



**Northern Ireland Regional Record
for Midwifery Supervision
Review of Practice**

Date of Review

Trust Maternity Unit

Or Area of work

The Code
Professional standards
of practice and behaviour for
nurses and midwives

- prioritise people
- practise effectively
- preserve safety
- promote professionalism and trust

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This document has been produced for midwives by the task and finish group for a new model of midwifery supervision in partnership with Northern Ireland Practice and Education Council for Nursing and Midwifery (NIPEC). We would like to acknowledge the contribution of the work of the steering and stakeholder groups in the development of this documentation

To be completed by the Midwife prior to his/her Supervision Review

Section 1

Name of Midwife: Address: Contact Numbers: Email:	Name of Midwifery Supervisor (MS): Tel (MS): Email (MS):
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<p>NMC Revalidation</p> <p>Review of progress with meeting Revalidation Requirements:</p> <p>Suggest visit http://revalidation.nmc.org.uk/</p> <p>Review CPD log? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Review practice hours log? <input type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Has the Midwife's Portfolio been reviewed and discussed? : <input type="checkbox"/> Yes <input type="checkbox"/> No</p>

<p>Current Employment</p> <p><input type="checkbox"/> Full time <input type="checkbox"/> Part Time (Specify Hrs <input type="text"/>) Area of Practice:</p> <p>Other Employment (eg- Bank/Agency):</p>

<p>Record of other Supervisor/Supervisee Contacts</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%; border-bottom: 1px solid black;">Date</td> <td style="border-bottom: 1px solid black;">Reason for contact</td> </tr> <tr> <td style="height: 40px;"></td> <td></td> </tr> </table>	Date	Reason for contact			<p>Outcome or action plan required</p> <p>Review date (if required)</p>
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Recommended Resource Material

Please demonstrate to your supervisor how to access the following: NMC Professional Standards/Guidelines – www.nmc-uk.org Do you have the latest copies of.....

- NMC The Code: Professional standards of practice and behaviour for nurses and midwives Yes No
- NMC Midwives Rules and Standards Yes No
- NMC Standards for medicines management Yes No
- NMC Support for Parents: How supervision and supervisors of midwives can help you Yes No
- NMC Social Networking Yes No
- NMC Revalidation Guidance Yes No
- NMC Standards for competence for registered midwives Yes No

USEFUL WEBSITES

MBRRACE-UK: Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries across the UK <https://www.npeu.ox.ac.uk/mbrpace-uk>

Department of Health NI - <https://www.health-ni.gov.uk/>

Supervision of Midwives in Northern Ireland www.nipec.hscni.net/supervisionofmidwives/

Midwives and Medicines (NI) Revised 2016

<http://www.nipec.hscni.net/work-and-projects/midwives-and-medicines/>

National Institute for Health and Clinical Excellence – www.nice.org.uk

NI Practice & Education Council for Nurses & Midwives www.nipec.hscni.net

Nursing and Midwifery Council – www.nmc-uk.org

Revalidation - <http://revalidation.nmc.org.uk/welcome-to-revalidation>

Regulation Quality Improvement Authority – www.rqia.org.uk

Other Suggested Reading from Supervisor (e.g Independent Reviews, Reports or Public Enquiries)

- 1.
- 2.
- 3.

Section 2 Training and Development

Professional mandatory training for midwives within clinical practice

2015

For review - Jan 2017

The content of the table enclosed is the outcome of a regional strategic workshop where agreement was reached on the professional mandatory training for midwives working in clinical practice within Northern Ireland.

Additional professional training requirements to be considered depending on a midwife's sphere of practice.

This table however, does not capture corporate organisational requirements for mandatory training such as fire safety or manual handling.

