

The Local Supervising Authority for Wales
Healthcare Inspectorate Wales

**Annual Report to the Nursing and
Midwifery Council for the Practice Year
1st April 2006 – 31st March 2007**

October 2007

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Executive Summary

The Nursing and Midwifery Council Order 2001 defines the National Assembly for Wales as the Local Supervising Authority (LSA) for statutory supervision of midwives in Wales. The Assembly delegated responsibility for the LSA function to Healthcare Inspectorate Wales (an operationally independent unit within the Welsh Assembly Government) on 1st April 2006. The functions of the National Assembly for Wales have now been transferred under the new constitutional arrangements brought into effect by the Government of Wales Act 2006 to the Welsh Ministers. Healthcare Inspectorate Wales now performs these functions on behalf of Welsh Ministers. This is the first LSA annual report from Healthcare Inspectorate Wales.

The LSA for Wales is responsible for exercising general supervision over all midwives practising in Wales. This includes all those employed in the 12 NHS Trusts and one Local Health Board, a private organisation providing post natal services only, midwives employed in education institutions, government and other bodies and self employed midwives.

- 1689 midwives notified an Intention to Practise midwifery on 31st March 2007
- There were 126 LSA appointed Supervisors of Midwives on 31st March 2007
- The all Wales ratio of Supervisors : midwives is 1 : 13 (approx.)
- The LSA employs two full time LSA Midwifery Officers

The LSA in Wales aims to support midwives in their practice through a model of statutory supervision that has clear standards and processes to protect the public but also proactively supports the midwife to enhance her competence and confidence. The LSA midwifery team is grateful for the support of all stakeholders, particularly Heads of Midwifery and Supervisors of Midwives and thanks them for their contribution and work with the LSA to uphold standards for statutory supervision of midwives and for midwifery practice across Wales, for the benefit of women and their babies.

An audit carried out by the LSA Midwifery Officers in 2006/07 confirms that standards set by the Nursing and Midwifery Council (NMC) have been met.

Chief Executive: Dr Peter Higson

LSA Midwifery Officers: Mrs Gillian Harris and Mrs Jean Keats

Chapter 1: Background

A single Local Supervising Authority (LSA) for Wales was created on 1st April 2004 when the five Health Authorities, each at the time defined as an LSA for their geographical boundary, were abolished and the collective LSA designation passed to the National Assembly for Wales. The Assembly duly delegated responsibility for the LSA function to a (then) new Assembly Sponsored Public Body (ASPB), Health Professions Wales (HPW). However, along with several other ASPBs, Health Professions Wales was itself abolished on 31st March 2006, in line with the Assembly's desire to amalgamate functions and expertise. Responsibility for the LSA function subsequently passed to Healthcare Inspectorate Wales (HIW) on 1st April 2006. This report therefore, is the first LSA annual report under the umbrella of Healthcare Inspectorate Wales as the 2005/06 report related to Health Professions Wales and its operation of the LSA function.

The changed responsibility for the LSA function perhaps inevitably caused some anxiety for stakeholders in 2006/07. However, good links and networks and a consensus all Wales approach to standards for statutory supervision of midwives had been established in the initial two years of the (then) new, unitary LSA under the auspices of Health Professions Wales. The LSA team also administered dedicated funds used for the purpose of facilitating high standards for the statutory supervision of midwives in Wales. There was understandable concern from stakeholders that the dedicated funding and supportive networks should continue following transfer of responsibility for the function to Healthcare Inspectorate Wales.

The commitment of stakeholders certainly enabled standards to be achieved in 2006/07, despite a year of transition and uncertainty, especially regarding funding and operational processes for the LSA. The LSA midwifery team is very grateful for the support of all stakeholders, particularly Heads of Midwifery and Supervisors of Midwives and wishes to record appreciation for the contribution they have made to upholding standards for statutory

supervision of midwives and for midwifery practice across Wales, for the benefit of women and their babies.

Chapter 2: The Local Supervising Authority, its context and relationship

The LSA covers the diverse geographical area of Wales, 8016 square miles in total with a population of 2,953,000 in 2004. Wales has a higher standardised mortality ratio than the United Kingdom (UK) as a whole (20:4 compared to 18:6). Infant Mortality in Wales has the same ratio (5:1) as the UK total figure.

The Office for National Statistics reports that almost 32,600 live births were registered in Wales in 2005. Most births (96%) took place in a hospital setting. A caesarean section rate of 26% (all Wales) continues to cause concern. Full details of maternity statistics for 2005/06 can be found at www.wales.gov.uk/statistics.

