Clinical Supervision For Midwives (CSfM)

A Model for Wales
Previous Future Proofing Model in Wales 2014
- Whole time equivalent SOMs
- Developed by WG, RCM, LSA, NMC, Directors of Nursing, Clinicians and Service User Representatives
- Provision of External SOM investigations
- Rotational opportunities up to 18 months
- Introduction of group supervision
- Key Performance Indicators
Midwives in Wales told us...

- They wanted from a clinical supervisor:-
  - Support for revalidation
  - A link with practice development
  - A point of contact for career advice and clinical practice issues
  - Support when going through RCA / Organisational processes
  - Feedback on good practice
  - A reactive not punitive role
  - To be hands on and clinically orientated
  - A supervisor to be ‘in house’ understanding the working & culture of the unit
  - Someone who is trustworthy, supportive, approachable, understands clinical pressures, has significant expertise and experience
The New CSfM Model

(Retain the best parts of the future proofing model)

- **Health Board / Employer Led**
- **Maintain a dedicated role** for clinical supervisors for midwives – Full time with up to 20% clinical commitment & rotational up to 3 years
- **Commitment to learning** through group supervision
- **All Wales agreed JD/role profile** – aligned to the 4 pillars of NMC Code (2015)
- **CSfM education at Msc module level 7** (APEL will be considered) utilising local courses enabling sustainability
- **Agreed principles for the education and training of CSfMs** including leadership, coaching, resilience, action learning, quality improvement
- **All Wales CSfM CPD** to take place quarterly
- **Key Performance Indicators** by which to measure outcomes (via Health Board Q&S frameworks & WG Performance Boards)
- **Formal evaluation** to be commissioned by WG and overarching review of 4 countries
- **Clear governance structures** for responsibility and accountability
Governance

- **Selection** via Health Boards (must meet minimum criteria for JD, include peer selection and have managerial support to undertake programme of learning / commitment to the role)

- **Workforce Numbers** – based on Future Proofing (2014)

- **Management and support** – CSfM will be professionally accountable to the HoM and line managed by the senior midwifery manager / matron

- **CPD** – dedicated time (quarterly / all Wales) to develop a work plan, participate in own supervision and peer review / share themes and trends from across Wales

- **Independent Midwives** – are responsible for own professional development, professionally responsible and accountable for demonstrating the hours required in Wales are met

- **Supervision** in practice
  - Formalised 4 hours a year – 2 of which must be group supervision,
  - Recommended e.g. At a critical moment in a midwife’s career / returning from mat leave
  - On request / informal e.g. Where a midwife attends a meeting / forum led by the CSfM
Key Performance Indicators

- **KPI 1** Resource Mapping (via IMTP/Annual Operating Plan)
- **KPI 2** CPD – CSfMs must attend 3 of 4 meetings per year
- **KPI 3** Supervision – HBs to demonstrate that the mandated hours have been achieved
- **KPI 4** NQMs / Preceptorship Mws – will meet their CSfM on 3 occasions during the first year
- **KPI 5** Learning from themes and trends – evidence that themes identified via risk / governance / audit / CSfM processes are acted upon and there is evidence of learning
- **KPI 6** Peer review – evidence that CSfM is undertaken across HBs annually and a lay reviewer is included as part of the review team
Steps for implementation

- Executive Nurse Directors approval 11.11.16
- Ministerial Approval (Nov 2016)
- Wales T&F Group completed end November
- Implementation group commenced Feb 2017
- Local and National/UK Communication plans
- National All Wales Launch (April 2017)
- Leads in Education meeting across 4 countries to develop common outcome principles for courses
- LSA action plan for data and case transfer
- Monitoring and Evaluation – to be commissioned by WG within 12 months of implementation