

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

Working Group Meeting

Tuesday 26th April 2022 at 10.00am via Zoom Platform

Present:	Helen Weir, Co-Chair, Interim Head of Midwifery, NHSCT	HW
	Heather Watson, Co-Chair, Midwifery Support Officer, DoH	HWa
	Mary Dawson, Lead Midwife, SHSCT	MD
	Brenda McClafferty, Lead Midwife, WHSCT	BMcC
	Gillian Morrow, Continuity of Midwifery Carer, Consultant Midwife, PHA	GM
	Lynn Irwin, Senior HR Manager, Workforce, Education, SHSCT	LI
	Sue Trouton, Maternity Peripatetic (RQF) Assessor SHSCT	ST
	Mary Caddell, Regional Officer, RCM	MC
	Leanne Hawthorne, Practice Development Midwife, SEHSCT	LH
	Shirley Stronge, Senior Education Manager, CEC	SS
	Patrice McKenna, Midwifery Practice Educator, BHSCT	PMcK
	Una Patton, Maternity Support Worker, WHSCT	UP
	Fiona Bradley, Senior Professional Officer, NIPEC	FB
	Linda Woods, Administrative Assistant, NIPEC, (note taker)	LW

Apologies: - Cathy Hamilton, Practice Development Midwife, NHSCT
 Maura McKenna, Trade Union Coordinator
 Margaret Rogan, Consultant Midwife, Deputy Head of Midwifery, BHSCT

Agenda Item	Notes	Action by
1	<p>Welcome</p> <p>HW welcomed everyone to the Working Group meeting. Una Patton was welcomed as the Maternity Support Worker representative (WHSCT).</p> <p>Patrice McKenna (BHSCT) attending on behalf of Margaret Rogan. Permission was sought for a group screen shot for social media purposes.</p>	
2	<p>Apologies</p> <p>As noted above.</p>	
3	<p>Previous Draft Action Notes 29th March 2022 and matters arising</p> <p>Draft Action Notes of 29th March 2022 were agreed as a correct record.</p> <p><u>Matters Arising</u></p> <p>Maura McKenna was to forward nomination for MSW representation on the Group.</p> <p>As MMcK not at the meeting, MC offered to speak with MMcK and invite a MSW working within a hospital setting on to the Group.</p> <p>The names of two service users had been forwarded to FB, Sharon Bingham and Joanna McDonald. FB has been in contact with both and they will be joining the next Working group meeting on 12th May 2022.</p> <p>Trusts had fed back regarding MSWs and CO Monitoring.</p>	<p>MC & MMcK to invite hospital based MSW on to Group</p>

	<p>FB had circulated Scoping Tool to Working Group.</p> <p>FB had contacted Ursula Gaffney, PHA regarding NBSP in NI. Currently standards are being updated in order to reduce unavoidable repeats. Findings from a report carried out by the UK Health Security Agency (2017 – 2018) indicated that organised clinics and dedicated staff taking the samples had improved outcomes. HW reported that Trusts have been provided with funding to appoint Quality Assurance Facilitators. Ursula Gaffney to update her line manager and feedback to FB.</p> <p>Nursing Assistants role in Obstetric Theatres in the SEHSCT – under Agenda Item 4.</p>	
<p>4</p>	<p>Review of Scoping Tool and outstanding MSW core duties</p> <p>FB updated the Group on the changes that were made to the Scoping Tool from the previous meeting. HW discussed with the Group the following core duties that remain outstanding:</p> <p><u>Scrub Role in Theatres</u> LH had forwarded information about Band 2 Nursing Assistants in SEHSCT who through completion of an in-house scrub training/theatre course, were working in Band 3 scrub roles in obstetric theatres. Following discussion it was agreed that scrubbing would not be considered as a core duty for the MSW role and should be provided as additional training as required.</p> <p><u>Intravenous Cannulation</u> LH had forwarded the SEHSCT policy on '<i>Administration of flush solution, 0.9% Sodium Chloride, following insertion of peripheral intravenous cannula by non-registered nursing and midwifery staff</i>'. In SHSCT there are some MSWs who perform this duty with the midwife flushing the cannula. Following discussion on challenges around flushing the IV cannula, it was agreed that this would not be considered a core duty and if required, additional training could be put in place.</p> <p><u>Supporting Midwives for home births/second person for deliveries</u> Discussion took place around MSW being the second person at a delivery. It was agreed that this should not be a core duty for the MSW role however the MSW can be present for support and assistance.</p> <p><u>Perform Carbon Monoxide Monitoring</u> Trusts had fed back to the Group and changes noted that Carbon Monoxide would be a core duty for the MSWs</p> <p><u>Taking infant capillary blood samples for glucose estimation</u> All Trusts have an Infant Hypoglycaemia policy which must be followed. It was agreed by the Group that under the direction of a</p>	