Thirteen organisations – 12 NHS Trusts and one Local Health Board (LHB), provide maternity services across Wales. The 13 providers are diverse in the type of maternity services offered, ranging from acute obstetric units to birth centres only, but midwife-led care and initiatives to promote normality are prominent in each. Wales has a target of 10% home birth rate by 2007 (NAfW 2002). The Office for National Statistics all Wales rate for home birth in 2005/06 is 4%.

Midwifery statistics 2006/07:

- 1689 midwives notified an Intention to Practise midwifery on 31st March 2007.
- There were 126 LSA appointed Supervisors of Midwives on 31st March 2007.
- The all Wales ratio of Supervisors : midwives is 1:13 (approx.).

The LSA employs two full-time LSA Midwifery Officers (LSAMO). The LSAMOs work together on an all-Wales basis to ensure a consensus approach to standards and policies but each has designated providers and responsibilities for first point of contact. The LSAMOs represent the LSA and Wales perspective at the UK wide LSA Forum and at the NMC/LSA Midwifery Officers Strategic Reference Group meetings. They also have links with the Welsh Assembly Government Nursing Officer responsible for maternity services and the Professional Adviser at the Royal College of Midwives UK Board for Wales. The LSAMOs attend meetings of the all Wales Heads of Midwifery Services group.

Agreement on the dedicated funding for LSA activities was delayed following transfer of the function to HIW. Consequently, the allocation of funds to providers to carry out work in 2006/07 on behalf of the LSA, was also delayed. Funds were finally transferred to providers of maternity services in January 2007 for 2006/07 work.

Four Higher Education Institutions (HEI) provide pre and post registration midwifery education in Wales – Bangor University, Cardiff University, Swansea University and University of Glamorgan. All four deliver both pre and post registration (shortened) programmes, successful completion of which leads to a Bachelor in Midwifery award and professional registration as a midwife on Part 2 of the Nursing and Midwifery Council Register. Pre registration preparation is only provided at undergraduate level; there are no diploma level programmes in Wales. The University of Glamorgan provides a level 3 preparation course for prospective Supervisors of Midwives.

The NHS in Wales is focused on realising a vision of world class health and social care for the people of Wales by 2015 (WAG, 2005). Particular emphasis is placed on health improvement, partnership working, engaging with the public, evidence based care, skill mix and appropriate use of expertise and delivery of services in the communities where people live and work. Midwives continue to provide an excellent woman centred service based on normality and choice while also contributing to delivery of the new policy agenda.

The LSA in Wales aims to support midwives in their practice through a model of statutory supervision that has clear standards and processes to protect the public but also proactively supports the midwife to enhance her competence and confidence.

Chapter 3: Requirements of the LSA annual report to the Nursing and Midwifery Council

Each Local Supervising Authority is required to submit a written annual report to the Nursing and Midwifery Council (NMC 2004). NMC Circular 15/2007 provides guidance for submission and content of annual reports for the practice year 1st April 2006 – 31st March 2007. NMC guidance is based on the standard defined in Midwives Rule 16 (NMC 2004). The next section of this report will therefore provide detail and evidence of how the LSA for Wales has met the standard specified in Rule 16.

3.1 Making the LSA annual report available to the public

The LSA annual report to the NMC is made available to the public through publication on the website of Healthcare Inspectorate Wales (www.hiw.org.uk). The report is normally published in October following submission to the NMC by 30th September. Electronic copies are sent to the Heads of Midwifery Services, Heads of Midwifery Education/Lead Midwives for Education and Link Supervisors of Midwives for distribution through their networks. Officers of the Royal College of Midwives and the Welsh Assembly Government also receive an electronic copy for information. Hard copies of the annual report are available on request.

3.2 Numbers of appointments, resignations and removals of Supervisors of Midwives

119 Supervisors of Midwives were in current appointment by the LSA on 31st March 2007.

During the period 1st April 2006 and 31st March 2007, 10 midwives were appointed by the LSA as Supervisors of Midwives. Of these, nine were 'first time' Supervisors and one transferred in for employment in Wales with

previous experience of an LSA appointment. One midwife successfully completed the preparation course but was not appointed as a Supervisor of Midwives by the LSA.