Professional Mandatory Training for Midwives

The table below outlines the agreed professional mandatory training for midwives employed in clinical practice through Northern Ireland that has been endorsed by the members of the Strategic Midwifery Forum. This will be reviewed in January 2017

Type of Training	Purpose	Suggested Frequency of Training	Achievement of Training / Demonstrate awareness. Comments	Signature	Source/Options
Haemovigilance: Right patient right blood		<ul style="list-style-type: none"> • 18 monthly • Assessment every 3 years for all midwives unless they no longer work clinically 			<ul style="list-style-type: none"> • e-learning • face to face
Screening: Antenatal	Antenatal screening using an evidence based, ethical perspective in the context of NI legislation	<ul style="list-style-type: none"> • 3 yearly with extra training for new information or screening introduced 			<ul style="list-style-type: none"> • CEC • in-house Training
Safeguarding Safeguarding level 1,2,3 (core competencies) Please refer to NIPEC Safeguarding Children – Core Competency Framework.	Ability to risk assess and make referrals to -social services -psychology -psychiatry	<ul style="list-style-type: none"> • 3 yearly 	NB Supervision specifically for safeguarding is additional		<ul style="list-style-type: none"> • CEC • In house training
Domestic violence & abuse. Routine enquiry and the MARAC Process	For midwives to have awareness about the extent, severity and relevance of domestic	<ul style="list-style-type: none"> • Once 			<ul style="list-style-type: none"> • CEC

	violence and abuse and to integrate policy into practice				
UNOCINI level 1 (Understanding the Needs of Children in N Ireland)	To enable midwives to underpin policy and practice for implementing UNOCINI, preliminary assessment and making a good referral	<ul style="list-style-type: none"> • Once 			<ul style="list-style-type: none"> • CEC
Fetal Monitoring	All midwives to be kept updated about fetal surveillance relevant to practice	<ul style="list-style-type: none"> • annual update • in house training to include case studies perinatal meetings 			<ul style="list-style-type: none"> • In house training • e-learning (eg K2 training)
GROW	All midwives to be trained or updated in the measurement and use of Customised Antenatal Growth Charts	<ul style="list-style-type: none"> • yearly 			<ul style="list-style-type: none"> • CEC • In- house
Obstetric Emergencies	All midwives to be updated in evidence based multi-professional obstetric emergencies training including adult resuscitation	<ul style="list-style-type: none"> • yearly (PROMPT) • 3 yearly (ALSO) 			<ul style="list-style-type: none"> • Trust preference (PROMPT / ALSO or equivalent)
Breast feeding	Every midwife, trained to Breastfeeding Friendly Initiative-(BFI) standard	<ul style="list-style-type: none"> • 2 day introduction on registration in Baby Friendly plus • 2 yearly -3/4 hour update 			<ul style="list-style-type: none"> • CEC • In house training

Neonatal resuscitation	All midwives to be trained in basic life support for newborns	<ul style="list-style-type: none"> yearly updates on basic resuscitation (PROMPT) 			<ul style="list-style-type: none"> Additional in house training where available
Medicines Management	All midwives to update knowledge on:- <ul style="list-style-type: none"> Midwives exemptions Calculations, care, custody and storage 	<ul style="list-style-type: none"> 2 yearly update 			<ul style="list-style-type: none"> E-learning through Midwives and Medicines (NI) 2014 In-House QUB
Record Keeping To include statement writing	NMC guidance plus participation in ongoing record keeping in house and midwifery supervision audits and workshops	<ul style="list-style-type: none"> Yearly updates 			<ul style="list-style-type: none"> CEC In house SoMs

SUGGESTED ADDITIONAL/NEW TRAINING - to be decided by HoM

Type of Training		Suggested Frequency of Training	Achievement of Training / Demonstrate awareness.	Signature	
			Comments		
Bereavement	For individual practical staff				
Human factors training					

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

LOG TEMPLATE

Examples of learning method <ul style="list-style-type: none"> • Online learning • Course attendance • Independent learning 	What was the topic? Please give a brief outline of the key points of the learning activity, how it is linked to your scope of practice, what you learnt, and how you have applied what you learnt to your practice.	Link to Code Please identify the part or parts of the Code relevant to the CPD. <ul style="list-style-type: none"> • Prioritise people • Practise effectively • Preserve safety • Promote professionalism and trust
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Please provide the following information for each learning activity, until you reach 35 hours of CPD (of which 20 hours must be participatory). For examples of the types of CPD activities you could undertake, and the types of evidence you could retain, please refer to Guidance sheet 3 in *How to revalidate with the NMC*.

