

Nursing and Midwifery Council consultation on the standards for supervisors of midwives

Section 1 - Introduction

The Nursing and Midwifery Council (NMC) is the UK regulatory body for nurses and midwives. Its primary aim is to protect the public. Statutory supervision of midwives supports protection of the public by promoting best practice, preventing poor practice and intervening in unacceptable practice. Using the supervisory framework appropriately should enable further improvements in standards of midwifery care and thereby improved outcomes for women.

The Nursing and Midwifery Order 2001 (The Order) requires the Council '*to establish from time to time standards of education, training, conduct and performance for nurses and midwives and to ensure the maintenance of those standards*' (Article 3 (2)). The Order also provides for the Council to make rules to regulate the practice of midwifery and the supervision of midwives.

These rules and their related guidance are contained within the Midwives rules and standards (NMC, 2012). The rules and standards prescribe the qualifications of those that may be appointed as a supervisor of midwives. They also require those midwives wishing to become supervisors of midwives to undertake courses of instruction to ensure they have the competencies necessary to undertake this role.

This programme of education has been developed for the purpose of preparing those midwives, who upon successful completion, intend to seek appointment as a supervisor of midwives. Entry onto the programme therefore, will require the midwife to undergo the relevant local supervising authority's (LSA) selection process. Successful completion and appointment will be notified to the NMC by the LSA so that this can be noted against the midwife's entry on the Register.

Statutory supervision of midwives is a UK requirement; however, it is acknowledged that it is undertaken in country and region specific contexts. It would be essential for the local supervising authority to provide such detailed information relevant to the country or region to enable the supervisor of midwives to undertake the role effectively.

Revised standards have been drafted for supervisors of midwives and for supervisor of midwives education programmes. This consultation seeks your views on these revised draft standards. These revised standards, once approved by Council, will replace the Standards for the preparation and practice of supervisors of midwives (NMC, 2006).

The standards for supervisors of midwives underpin the principles of statutory supervision of midwives within the context of the full scope and range of midwifery practice. Whilst undertaking the supervisor of midwives programme, midwives will be required to demonstrate they are proficient in all the competencies through theoretical and practical assessment. Following programme completion, these are benchmark competencies against which a supervisor of midwives performance in practice can be measured.

They are grouped into the following domains:

- 1.1 Professional values
- 1.2 Communication and interpersonal skills
- 1.3 Supervision in practice and decision-making
- 1.4 Leadership and team working

The requirements of approved education institutions (AEI's) wishing to provide programmes for which the NMC sets standards are now contained within the recently published NMC Quality assurance framework, *For nursing and midwifery education and local supervising authorities for midwifery Annexe 1 Requirements of approved education institutions* (NMC, 2013). The requirements for education providers wishing to provide the programme assume that these generic requirements have been met. The education standards define further specific standards for the delivery of the supervisor of midwives programme which must be met by AEIs.

The proposals put forward for consultation have been drawn up taking into account the review and publication of the revised Midwives rules and standards (2012), feedback from workshops and seminars undertaken with the lead midwives for education and LSA Midwifery Officers and consideration of student evaluations received from AEIs.

Your response to this consultation

This consultation will close at 17.00 on Wednesday 9th October 2013. Unfortunately any responses received after this time will not be included in the analysis of the consultation responses.

It is important that you read the following information before completing the survey.

Questions

All questions are optional except for the question which asks whether you are responding as an individual or an organisation. Responses from individuals and organisations will be analysed separately, so it is important that we know in which capacity you are responding. It would help the analysis if you indicate which part of the guidance your comments refer to.

Where you are invited to comment, unless otherwise stated, there is a limit of approximately 300 words.

Further reading

At points in this survey you are directed to further reading which provides background information to help you answer the questions. We have also provided a [*glossary*](#) of terms and explanations. This information is also available on the consultations section of our website www.nmc-uk.org.

Finding your way around the survey

Please use the 'Back' and 'Next' buttons at the bottom of each page to move through the survey, rather than your internet browser's back and forward arrow buttons.

Printing the survey

The questions can be viewed or printed from [here](#).