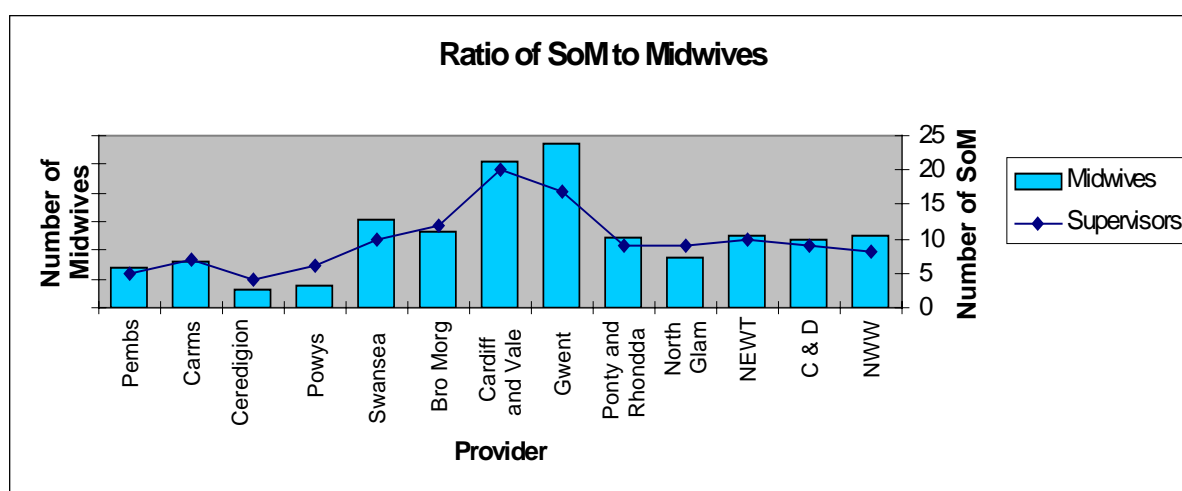
Three Supervisors of Midwives self deselected/resigned from the role between 1st April 2006 and 31st March 2007. Of these, two retired and one resigned for health/personal reasons. There were no Supervisors of Midwives deselected/removed by the LSA in 2006/07, however one was temporarily suspended from the role pending investigation and discussion on performance.

19 midwives have been selected to commence the preparation course at University of Glamorgan in September/October 2007 (see section 3.6 for course details). As comparison:

	2006/07	2005/06	2004/05
Appointed in year	10	13	Not available
Removals (LSA)	0	0	Not available
Resignations (Self)	3	2	Not available
Suspensions	1	1	Not available
Undertaking Preparation	17	15	Not available

On 31st March 2007, the all Wales ratio of Supervisors of Midwives: Midwives was 1:13.

Provider	Midwives	Supervisors	Ratio
Pembrokeshire NHS Trust	69	5	1:14
Carmarthenshire NHS Trust	79	7	1:11
Ceredigion and Mid Wales NHS Trust	30	4	1:7.5
Powys Local Health Board	40	6	1:7
Swansea NHS Trust	153	10	1:15
Bro Morgannwg NHS Trust	133	12	1:11
Cardiff and the Vale NHS Trust	253	20	1:13
Gwent Healthcare NHS Trust	285	17	1:17
Pontypridd and Rhondda NHS Trust	122	9	1:14
North Glamorgan NHS Trust	87	9	1:10
North East Wales NHS Trust	127	10	1:13
Conwy and Denbighshire NHS Trust	119	9	1:13
North West Wales NHS Trust	124	8	1:15.5
Total (All Wales)	1621	126	1:13



On an all Wales basis, the LSA met the NMC standard of (normally) one Supervisor to a maximum of fifteen midwives. However, in 2006/07, the ratio varied across providers, ranging from 1:7 to 1:17. Recruitment of prospective Supervisors of Midwives can be difficult in some providers due to workloads

and competing pressures for time commitment and staff changes. Selection is an ongoing activity and active recruitment is encouraged to reduce high ratios. Neighbouring providers cover and support each other in times of need. For example, a Supervisor of Midwives from Powys Local Health Board worked with midwives and Supervisors in Ceredigion and Mid Wales NHS Trust to provide additional support when a Supervisor was on long term sickness absence and potential new Supervisors were still undergoing preparation and were yet to be appointed.

Most Supervisors of Midwives undertake the role because they are committed to maintaining high standards. Many give of their personal time to combine the requirements of the role with busy work duties. The incentives to become a Supervisor of Midwives are limited, beyond commitment to high standards and the desire to contribute to enhancing the quality of midwifery care and the birth experience and outcomes for women.

