

# Transitioning supervision of midwives:

*moving from a statutory to an  
employer led model for Scotland*



# UK context

## The Report of the Morecambe Bay Investigation

Dr Bill Kirkup CBE



**NMC** Nursing &  
Midwifery  
Council

## 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**



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

# Four country working

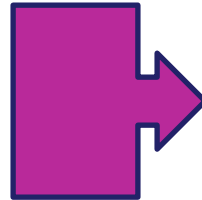
- DH publish *Proposals for changing the system of midwifery supervision in the UK* (January 2016)
  - UK wide principles for new model
  - Ministerial support in all 4 countries
- DH consultation (April – June 2016)
- Legislation scheduled to change **31 March 2017**
  - Statutory roles & functions 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



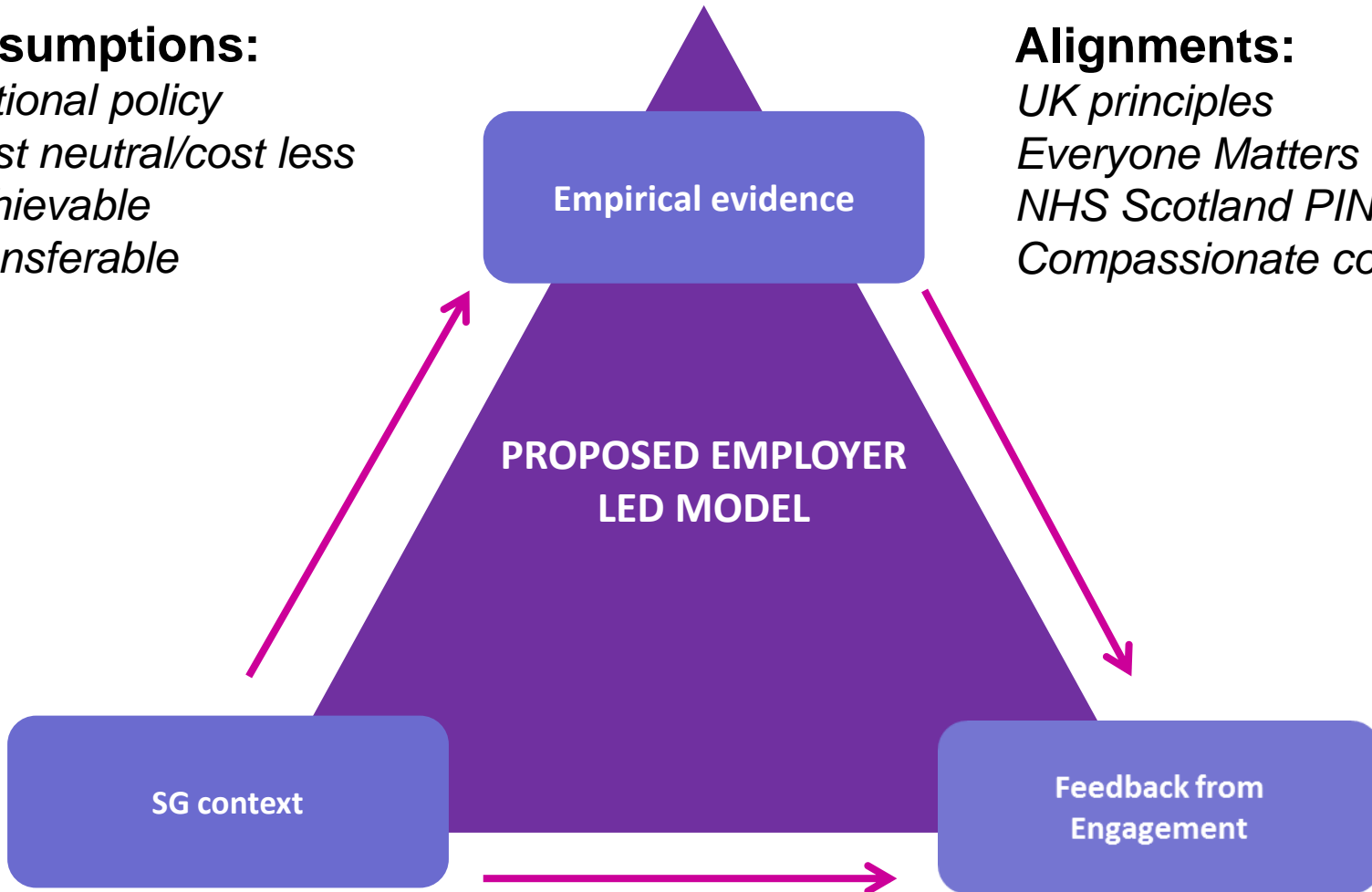
# Triangulation

## Assumptions:

*National policy*  
*Cost neutral/cost less*  
