Future Nurse Future Midwife

Future Midwife Consultation Event
14:00 – 16:30, 17th April 2019
Kinahan Suite, Hilton Hotel, Templepatrick
<table>
<thead>
<tr>
<th>Welcome and introductions</th>
<th>Fiona Bradley</th>
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<td>Senior Professional Officer NIPEC</td>
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<tr>
<td>Overview of Future Nurse Future Midwife</td>
<td>Frances Cannon</td>
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<td>Senior Professional Officer NIPEC</td>
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<td>Overview of the key elements of the NMC Future Midwife consultation</td>
<td>Verena Wallace</td>
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<td>Senior Midwifery Advisor (Policy)</td>
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<td>Education and Standards</td>
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<td>NMC</td>
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<td>Facilitated round table discussion on Draft Standards of Proficiency for Midwives</td>
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Future Nurse Future Midwife

Frances Cannon
FNFM Programme Lead
Senior Professional Officer, NIPEC
In May 2018 NMC published:

- Standards Framework for Nursing and Midwifery Education
- Standards for Student Supervision and Assessment
- Future Nurse: Standards of Proficiency for Registered Nurse
- Standards for Pre-registration Nursing Programmes
- Standards for Prescribing Programmes
Future Nurse Future Midwife – NI Implementation

• new standards and proficiencies for nursing raise the ambition in terms of what’s expected of a nurse at the point of registration

• equip nurses and midwives with the knowledge and skills they need to deliver excellent care across a range of settings now and in the future.

• new proficiencies for **midwifery** - consultation Closes 9th May 2019
Future Nurse Future Midwife – NI Implementation

- one set of proficiencies that apply to all fields of nursing
- registration to a specific field(s) of nursing practice continues
- precise skills and procedure annexes that apply to all fields of nursing that also indicate where greater field specific emphasis and depth of knowledge and proficiency is required
Future Nurse Future Midwife – NI Implementation

• 28th March 2018 – FNFM Stakeholder Event – CNO
  • 2020 start date across the three AEIs - Nursing
  • Regional Implementation
  • One Practice Assessment Document
• 20th June 2018 FNFM Programme Board Established
• 12th September 2018 FNFM Working Group Established
Midwifery Implementation Group
Hello

My name is Verena Wallace. I’m Senior Midwifery Adviser (Policy) at the NMC. Today I will give a brief overview of NMC work and the new draft standards. I can tell you how you can get involved during the consultation and answering any questions you may have.
Aims

• To introduce the new draft standards of proficiency for midwives

• To promote the consultation and completion

• To respond to any queries in respect of the draft standards and/or the consultation

• To encourage further discussion with your colleagues on a number of topics in respect of the new draft standards
Functions of the NMC

**Fitness to practise**
When an individual is alleged to be unsafe or otherwise unsuitable for continued registration we take action, so that the public can have confidence in the quality and standards of care provided by nurses and midwives.

**Registration**
We maintain a register of all nurses and midwives who meet the requirements for registration in the UK.

**Revalidation**
Revalidation is the process that all nurses and midwives in the UK need to follow to maintain their registration with the NMC.

**Standards**
We set standards for education, training, conduct and performance so that nurses and midwives are able to deliver high quality healthcare consistently throughout their careers.

**Education**
We approve and quality assure programmes of nursing and midwifery education.
Next steps

2018 - 2019 pilots

• Employer referrals guidance
• Support for members of the public who make referrals
• Testing a contextual factors tool
• Providing tailored remediation guidance
• Preparing statements of case

2019 – 2020 implementation

For further information see:

www.nmc.org.uk/concerns-nurse-midwives/fitness-to-practise-new-approach/
Over the next 12 months we will be working with as many people as possible to get their input into our plan for the next five years.
The new draft standards
Structure of the new standards

- Standards framework for nursing and midwifery education
- Standards for student supervision and assessment
- Programme standards
- Standards of proficiency for nursing and midwifery professions
#futuremidwife – the challenge

What standards of proficiency should we set to make sure midwives at the point of registration are:

- able to meet the needs, views and preferences of women, new-born infants, and families
- safe
- effective
- respectful
- compassionate?
Midwifery: the changing context in the UK

The Report of the Morecambe Bay Investigation

NHS National Institute for Health and Clinical Excellence

NMC Nursing & Midwifery Council

Better Births

BETTER BIRTHS
Improving outcomes of maternity services in England

Evidence for Everyday Midwifery

Work, Health and Emotional Lives of Midwives in the United Kingdom: The UK WHELM study

Better Births

The Roar Behind Silence
The future midwife – informed by evidence, key lessons, policy

• Existing and new evidence
• Changing demographics and population health
• Lessons from key reports
• National policy in four countries
### The future midwife – informed by evidence from The Lancet series on midwifery

<table>
<thead>
<tr>
<th>Practice categories</th>
<th>For all childbearing women and infants</th>
<th>For childbearing women and infants with complications</th>
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<tbody>
<tr>
<td>Education</td>
<td>Assessment</td>
<td>Promotion of normal processes, prevention of complications</td>
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<tr>
<td>Information</td>
<td>Screening</td>
<td>First-line management of complications</td>
</tr>
<tr>
<td>Health promotion</td>
<td>Care planning</td>
<td>Medical obstetric neonatal services</td>
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#### Organisation of care
- Available, accessible, acceptable, good-quality services—adequate resources, competent workforce
- Continuity, services integrated across community and facilities

#### Values
- Respect, communication, community knowledge, and understanding
- Care tailored to women’s circumstances and needs