3.3 Details of how midwives are provided with continuous access to a Supervisor of Midwives

In principle, midwives may choose their named Supervisor of Midwives. However in practice and in most instances, a new midwife is assigned to a named Supervisor with the least caseload of supervisees. Whichever method is used, all midwives and Supervisors are informed that they may change if the relationship does not suit either or both parties (see all Wales Guidelines and Standards at www.hiw.org.uk). Midwives are provided with a named Supervisor of Midwives on commencement of employment.

Arrangements for contact with a named Supervisor of Midwives are individual between the Supervisor and midwife. Normal practice for contact between the two would be by telephone or email. All Supervisors of Midwives in Wales have contact email addresses. Appointments for annual supervisory reviews however may be made by administrative staff undertaking clerical work in support of local LSA activities.

All maternity services providers have a 24 hour on call rota of Supervisors of Midwives for contact in an emergency. All midwives are informed of the location of the rota and how to access it. Information on accessing a Supervisor of Midwives is available in the LSA guidelines. During 2006/07, the LSA Midwifery Officers audited the availability of 24 hour cover of Supervisors of Midwives throughout Wales and all areas were in compliance with this standard.

All Supervisors of Midwives have the work mobile telephone numbers of the two LSA Midwifery Officers who can be contacted for additional advice and support.

3.4 Details of how the practice of midwives is supervised

Midwives are allocated a named Supervisor of Midwives and introduced to the local processes and policies for statutory supervision on appointment to post. A copy of their Intention to Practise notification is filed at the front of their supervisory file. The midwife's supervisory file is kept by the named Supervisor of Midwives, separate from the employer's personnel file. Audit by the LSAMOs in 2006/07 confirmed that supervisory files are kept in secure filing cabinets in all units.

Midwives are encouraged to be proactive in initiating their annual review with their named Supervisor of Midwives. This has been strengthened by the NMC requirement that a Supervisor signs the annual Intention to Practise notification, confirming that the midwife has provided evidence of meeting the NMC standards for continuing eligibility to practise. Funding provided by the LSA has gone some way towards facilitating the annual supervisory reviews by 'back filling' Supervisor hours, enabling Supervisors to be released and to be available to meet with midwives.

Administrative support, on a part time basis, is available to all providers to assist Supervisors of Midwives in their role. Administrative support staff may facilitate note taking at Supervisors meetings, preparation of reports and

making arrangements for Supervisors to meet with midwives and others. LSA funding contributes in part to the provision of administrative support for Supervisors.

There is a named 'Liaison Supervisor' in each provider. The Liaison Supervisor acts as a contact reference point for self-employed midwives to ensure they have access to local advice, policies and information. In 2006/07, three self-employed midwives notified their intention to practise midwifery in Wales.

Clinical risk is managed proactively by Supervisors of Midwives, allowing for early identification of deficits in a midwife's knowledge and/or skills. These are addressed immediately through training programmes. Mandatory training for obstetric emergencies takes place in every unit in Wales. Regular sessions for midwives are organised by Supervisors. Training sessions are also provided for those midwives who have been out of clinical practice for a period of time, to aid their competent and confident return.

LSA guidance on the NMC Midwives Rules and Standards is published on the website of Healthcare Inspectorate Wales (www.hiw.org.uk). A hard copy is available on request. All Supervisors of Midwives have their own copy of the LSA guidance and standards.

Each provider has a nominated Link Supervisor of Midwives. Link Supervisors are elected by their Supervisor peers in the Trust/LHB of their employment. The role of the Link Supervisor is to act as a direct point of contact between the LSA and provider organisation and to cascade information to and from the LSA (see Annex 1 for role descriptor). Link Supervisors of Midwives meet with the LSA every three months. The agenda is used to strengthen the all Wales consensus approach to standards of supervision and supervision practice and to share expertise and examples of good practice. Through the Link Supervisors forum, provider organisations have been able to meet regularly to exchange ideas, learn from each other and to work together on initiatives relating to practice and/or supervision (see Annex 2 for agendas 2006/07). For

example, each provider 'paired up' through the Link Supervisors to meet and share audit results and action planning arising from the LSA audit. Neighbouring providers held joint 'away days' for Supervisors of Midwives to set objectives for 2007/08. The LSA funds attendance at the Link Supervisors forum. Link Supervisors are able to bring a guest Supervisor or student Supervisor to the meetings to encourage openness and transparency, enhance knowledge of the work of the LSA and facilitate succession planning for the Link Supervisor role.