*Achievable*  
*Transferable*

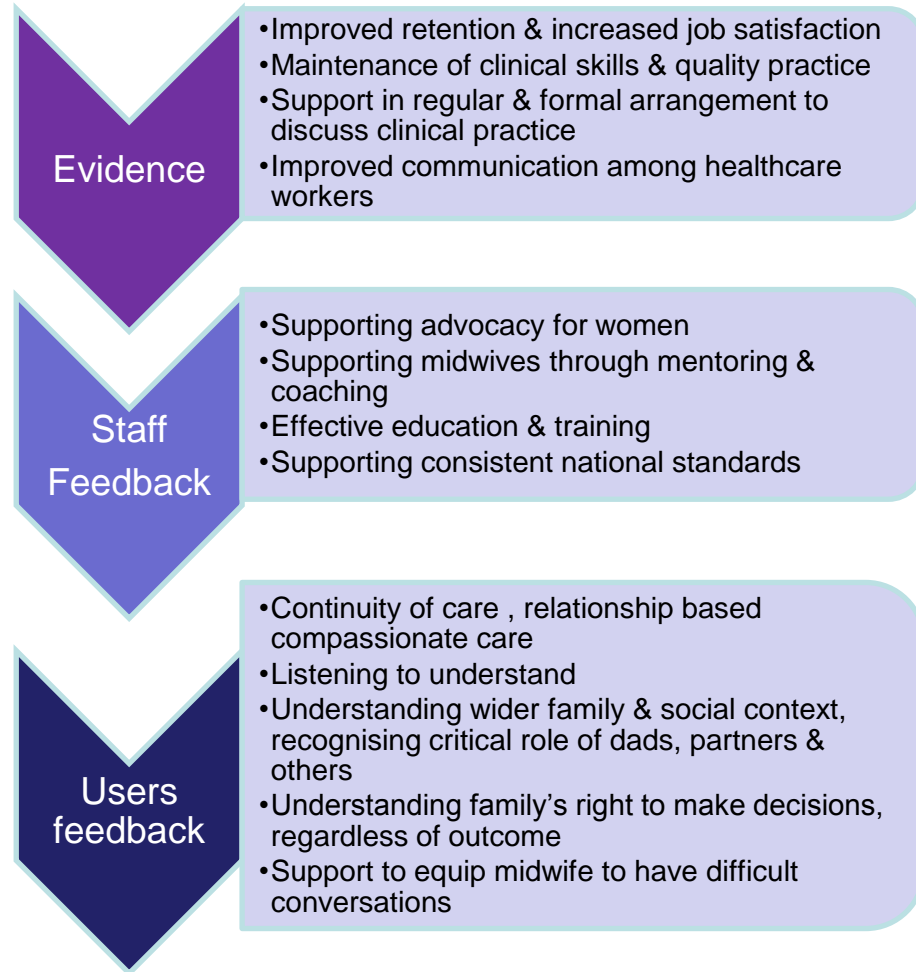
## Alignments:

*UK principles*  
*Everyone Matters*  
*NHS Scotland PIN Policies*  
*Compassionate connexions*



# Engagement & key messages

CSO NMAHPRU	
Rapid review International literature Clinical supervision	
MIDWIVES	OTHERS
90+ Midwives managers leaders 4 regional events	HoMs LMSG SEND HRD DoF CEO SPF HEI
3 <sup>rd</sup> SECTOR	
8 organisations Representatives of mums & dads 1 facilitated session <i>'What matters to me'</i>	



***“We know from evidence that staff who are valued and treated well improve patient care and overall performance”***

Everyone Matters: the 2020 workforce vision



Scottish Government  
Riaghaltas na h-Alba  
gov.scot

# 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

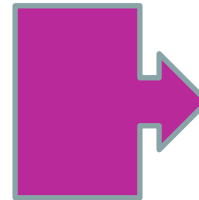
- NMAHP Executive lead
- HoMs implement
- National consistency