Sharing your response

It is only possible to share your response with colleagues before it has been submitted. When you 'save' your completed or partially completed response you will be sent an email link (see 'Saving your response') which you may then forward to colleagues, but please be aware that if you do this it would be possible for them to amend or submit your response.

Saving your response

The survey programme does not close automatically, so your answers will not be lost if you leave your computer unattended for a while. If you are unable to complete the survey in one sitting you can press 'Save' at any point. You will be asked for your email address and a link will be sent to this address within a few minutes. Please note that there is a possibility that the automatic message with the link may be intercepted by your junk or spam filter programme. If the message has not appeared in your inbox within a few minutes then check your junk email.

Do not save the page you are working on as a 'Favourite' in your browser window, as this will not save all your responses.

When you are prompted for your email address there is an option to 'Reset'. Please be assured that this only clears the email address box, not your responses to the survey.

Submitting the survey

When you have reached the end of the survey, you will be asked to 'Submit' your response, and to supply an email address. As this is an anonymous survey, it will not be possible to view or amend your response after you have 'submitted' it unless you supply your email address at the point of submission. This is because your email address will be needed to identify your response. If you supply your email address upon submission and later wish to revisit your response, then you will need to contact Alpha Research at 9673nmc@alpharesearch.co.uk to ask for your response to be returned. Please note that the survey closes at 17.00 on the 9th October 2013 and that amendments can only be made up until then. Your email address will not be used for any purpose other than allowing Alpha Research Ltd to locate your response.

Next steps

Following the consultation, Alpha Research Ltd, an independent research company, will produce a report based on the responses received. The report will help to inform any revisions to the standards which may be appropriate.

Section 2 - Standards for supervisors of midwives

Domain 1: Professional values

Supervisors of midwives must:

1. Understand the statutory framework for the supervision of midwives and the role of the NMC and the LSA in protecting the public.
2. Understand, adhere to and apply the NMC standards, guidance and related information in their practice as a supervisor of midwives, in particular The code: Standards of conduct, performance and ethics for nurses and midwives, the Midwives rules and standards and LSA guidelines on the supervision of midwives.
3. Understand the role of a supervisor of midwives including their role in providing support and guidance to women who access maternity services.
4. Enable and monitor midwives to maintain their competence by:
 - meeting with supervisees at least once a year and maintaining appropriate records of these events
 - ensuring midwives are aware of their responsibilities regarding registration, Intention to Practice (ITP) notification and renewal of registration
 - ensuring midwives reflect on and adhere to NMC rules, standards and code of conduct
 - ensuring midwives undertake continuous professional development relevant to the scope of their practice
 - providing support for midwives to implement continually improving standards of care
 - encouraging midwives to adopt an evidence based-approach towards the delivery of care
 - encouraging midwives to give advice and support to women who experience difficulties in making choices about their care
 - encouraging midwives to evaluate and reflect on their practice through multiple sources such as women, colleagues and their employer
 - undertaking audits of their midwifery records and gaining feedback from women to whom they have provided care
 - sharing information and exploring topical issues relating to their practice as a midwife during supervisory meetings
 - initiating remedial action where appropriate
 - acting as a role model for midwives

Do you agree or disagree with the proposed requirements under Domain 1: Professional Values, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Domain 2: Communication and interpersonal skills

Supervisors of midwives must:

1. Support and work collaboratively with midwives working with complex ethical, legal and professional issues.
2. Work in partnership with women and create opportunities for women to engage actively with and influence maternity service provision.
3. Support and work collaboratively with supervisor of midwives colleagues and members of multidisciplinary and governance teams to improve standards of care and ensure a safe service to women and their families.
4. Engage with a wide variety of individuals, groups, agencies and organisations at local and national levels.
5. Recognise when people are anxious or in distress and respond using therapeutic principles to promote their wellbeing, manage personal safety and resolve conflict.
6. Use effective communication strategies and negotiation techniques to achieve best outcomes, respecting the dignity and human rights of all concerned and know when to consult a third party and make referrals for advocacy, mediation or arbitration.