The LSA provides an annual workshop for Supervisors of Midwives to facilitate their meeting the requirements of Midwives Rule 11. The 2006/07 workshop was held in Swansea on 6th February 2007 (see Annex 3 for programme). Funding provided by the LSA enables further updating for Supervisors of Midwives on a local/individual provider basis.

Midwives interested in becoming a Supervisor of Midwives are self-nominated with the support of peers. An LSAMO participates in the selection process. Interviews are conducted with peer group midwives forming the greater part of the interview panel. This has been evaluated very positively by midwives involved in the selection interviews who report how involvement encourages them to be interested and knowledgeable about statutory supervision and to better engage with the process. It also enhances the transparency of the selection process. In a number of providers a user of maternity services has also been part of the interview/selection panel, again enhancing the interest and knowledge of the lay public regarding the statutory requirements regulating midwifery practice and the role of the LSA.

Ten midwives were appointed as Supervisors of Midwives in 2006/07 following selection in 2005/06 and successful completion of a preparation course. One midwife was supported by the LSA to attend a preparation course and although completed successfully, was not appointed. 29 midwives were interviewed in 2006/07 with 19 selected to attend a preparation course commencing in September/October 2007. Those who were unsuccessful at

interview were given feedback on their interview and application and in some instances advised to apply again.

All providers audit aspects of midwifery practice, particularly record keeping. LSAMOs check compliance with the audit on regular visits to their link areas.

In 2006/07, the LSAMOs undertook a comprehensive audit in every provider unit to measure standards of statutory supervision of midwives. Feedback and discussion on the audit findings was provided in individual Trusts/LHB by the LSAMOs. A report of the collective audit findings was compiled and is available on the website of Healthcare Inspectorate Wales (www.hiw.org.uk). The overall report was sent to all providers in March 2007.

Supervisors of Midwives across Wales are very committed to statutory supervision and work hard, often giving of their own time, to ensure high standards are maintained and midwives supported. Where there are shortages they cover for each other, sometimes across employer boundaries. Challenges that inhibit the growth and progress of supervision (rather than impede its effectiveness) include: a reluctance to become a Supervisor of Midwives; staffing shortages in some providers and; financial constraints.

3.5 Service user involvement in monitoring supervision and in assisting the LSAMO with annual audits

It remains difficult to engage the public in the work of the LSA but efforts to do so are ongoing and gradually increasing.

There are three Maternity Services Liaison Committees (MLSC) within Wales, based on the same geographical boundaries of the Regional Offices of the Welsh Assembly Government's Department of Health and Social Services. The LSAMOs attend meetings of the MSLCs in their relevant area.

One LSAMO has a specific remit for engagement with service users. In 2006/07, she was able to support and advise several women who contacted

her directly and subsequently enabled them to feel satisfied and in control of the care they received from maternity services.

Several providers have been able to use a service user on the panel for selection of prospective Supervisors (see previous section) and have also established different service user forums, led/facilitated by a Supervisor of Midwives. User forums have been able to highlight areas of concern for women, as well as provide positive feedback to influence service delivery and /or midwifery practice.

The LSAMOs were able to meet with service users in some providers to inform their audit of the LSA standards in 2006/07.

3.6 Engagement with Higher Education Institutions (HEI)

The Heads of Midwifery Education/Lead Midwives for Education meet on a quarterly basis. The LSA is an invited observer member of the group, as is a representative from Heads of Midwifery Services. Similarly, the LSA invites a representative from the Heads of Midwifery Education group to attend meetings of the LSA/Link Supervisors forum.

The University of Glamorgan provides a level 3 module for preparation of Supervisors of Midwives. One LSAMO is on the curriculum planning team for this module and both LSAMOs are actively involved in course delivery. NMC guidance was used to develop the curriculum and the module will be submitted for formal approval by the Nursing and Midwifery Council before the 2007/08 cohort commences. The LSA has a contract with the University of Glamorgan to provide the course. The LSA funds the course fees for selected midwives to attend and complete, with a view to LSA appointment as Supervisors of Midwives by the LSA. All midwives undertaking the preparation course have a named Supervisor mentor for support throughout the programme and to confirm competence. On appointment by the LSA, new Supervisors of Midwives have a period of supportive preceptorship to ease them into the role.

In each HEI there is a midwifery lecturer who is an LSA appointed Supervisor of Midwives. Lecturer Supervisors attend 'local' Trust Supervisor meetings and thus there is a good interface between education and supervision/practice across Wales.

