Transitioning supervision of midwives: moving from a statutory to an employer led model for Scotland
UK context

Kirkup
- LSA system ineffectual in detecting problems

PHSO (England)
- supervision & regulation should be separated
- NMC to have direct control of regulatory activity

Kings Fund
- NMC to have accountability for regulation
- legislation to be revised to reflect this
- additional regulation for midwives to cease
- preserve supportive aspects of supervision

NMC Council accepted recommendations January 2015
Four country working

• DH publish *Proposals for changing the system of midwifery supervision in the UK* (January 2016)
  – UK wide principles for new model
  – Ministerial support in all 4 countries
• DH consultation (April – June 2016)
• Legislation scheduled to change 31 March 2017
  – Statutory roles & functions cease – LSA, LSAMO, SoM
  – Employers responsible for governance of midwifery practice
  – NMC Midwives Rules & Standards revoked
  – No statutory NMC Midwifery Committee
Scotland’s response

Taskforce
- Range of stakeholders
- Implications of change
- Design of new model
- Co-production
- Engagement

Workstreams
- Model of supervision
- Resources
- Standards & Governance
- Education
- Evaluation
Assumptions:
National policy
Cost neutral/cost less
Achievable
Transferable

Alignments:
UK principles
Everyone Matters
NHS Scotland PIN Policies
Compassionate connections

Proposed employer
LED model

Empirical evidence

SG context
Feedback from Engagement
## Engagement & key messages

### CSO NMAHPRU

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### MIDWIVES
- 90+ Midwives
- Midwives managers leaders
- 4 regional events

### OTHERS
- HoMs LMSG
- SEND HRD DoF
- CEO SPF
- HEI

### 3rd SECTOR
- 8 organisations
- Representatives of mums & dads
- 1 facilitated session
- "What matters to me"

### Evidence
- Improved retention & increased job satisfaction
- Maintenance of clinical skills & quality practice
- Support in regular & formal arrangement to discuss clinical practice
- Improved communication among healthcare workers

### Staff Feedback
- Supporting advocacy for women
- Supporting midwives through mentoring & coaching
- Effective education & training
- Supporting consistent national standards

### Users feedback
- Continuity of care, relationship based compassionate care
- Listening to understand
- Understanding wider family & social context, recognising critical role of dads, partners & others
- Understanding family’s right to make decisions, regardless of outcome
- Support to equip midwife to have difficult conversations
“We know from evidence that staff who are valued and treated well improve patient care and overall performance”

Everyone Matters: the 2020 workforce vision
Proposed model

Purpose of midwifery supervision

... to contribute to improved services, safe care and better outcomes for women and families, by supporting midwives to advocate for women’s needs and to reflect on clinical midwifery practice in line with professional accountability and regulation.
Proposed model

Employer led model

NHS Boards
- NMAHP Executive lead
- HoMs implement
- National consistency

Non NHS employers
- Decide if necessary

Supervisors
- Peer/self nomination
- Selection & recruitment
- Education & CPD

Midwives in clinical practice roles
- Restorative model
- Support reflective practice

Group supervision
- Group maximum 10
- Attend 1 session a year
- Additional as wish
- 1 to 1 as needed
Next steps

1. Ministerial approval to implement
2. Disaggregate statutory structure
3. Implement employer led model
4. Evaluate impact

Timeline:
- January 2017
- 31 March 2017
- Feb-Dec 2017
- 2018-20

Scottish Government
Riaghaltas na h-Alba
gov.scot
Evaluation

PhD Studentship

- Impact in practice?
  - Midwives and practice
  - Education preparation learning outcomes
  - Interface with revalidation
  - Learning & changes further to implementation
  - Transferrable lessons

- Ensure future fit for Scotland
Contact us direct:

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