Dates:	Method Please describe the methods you used for the activity:	Topic(s):	Link to Code:	Number of hours:	Number of participatory hours:
				Total:	Total:

PRACTICE HOURS LOG TEMPLATE

and/or midwife, please fill in a page for each of your periods of practice. Please enter your most recent practice first and then any other practice until you reach 450 hours. You do not necessarily need to record individual practice hours. You can describe your practice hours in terms of standard working days or weeks. For example if you work full time, please just make one entry of hours. If you have worked in a range of settings please set these out individually. You may need to print additional pages to add more periods of practice. If you are both a nurse and midwife you will need to provide information to cover 450 hours of practice for each of these registrations.

- Care home sector
- Community setting (including district nursing and community psychiatric nursing)
- Consultancy
- Cosmetic or aesthetic sector
- Governing body or other leadership
- GP practice or other primary care
- Hospital or other secondary care
- Inspectorate or regulator
- Insurance or legal
- Occupational health
- Police
- Policy organisation
- Prison
- Private domestic setting
- Public health organisation
- School
- Specialist or other tertiary care including hospice
- Telephone or e-health advice
- Trade union or professional body
- University or other research facility
- Voluntary or charity sector
- Other

Scope of practice

- Commissioning
- Consultancy
- Education
- Management
- Policy
- Direct patient care
- Quality assurance or inspection

Registration

- Nurse
- Midwife
- Nurse/SCPHN
- Midwife/SCPHN
- Nurse and Midwife (including Nurse/SCHPN and Midwife/SCPHN)

Dates:	Name and address of organisation:	Your work setting (choose from list above):	Your scope of practice (choose from list above):	Number of hours:	Your registration (choose from list above):	Brief description of your work:

(Please add rows as necessary)

REFLECTIVE ACCOUNTS FORM

This form is for all three reflective accounts of CPD and/or practice-related feedback and/or an event or experience in your practice It may be beneficial to reflect on both positive and challenging experiences/events

You must use this form to record reflective accounts on your CPD and/or practice-related feedback and/or an event or experience in your practice and how this relates to the Code. Please fill in a page for each of your reflective accounts, making sure you do not include any information that might identify a specific patient, service user or colleague. Please refer to our guidance on preserving anonymity in Guidance sheet 1 in *How to revalidate with the NMC*.

Reflective account:

What was the nature of the CPD activity and/or practice-related feedback and/or event or experience in your practice?

What did you learn from the CPD activity and/or feedback and/or event or experience in your practice?

How did you change or improve your practice as a result?

How is this relevant to the Code?

Select one or more themes: Prioritise people – Practise effectively – Preserve safety – Promote professionalism and trust

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Section 3: Pre-Supervision Review – Midwife’s Record

Examples of sources of feedback

- Patients or service users
- Colleagues – nurses midwives, other healthcare professionals
- Students
- Annual appraisal
- Team performance reports
- Serious event reviews

Examples of types of feedback

- Verbal
- Letter or card
- Survey
- Report

Please provide the following information for each of your five pieces of feedback. You should not record any information that might identify an individual, whether that individual is alive or deceased. Guidance Sheet 1 in *How to revalidate with the NMC* provides guidance on how to make sure that your notes do not contain any information that might identify an individual. You might want to think about how your feedback relates to the Code, and how it could be used in your reflective accounts

Date	Source of feedback Where did this feedback come from?	Type of feedback How was the feedback received?	Content of feedback What was the feedback about and how has it influenced your practice?

20-03-17

Summary of experience/engagement in midwifery in the last year

-
-
-

<p>Are you confident in your knowledge and skills in area/areas of practice?</p> <p>Discussion around rotation through all clinical areas</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p> <p><u>Comments</u></p>
<p>Record areas of practice that you have little knowledge, need training or skills that require updates</p>	<ol style="list-style-type: none"> 1. 2. 3. 4.

If you are employed by virtue of your midwifery qualification e.g. in some other capacity such as managerial, education, or senior midwifery posts for example in HSC Trust, Higher Educational Institute, Department Health Social Services, Public Health Agency, Regulatory Body or a Practice and Educational organisation and are currently not involved in clinical practice, discuss how you use your midwifery qualification in your current role.

