

## **Future Nurse Future Midwife**

### **Midwifery Expert Reference Group**

#### **Terms of Reference**

##### **1. Introduction**

Since May 2018 the Nursing and Midwifery Council (NMC) have published a series of new standards and proficiencies for nursing and midwifery education which sets out the skills and knowledge that the next generation of nurses and midwives will need to deliver safe and effective care.

In total the NMC have published:

- Standards framework for nursing and midwifery education
- Standards for student supervision and assessment
- Standards for pre-registration nursing programmes
- Future Nurse: Standards of proficiency for registered nurses
- Future Midwife: Standards for pre-registration midwifery programmes
- Future Midwife: Standards of proficiency for midwives
- Standards for prescribing programmes

The Standards for pre-registration midwifery programmes and Standards of proficiency for midwives were published on the 18<sup>th</sup> of November 2019. These standards and proficiencies raise the ambition in terms of what's expected of a midwife at the point of registration and is intended to give midwives the knowledge and skills they need to deliver care to women, newborn infants, partners and their families across all care settings now and in the future.

##### **2. Background**

The Standards for pre-registration midwifery programmes and Standards of proficiency for midwives articulate the knowledge and skills future midwives need to provide skilled, knowledgeable, respectful, kind and compassionate universal care for all women, newborn infants and their families across the continuum of care. The standards prepare future midwives to be fully accountable as the lead professional for the care they provide based on the best available evidence working in partnership with women, enabling their views, preferences, and decisions.

The Standards for pre-registration midwifery programmes and Standards of proficiency for midwives are outcome focused and provide flexibility to design and deliver midwifery programmes with creativity and innovation to meet the changing needs of women and families over the next 10 years. Within these standards there is an increased emphasis on providing continuity of care and carer, perinatal mental

health and recognition of the contribution the future midwife will play in population/public health, mitigating health and social inequalities and interdisciplinary and multiagency working.

These professional changes align with the UK and Northern Ireland transformation and reform agenda detailed in Health and Well Being (2026): Delivering Together, Systems not Structures Changing Health and Social Care (2016) and the Northern Ireland Executive Draft Programme for Government (2016).

Key principles of the NI strategic drivers are co-production, co-design, and working in partnership with those who use the service and those who deliver the services to implement change. This is a unique opportunity to ensure the Standards for pre-registration midwifery programmes and Standards of proficiency for midwives support the delivery of the transformation and reform agenda in Northern Ireland.

### 3. Midwifery Expert Reference Group

In recognition that the implementation of these standards will require a partnership approach between Approved Education Institutions (AEI) and their practice partners, the Chief Nursing Officer (DOH) has approved the establishment of a Midwifery Expert Reference Group to oversee and ensure a regional approach to this work.

The Midwifery Expert Reference Group (MERG) will be jointly chaired by the Midwifery Officer in the Department of Health (DOH) and Head of Midwifery and Gynaecology in the Northern Health and Social Care Trust and will report to the Future Nurse Future Midwife Working Group and Programme Board. The MERG will be constituted from ‘core’ members of the Northern Ireland Strategic Midwifery Forum (DOH), the NMC with other expert advice, opinion and support co-opted into the group as and when required. During the lifetime of the project it is envisaged that the MERG will meet on a regular basis as determined by the group.

### 4. Membership

The core membership of the Midwifery Expert Reference Group is as follows:

<b>Name of Member</b>	<b>Organisation</b>	<b>Role/Representing</b>
Dr Dale Spence (Co-Chair)	DOH	Midwifery Officer
Caroline Diamond (Co-Chair)	NHSCT	Head of Midwifery and Gynaecology
Verena Wallace	NMC	Senior Midwifery Adviser (Policy)
Frances Cannon (Project Manager)	NIPEC	Senior Professional Officer and FNFM Project Manager
Fiona Bradley	NIPEC	Senior Professional Officer
Wendy Clarke	SHSCT	Head of Midwifery and Gynaecology
Maureen Millar	WHST	Head of Midwifery and Gynaecology
Pamela Redmond	SEHST	Lead Midwife
Brenda Kelly	BHSCT	Divisional Midwife/Head of Midwifery

Cathy Hamilton	NHSCT	Practice Development Midwife
Karen Murray	RCM	Director Northern Ireland
Jayne Cardwell	QUB	Midwifery student
Dr. Jenny McNeill	QUB	Lead Midwife for Education
Clare Hughes	QUB	Lecturer (Education) Midwifery
Alison Little	PHA	Midwife Consultant
<b>Nomination to be confirmed</b> Senior Education Manager for Women, Children and Public Health <i>(TBC when in post)</i>	CEC	Senior Education Manager for Women, Children and Public Health
Sharon Conlan	SHSCT	FNFM Professional Officer
Carol McGinn	WHSCT	FNFM Professional Officer
Joanne Fitzsimmons	SEHSCT	FNFM Professional Officer
Kerrie McLarnon	NHSCT	FNFM Professional Officer
Rhonda Brown	BHSCT	FNFM Professional Officer

Any representative attending on behalf of a HSC Trust/Organisation should be an appropriate senior midwife with decision making abilities, where applicable.

## 5. Aim

The overarching aim of the Midwifery Expert Reference Group is to oversee arrangements to cohesively embed the outworking's of the Standards for pre-registration midwifery programmes and Standards of proficiency for midwives.

## 6. Objectives

- Establish Future Midwife work streams and agree membership.
- Agree Terms of Reference and approve objectives/outputs for each Future Midwife work stream.
- Receive and review progress reports from the Future Midwife work streams to inform decision making and ensure appropriate stakeholder engagement and input.
- Access appropriate expert resources when required.
- Ensure robust reporting arrangements are in place to report back to FNFM Working Group and FNFM Programme Board.
- Identify any resource implications to FNFM Project Lead.
- Establish a Future Midwife Risk Register and escalate any unresolved issues to the Future Nurse Future Midwife Working Group.
- Commitment from within organisations to implement the Standards for pre-registration midwifery programmes and Standards of proficiency for midwives as required by the regulator.

The Midwifery Officer (DoH) will also link to the NMC and other UK fora to support and inform local implementation of the Standards for pre-registration midwifery programmes and Standards of proficiency for midwives.

## **7. NIPEC**

NIPEC will lead this programme of work in support of DOH to oversee the implementation of the Standards for pre-registration midwifery programmes and Standards of proficiency for midwives.

In order to progress this work and align it to the work streams within Future Nurse Future Midwife (Appendix One), it is anticipated that the MERG will establish further work streams to take forward specific areas of work including:

- Future Midwife Curriculum Development
- Future Midwife Practice Assessment Document
- Future Midwife Practice Learning Environments

These work streams will have specific Terms of Reference and time scales to progress specific aspects of this work.

The MERG will have representation on the following work streams and report back to the MERG to provide assurances to the Future Nurse Future Midwife Working Group that the midwifery standards are fully embedded within this work:

- FNFM Standards for Student Supervision and Assessment
- FNFM Communication and Engagement

## **8 Accountability**

The MERG objectives will be collaboratively managed by the Co-Chairs with oversight from the FNFM NIPEC Project Manager.

- The Co-Chairs of the MERG will meet collectively at defined times to review progress and ensure consistency across work as relevant.
- The Co-Chairs will also hold membership on the FNFM Working Group and provide updates as part of the project manager's highlight reports and at Working Group Meetings as required.
- All activities related to the work stream requiring financial resources will be discussed with the project manager prior to commencement of work.

## Appendix One: Future Nurse Future Midwife Project Structure