### Non NHS employers

- Decide if necessary

### Supervisors

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



## Midwives in clinical practice roles

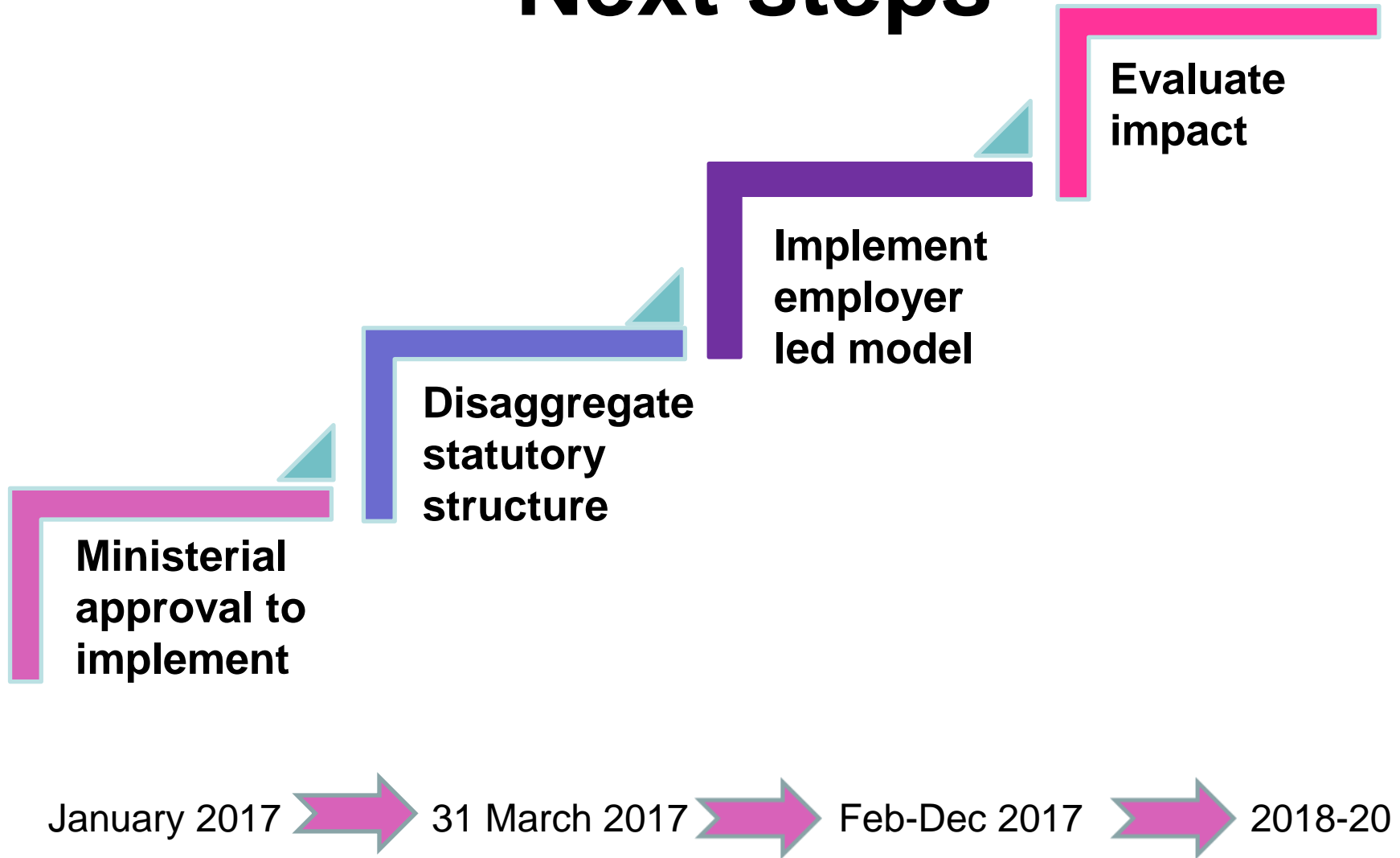
- Restorative model
- Support reflective practice

## Group supervision

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



# Next steps



# 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:**

[RegulationUnit@gov.scot](mailto:RegulationUnit@gov.scot)



Scottish Government  
Riaghaltas na h-Alba  
gov.scot