Do you agree or disagree with the proposed requirements under Domain 2: Communication and interpersonal skills, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Domain 3: Supervision in practice and decision-making

Supervisors of midwives must:

1. Understand statutory supervision within the context of local governance policies and procedures.
2. Contribute to the development and monitoring of NMC standards and LSA guidelines in relation to the supervision of midwives.
3. Contribute to the development and operation of local frameworks that will enable student midwives to have access to a supervisor of midwives.
4. Be able to source literature, research and evidence-based practice to support effective strategy and service development in relation to the supervision of midwives and midwifery practice.
5. Use appropriate strategies to support midwives to maximise their potential in practice.
6. Apply appropriate procedures to identify and remediate the conduct and competence of midwives in accordance with the Midwives rules and standards.
7. Operate in a way that takes account of all equality and diversity issues, ensuring a fair, honest and transparent approach to the supervision of midwives.
8. Provide additional advice and support to women who are experiencing difficulty in achieving their care choices.

Do you agree or disagree with the proposed requirements under Domain 3: Supervision in practice and decision-making, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Domain 4: Leadership and team working

Supervisors of midwives must:

1. Research and apply best practice in motivation and leadership and provide visible leadership in the workplace.
2. Develop multidisciplinary team working which encourages mutual respect and values the contribution of all parties.
3. Be self aware, recognising own values, principles and assumptions.
4. Undertake continuing professional development in the supervision of midwives.
5. Appraise and modify performance as a supervisor of midwives by learning from experience, through feedback, reflection and evaluation.
6. Develop an understanding of the strategic and political factors which may influence the provision of maternity services.
7. Provide support to women who raise concerns in relation to the care they have received and, work in partnership with members of the multidisciplinary and governance teams to investigate and respond appropriately and in a timely manner to address these concerns.

Do you agree or disagree with the proposed requirements under Domain 4: Leadership and team working, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

If you have any other comments regarding the draft Standards for supervisors of midwives you may make them here.

Section 3 - Education standards for supervisors of midwives programme

Standard 1: Safeguarding the public. Nursing and midwifery education must be consistent with The Code: Standards of conduct, performance and ethics for nurses and midwives (NMC 2007).

The supervisors of midwives programme will be offered in NMC approved educational institutions (AEIs). It will be approved and monitored in accordance with the NMC Quality assurance framework (QAF).

Do you agree or disagree with the proposed Standard 1, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 2: Nursing and midwifery education must address key aspects of equality and diversity and comply with current legislation.

Appropriate requirements are contained in the QAF which requires compliance in this area by all AElS providing NMC approved programmes.

Do you agree or disagree with the proposed Standard 2, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 3: Processes for selection, admission, progression and completion must be open and fair.

This programme of education has been developed for the purpose of preparing those midwives who, upon successful completion of the programme, intend to seek appointment as a supervisor of midwives in accordance with Rule 8 of the Midwives rules and standards. Entry onto the programme requires the midwife to undergo the relevant local supervising authority’s selection process in partnership with the programme leader within the AEI.

Do you agree or disagree with the proposed Standard 3, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 4: Programme providers must support students to achieve the programme outcomes and support educators to meet their own professional development needs.

All student SoMs must be allocated a mentor who meets the NMC Standards to support learning and assessment in practice (NMC, 2008) and is a current supervisor of midwives.

Do you agree or disagree with the proposed Standard 4, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 5: The programme must be structured, designed and delivered to meet the NMC standards and requirements.

- 5.1 The minimum length of the supervisors of midwives programme must be 26 weeks.
- 5.2 The programme must be divided equally between practice-based learning and theory and must include a minimum of 90 hours structured learning in practice.
- 5.3 Programme planning teams must include representatives from key stakeholders including representatives from the LSA, education, currently appointed supervisors of midwives, users of the maternity services, student supervisors of midwives and mentors.

Do you agree or disagree with the proposed Standard 5, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 6: Practice learning opportunities must be safe, effective, integral to the programme and appropriate to programme outcomes.