#### Philosophy
- Optimising biological, psychological, social, and cultural processes; strengthening woman’s capabilities
- Expectant management, using interventions only when indicated

#### Care providers
- Practitioners who combine clinical knowledge and skills with interpersonal and cultural competence
- Division of roles and responsibilities based on need, competencies, and resources

Renfrew, McFadden, Bastos, Campbell et al The Lancet 384, i9948, 1129 – 1145, 2014
The future midwife – informed by external engagement

• Thought Leadership Group – regular meetings, discussion, challenge

• Engagement with
  • women and families
  • experienced and new midwives, students, educators, researchers, managers, policy makers, multidisciplinary colleagues….
  • advocacy groups and individual advocates
  • professional organisations and groups

• 600+ people in all 4 UK countries participated directly pre-consultation
NMC review processes and governance

Regulatory review
• is everything consistent with other relevant regulations in four countries?

Legal review
• is everything consistent with current legislation in four countries?
• EU legislation – current and possible changes

Policy review
• is everything consistent with policy?
• new policy development needed?

Stakeholder review and challenge
• women’s voices, senior midwives, academics, educators, RCM, Council of Deans

Ongoing review and challenge by TLG, Midwifery Panel, Council
• to ensure transparent processes, inclusion of evidence and engagement
Transformative change

By responding to:

- evidence
- engagement
- the changing context

This will be the Future Midwife
Key themes threaded throughout the domains

- Evidence based care, staying up to date with current knowledge
- Communication & relationship building
- Safety
- Public health, health promotion & protection
- Enabling & advocating for the human rights, views & preferences of women, partners & families
- Ensuring that women, partners and families have all the information needed to fully inform their decision
Key themes (cont.)

• the importance of mental, physical, social, cultural, and spiritual factors

• understanding and mitigating health and social inequalities

• optimising normal processes and anticipating, preventing, and responding to complexity

• multi-disciplinary and multi-agency working

• the impact of pregnancy, labour and birth, postpartum, infant feeding, and the early weeks of life on longer term health & well being

• working across the whole continuum of care and in all settings

• continuity of care and carer
Draft proficiencies

Being an accountable and autonomous midwife

Promoting safe and effective care: the midwife as colleague, scholar and leader

The midwife’s ability to provide and promote continuity of care and carer

Additional care for women, infants and families with complications and/or further care needs

Universal care for all women, newborn infants and families

The five domains
Domain 3 Universal care for all women, newborns, infants, and families

• The midwife’s role in public health and health promotion: informing and educating women, and their partners and families

• The midwife’s role in assessment, screening, and care planning

• The midwife’s role in optimising physiological processes, supporting safe psychological, social and cultural situations, and working to promote positive outcomes and prevent complications
**Subsections**

**Domain 4  Additional care** for women, infants and families with complications and/or further care needs

- The midwife’s role in first line assessment and management of complications and further care needs
- The midwife’s role in caring for and supporting women, newborn infants, and families requiring medical, obstetric, neonatal, mental health, social care, and other services

**Domain 5 Promoting safe and effective care: the midwife as colleague, scholar and leader**

- The midwife working with others to promote safe and effective care: the midwife as colleague
- Promoting safe and effective care through developing knowledge, positive role modeling and leadership: the midwife as scholar and leader
Developing the proficiencies: from evidence and engagement to standard

Demonstrate the ability to provide continuity of midwifery carer across the whole continuum for women and newborn infants with and without complications and further care needs
Developing the proficiencies: from evidence and engagement to standard

<table>
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<th>Evidence and reports</th>
<th>Engagement and policy</th>
<th>Considerations from design principles and framework</th>
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<tr>
<td>• 15 RCTs, circa 18,000 women and babies</td>
<td>• Consistent view of stakeholders: advocacy, service users, professional, policy makers</td>
<td>• Evidence informed</td>
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<tr>
<td>• 13 meta-syntheses of women’s and staff’s views</td>
<td>• Policy and strategy: recommendations in four country policy documents</td>
<td>• Core focus on safety, needs, views, preferences</td>
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<tr>
<td>• Learning from key reports</td>
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<td>• Future &amp; outcome focused</td>
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<td>• Measureable and assessable</td>
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<td>• Co-produced</td>
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<td>• Universal plus additional care as needed</td>
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Public consultation (12 weeks)
12 February – 9 May 2019

There are four versions of online survey
• midwives, lay/service users, other health and social care professionals, easy read

Events being organised across the four countries
• for face-to-face input and discussion

Twitter chats and more webinars
• open to all
Things to consider when completing the consultation questionnaire

- Do the draft standards reflect the key attributes of the future midwife at the point of registration?
- Are they realistic, achievable?
- Is anything missing?
- Is there anything that should be removed?
What can you do?

- respond to the online survey, as individual or group
- tell other people about the survey,
- encourage participation

For further information: http://www.nmc.org.uk/future-midwife
Let’s get social

Please get involved in the discussion using:

#futuremidwife

Twitter: @nmcnews

Email: futuremidwife@nmc-uk.org

Invite others to sign up via our website: www.nmc.org.uk/futuremidwife
Thank you from
The future midwife team

futuremidwife@nmc-uk.org
Draft Standards of Proficiency for Midwives

• Facilitated round table discussion on Draft Standards of Proficiency for Midwives
• Feedback
• Facilitated round table discussion on Draft Standards for Pre-registration Midwifery Programmes
• Feedback
Future Midwife Consultation Event

• Next Steps
• Close

https://www.nmc.org.uk/standards/midwifery/future-midwife-consultation/