling for glucose estimation' and 'physiological observations of the infant' - competencies to be developed and training/assessment completed by my registered midwife. Agreement to be sought as to education provider who will provide this.</p> <p>It was agreed that preparation and education for theatre duties should not be part of MSW education programme and that Trusts should each make their own local arrangements in respect of preparing MSWs to work in theatre.</p> <p>Significant work was progressed on the MSW Job Description.</p> <p>The Education Sub Group have done a lot of work with learning outcomes and type of programme to align to RQF units of learning.</p> <p>Consideration to be given to a new model for delivery of the MSW programme going forward.</p>	
<p>4</p>	<p>MSW core competencies</p> <p>Kept on the agenda as a standing item and nothing to report currently.</p>	
<p>5</p>	<p>MSW Education Programme Update</p> <p>LI related that ST and SS are working away on the MSW education programme and have nearly completed 5 RQF units as well as competencies for the in-house education units. ST presented a rough draft of the competency booklet which the Group fed back some suggestions.</p> <p>HW noted thanks to the sub group for all their work to date.</p>	
<p>6</p>	<p>MSW Job Description update</p> <p>FB informed the group that the MSW Job Description had been circulated to the SG for comments. Comments had been received including:</p> <ul style="list-style-type: none"> • Inclusion of the RQF qualification as the definitive framework may limit any decisions to look for an alternative framework for programme delivery in the future. • The comprehensive list of activities in the appendix within the draft MSW JD may reduce the ability to react to service developments and expanding roles in the future. 	

	<p>MMcK indicated that this list of activities was not required and could be removed which the Group agreed to.</p> <p>It was noted that 6 months experience within a maternity care setting was agreed as desirable criteria within the draft MSW JD.</p> <p>FB is meeting with Dawn Ferguson, Fionnuala McCluskey (Co-Chairs of the SG) and Anne Shine (HR) for further discussion on the MSW JD before the next Steering Group meeting.</p> <p>MMcK to forward FB contact details of Oonagh Burns (Job matching)</p>	MMcK to forward FB contact details
7	<p>Discuss and agree Standards for MSWs</p> <p>FB shared a copy of the DoH Standards for Nursing Assistants and highlighted the context behind the Standards and what it means for the role of the MSW. It was also noted that there are the Code of Conduct for all HSC employees as well as our NMC Code.</p> <p>The Group discussed in detail the 4 Standards and agreed the changes in relation to the role of the MSW. FB to circulate the amended Standards to the Group for comment by the 11th October 2022.</p>	FB
8	<p>Next steps and programme of work</p> <p>FB reported that the Programme of Work is on target. Plan to discuss the Induction and Development Pathway for MSWs at the next meeting. FB to share Induction and Development Pathway for Nursing Assistants in advance of the meeting.</p> <p>Dates of future meetings</p> <ul style="list-style-type: none"> • Wednesday 19th Oct at 10am-12.00md • Wednesday 16th Nov at 2.00-4.00pm • Wednesday 14th Dec at 1.00-3.00pm 	FB
9	<p>Any other Business</p> <p>No other business.</p> <p>HW closed the meeting and thanked everyone for all the hard work to date.</p>	

Action	Comment	Completed/On-going
Link for BSO Website on Equality and Human Rights Screening (when available) to be circulated to the Group	FB	Completed and link sent to MSW Steering and Working groups
Contact details for Oonagh Burns to be forwarded to FB	MMcK	Completed
Amended Nursing Assistant Standards to be circulated for comments for return by 11th October 2022	FB	Comments returned and shared with MSW SG for approval
FB to share Induction and Development Pathway for Nursing Assistants in advance of the next meeting	FB	Completed