The practice-based elements of the programme must provide student SoMs with opportunities to observe supervision of midwives in action. To achieve the competencies in practice, student SoMs must have experience of a range supervision activity such as: observation of supervision interviews, attendance at supervisors meetings, involvement with audits of the supervision of midwives, involvement in supervision investigations, policy meetings, clinical governance activities, NMC fitness to practise hearings, providing support to women and midwives as a supervisor of midwives.

Do you agree or disagree with the proposed Standard 6, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 7: The programme outcomes must ensure that the NMC standards for competence are met and that students are fit for practice and fit for award.

7.1 A minimum standard of first degree (NQF level 6, QCF level 6 or equivalent) must be attained, in accordance with the Quality Assurance Agency UK Quality Code for Higher Education, or its equivalent.

7.2 Upon completion of the programme the mentor and programme leader must confirm that the student supervisor of midwives (SoM) has achieved all learning outcomes and competencies through practice and theory based assessments.

7.3 The lead midwife for education must inform the NMC and the LSA Midwifery Officer that the student supervisor of midwives has successfully completed the approved programme.

Do you agree or disagree with the proposed Standard 7, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 8: Programme outcomes must be tested using valid and reliable assessment methods.

Appropriate requirements are contained in the QAF which requires compliance in this area by all AEl's providing NMC approved programmes.

Do you agree or disagree with the proposed Standard 8, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 9: The educational facilities in academic and practice settings must support the delivery of the approved programme.

9.1 The designated programme leader must hold a teaching qualification recorded in their entry on the midwives’ part of the register and should have past or current experience as a supervisor of midwives.

9.2 Where the programme leader is not a current supervisor of midwives, a supervisor of midwives must be a member of the programme’s development, teaching and assessment teams.

Do you agree or disagree with the proposed Standard 9, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

Standard 10: Programme providers must use effective quality assurance processes in which findings lead to quality enhancement.

Appropriate requirements are contained in the QAF which requires compliance in this area by all AElS providing NMC approved programmes.

Do you agree or disagree with the proposed Standard 10, as detailed above?

- ☐ Agree
- ☐ Disagree
- ☐ Not sure
- ☐ Have no opinion

If you would like to comment on your answer you may do so here

Please explain why you disagree and detail any changes you might recommend

If you have any other comments regarding the draft Standards for supervisors of midwives programme you may make them here.

Are you responding as an individual or on behalf of a group or organisation?

- ☐ As an individual
- ☐ On behalf of an organisation

Are you a... (Tick all that apply)

- ☐ Registered midwife
- ☐ Registered nurse
- ☐ Midwifery student
- ☐ Lecturer / Educationalist
- ☐ Employer or manager
- ☐ Member of the public, service user or carer
- ☐ Other (please specify below)

Please specify

Are you a... (Tick all that apply)

- ☐ Hospital or community midwife
- ☐ Self employed midwife
- ☐ Local Supervising Authority Midwifery Officer (LSAMO)
- ☐ Supervisor of midwives (SOM)
- ☐ Student Supervisor of Midwives
- ☐ Head of midwifery (HOM)
- ☐ Other (please specify below)

Please specify

Please tick ONE box which best describes the setting in which you work:

- ☐ AEI (Approved Education Institute)
- ☐ Acute hospital
- ☐ Community
- ☐ Government department or public body
- ☐ Regulatory body
- ☐ Professional organisation or trades union
- ☐ Local Supervising Authority
- ☐ NHS employer of midwives
- ☐ Independent sector employer of, or agency for, midwives
- ☐ Consumer or patient organisation
- ☐ Retired / Not working
- ☐ Other (please specify below)

Please specify

Please tick ONE box which best describes the type of organisation you represent:

- ☐ Government department or public body
- ☐ Regulatory body
- ☐ Professional organisation or trades union
- ☐ Local Supervising Authority
- ☐ NHS employer of midwives
- ☐ Independent sector employer of, or agency for, midwives
- ☐ Consumer or patient organisation
- ☐ Higher education institution or NMC approved institution
- ☐ Other (please specify below)

Please specify

Please give the name of your organisation.

Would you be happy for your comments in this consultation to be identified and attributed to your organisation in the reporting, or would you prefer that your response remains anonymous?