	<p>midwife, MSWs performing this procedure would be beneficial within practice. To be added as a core duty for the MSW role.</p> <p>Amendments made and agreed by the Group to add 'Principles for processing point of care testing eg. Blood/urine analyses as a core duty for the MSW role.</p>	
5	<p>Cross check MSW core competencies from other UK countries</p> <p>FB presented Appendix 3 in the HEE Maternity Support Worker Level 3 Curriculum (2021), which will be used as a resource to cross check our work.</p> <p>The Scottish Maternity Care Assistants (MCA) competency framework (2006) will also be used. Scotland are taking steps to update their Nursing Assistants and MCA resources also.</p> <p>FB stated that there was difficulties sourcing the Welsh MSW competencies. MC and SS to forward names to FB for contact.</p> <p>Nominations were sought from the Group to form a sub group to cross check the English and Scottish documents with our work. Sub group to include: Sue Trouton, Shirley Stronge, Cathy Hamilton, Leanne Hawthorne, Una Patton, Patrice McKenna and Fiona Bradley. It would be hoped that a maximum of two meetings would be sufficient to carry out this work.</p>	<p>MC and SS to send Welsh contact names to FB</p> <p>Subgroup dates to be sought</p>
6	<p>Equality and Human Rights Screening Template</p> <p>FB discussed two key points that were raised from the Business Services Organisation re the Equality and Human Rights Screening Template.</p> <ol style="list-style-type: none"> Needs of the MSWs who undertake the training taking into consideration the nine groups relevant to Section 75 categories of the Northern Ireland Act 1998 - who are they and what are their needs in terms of accessing and completing the programme and obtaining a job. Discussion took place that those MSWs who participate in the course have already been equality screened as they are currently in employment within the HSC. LI reported that ProQual, the awarding body, have processes in place to ensure that a Learning Needs Analysis for every candidate is undertaken and any needs that are identified are considered. The VWAC have their own equal opportunity policy also. The needs of service users/carers – and if this is reflected within the education programme – such as gender and sexual orientation. It was discussed and agreed that when the programme is being reviewed - this could be added into the programme. <p>FB to update the template and share with the MSW Steering group before being sent back to BSO Guidance/Advice Dept.</p>	<p>FB to update the Equality Template</p>
7	<p>Next Steps</p> <p>Agreed as the Action table below.</p>	

	Programme of Work shared on screen and on course.	
8	Dates of future meetings Thursday 12 th May 2022 at 10.00-12.00 Thursday 9 th June 2022 at 10.00-12.00 Monday 27 th June 2022 at 11.00-1.00pm	
9	Any other Business	
Action	Comment	Completed/On-going
MC and SS to send Welsh contact names to FB	MC, SS	
MC & MMcK to invite hospital based MSW on to Group	Mc & MMcK	
Sub group dates to be sought for Cross Checking MSW Core competencies	FB	
Equality Template to be updated and returned to BSO Guidance/Advice Dept.	FB	