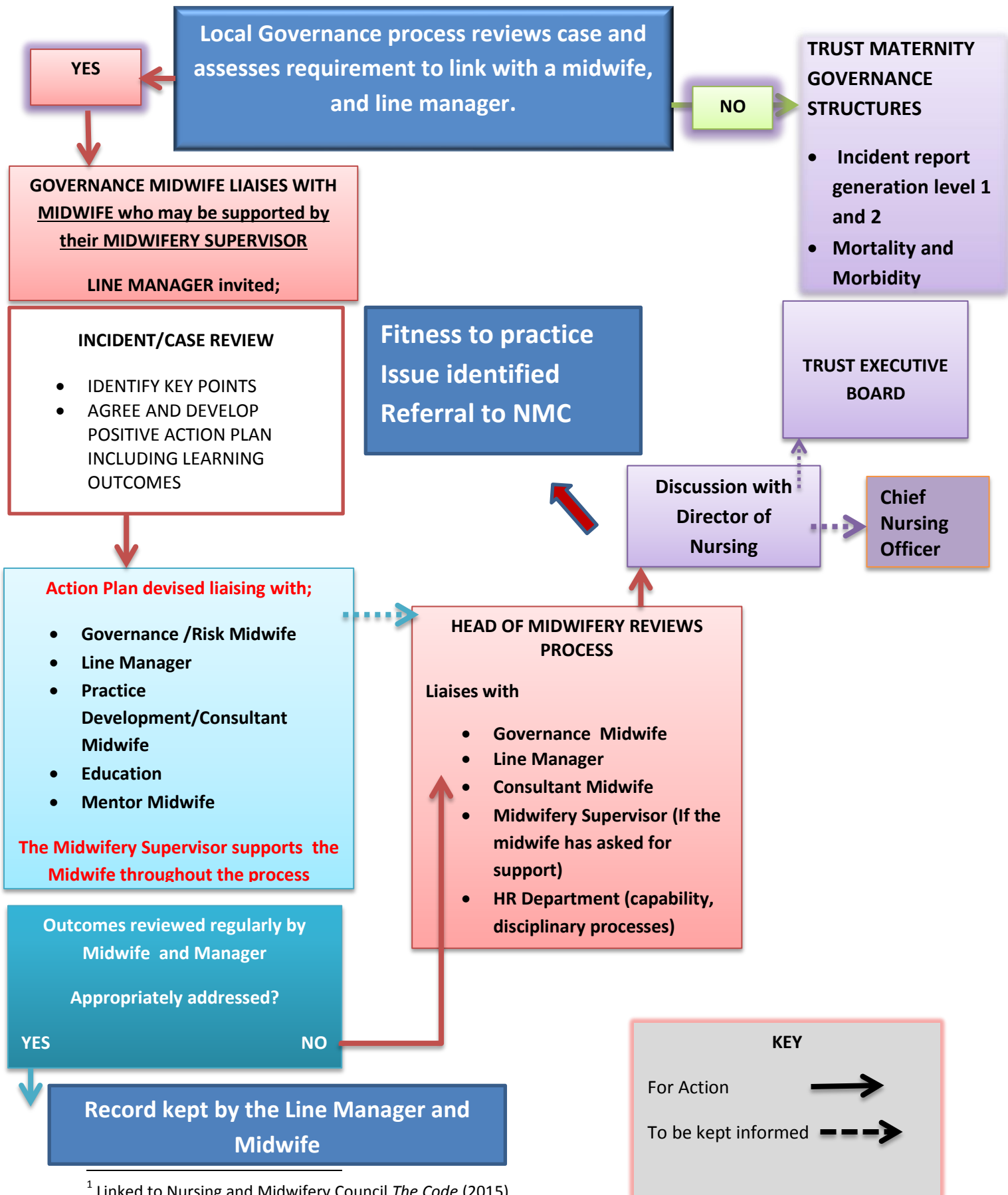
Comments

Section 4

Midwifery Supervision Review Summary

Review of previous objectives	
Issues / topics for discussion at review if applicable	
Agreed objectives for midwife	
Action	Timescale
Agreed objectives for midwifery supervisor	
Action	Timescale
Date of next review	
Signature of Midwife	Signature of midwifery supervisor
Date	Date

Clinical Governance Pathway for Midwifery Supervision¹



¹ Linked to Nursing and Midwifery Council *The Code* (2015)