- ☐ Happy for comments to be attributed to my organisation
- ☐ Please keep my responses anonymous

Please state where your organisation mainly operates:

- ☐ UK-wide
- ☐ England
- ☐ Northern Ireland
- ☐ Scotland
- ☐ Wales
- ☐ Other (please specify below)

Please specify

Please tell us where you live.

- ☐ England
- ☐ Northern Ireland
- ☐ Scotland
- ☐ Wales
- ☐ Other (please specify below)

Please specify

Equality and diversity monitoring questions

It would be very helpful for monitoring the effectiveness of our consultation process if you would complete the following 6 questions. Your answers will give us information about the people that have taken part in this consultation. There is a 'prefer not to answer' option for some questions.

This information will only be used for statistical purposes and you will not be identified.

Please indicate your gender.

- ☐ Male
- ☐ Female
- ☐ Transgender

Please indicate your sexual orientation.

- ☐ Bisexual
- ☐ Gay or lesbian
- ☐ Heterosexual
- ☐ Prefer not to answer

Do you have a disability?

Disability in this context means a ‘physical or mental impairment which has a substantial and long term adverse effect on a person’s ability to carry out normal day-to-day activities’.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

Please indicate your ethnic group. Please tick the appropriate box to indicate your background

- | | |
|--|--|
| <input type="checkbox"/> White - British | <input type="checkbox"/> Any other Mixed background |
| <input type="checkbox"/> White - Irish | <input type="checkbox"/> Asian or Asian British - Indian |
| <input type="checkbox"/> Any other White background | <input type="checkbox"/> Asian or Asian British - Pakistani |
| <input type="checkbox"/> Black or Black British - Caribbean | <input type="checkbox"/> Asian or Asian British - Bangladeshi |
| <input type="checkbox"/> Black or Black British - African | <input type="checkbox"/> Asian or Asian British - Chinese |
| <input type="checkbox"/> Any other Black background | <input type="checkbox"/> Other Asian or Asian British background |
| <input type="checkbox"/> Mixed group - White and Black Caribbean | <input type="checkbox"/> Any other background |
| <input type="checkbox"/> Mixed group - White and Black African | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> Mixed group - White and Asian | |

Please specify

Please indicate your age range

- ☐ Under 20
- ☐ 20 - 29
- ☐ 30 - 39
- ☐ 40 - 49
- ☐ 50 - 59
- ☐ 60 - 65
- ☐ 66+
- ☐ Prefer not to answer

I would describe my religious background/beliefs as...

- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ I have no religious beliefs
- ☐ Prefer not to answer
- ☐ Other (please specify below)

Please specify

Consultation monitoring questions

We would appreciate it if you would answer a few questions about your experience of this consultation.

How did you find out about this consultation?

- ☐ NMC website
- ☐ NMC event
- ☐ NMC newsletter
- ☐ Email from NMC
- ☐ RCM website
- ☐ RCM event
- ☐ RCN website
- ☐ RCN event
- ☐ University
- ☐ Friend/colleague
- ☐ Midwifery press
- ☐ Other

Please specify Midwifery press

Please specify Other

How far do you agree or disagree that ...

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree
You know what this consultation can and cannot influence?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
You have been provided with enough information on the subject?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The consultation documents were easy to understand?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It was easy to give your views?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How do you think this consultation could be improved?

As this is an anonymous survey, it will not be possible to view or amend your response after you have 'submitted' it unless you supply your email address below.

This is because your email address will be needed to identify your response. If you supply your email address and later wish to revisit your response, then you will need to contact Alpha Research at 9673nmc@alpharesearch.co.uk to ask for your response to be returned.

Please note that the survey closes at 17.00 on 9th October 2013 and that amendments can only be made up until then. Your email address will not be used for any purpose other than allowing us to locate your response for amendments.

If you would like any further information or information in an alternative format, please email consultations@nmc-uk.org or telephone Kevin Gwilt on 020 7681 5441.

Email address:

Thank you for taking the time to complete this survey.
Please press 'Submit' to send your response.