Pre registration student midwives in each of the four HEIs are introduced to statutory supervision and its purpose in public protection by a Supervisor of Midwives. In one HEI, students are allocated to a named Supervisor of Midwives when on their final 'supervised practice' placement. In the remaining HEIs, students have the opportunity to meet a Supervisor when on placement in clinical practice and to discuss statutory supervision, their responsibilities as midwives and the role of a Supervisor of Midwives.

While it is difficult to quantify the impact on protection of women and babies, a learning environment that promotes safe practice, audits practice and uses statutory supervision of midwives in a positive and proactive way to enhance standards, will maximise competent practice and protect the public.

3.7 New policies related to statutory supervision of midwives

There were no new policies issued by the LSA in 2006/07. Existing policies are under the process of review. The two LSA Midwifery Officers are working with LSAMOs across the UK to standardise guidance on a UK wide basis. Policies for Wales will be replaced by UK agreed policies/guidance as and when agreed. The work plan for the LSA 2007/08 will involve a review and re issue of a list of the current policies/guidance and their origin and status, i.e. 'Wales' or 'UK'. The current LSA policy guidelines for Wales can be viewed at www.hiw.org.uk.

A number of organisations across Wales, including the Welsh Assembly Government, develop policies that may affect midwives and their practice. The LSAMOs and/or Supervisors of Midwives have membership of these groups and/or input into the formation of all Wales policies/guidelines prior to

publication and implementation, for example, the all Wales Home Birth Reference group, the all Wales Child Protection forum and a group to develop all Wales Birth Centre guidelines.

3.8 Evidence of developing trends affecting midwifery practice

Statistical information relating to birth trends is collected from each provider by means of an annual report to the LSA. The annual report is submitted by 30th June each year and is compiled by the Link Supervisor of Midwives with approval of the Head of Midwifery before submission to the LSA. A table of statistical information for 2006/07 is attached as Annex 4.

The caesarean section rate in Wales continues to cause concern, being 11% elective and 15% emergency – total 26% in 2005/06. Midwives across Wales are working to ensure that the normal labour pathway is followed. Evidence to date indicates that use of the pathway with its clear guidelines and focus on defining 'normal' progress, may reduce the rate of caesarean section as an outcome.

Midwives and Supervisors of Midwives are working hard to promote midwife led care and childbirth as a (normally) natural process. Three Consultant Midwives have 'normality' as their remit. The work of other Consultant Midwives in Wales focuses on vulnerable women, domestic violence and the needs of asylum seekers.

Although only one provider reported to the LSA that the all Wales target of a 10% home birth rate had been achieved in 2006/07, with a figure of 12%, two others report a rate of 9% and the remainder are working towards increasing their rate. An Assembly led 'Home Birth Reference Group', with representation from each maternity services provider ensures the momentum to achieve the all Wales target is maintained.

Reconfiguration of maternity services and potential amalgamations of providers may well impact on midwifery practice in 2007/08 and create

challenges for midwives and Supervisors of midwives. Supervisors of Midwives in some providers are already working together to discuss the implications of any mergers and the ways in which they can collectively ensure standards are maintained and enhanced.

3.9 Complaints regarding discharge of the supervisory function

There were no complaints made in 2006/07 against Supervisors of Midwives and their performance in the supervisory role.

One formal complaint was submitted to the Ombudsman for Wales in December 2006 regarding the way in which the (then) Health Professions Wales LSA Midwifery personnel had dealt with an investigation of a midwife. The Ombudsman is yet to rule on whether the complaint will be taken further.

Complaints against the LSA and/or LSA Midwifery Officers are dealt with in accordance to the LSA Guidelines and Standards and Welsh Assembly Government complaints procedures.

3.10 LSA investigations undertaken 1st April 2006 – 31st March 2007

The LSA has a system whereby it is notified of 'clinical incidents' and the outcome of investigation of these. A clinical incident may/may not lead to a supervisory investigation by a Supervisor of Midwives. Equally, a supervisory investigation may be initiated outside the system of clinical incident notification, for example, following audit of records or through the complaint procedure. A total of 80 incidents were notified to the LSA in 2006/07.

Of these, 42 were investigated by a Supervisor of Midwives, with 18 investigations resulting in a period of supervised practice for a midwife. No midwives were suspended from practice by the LSA in 2006/07. The LSAMOs are involved in all decisions regarding the outcome of a supervisory investigation. Where a period of supervised practice is deemed necessary to address deficits in a midwife's practice, the LSAMOs agree the objectives of

the programme, monitor progress and confirm satisfactory completion. The most common factors highlighted in supervisory investigations leading to supervised practice include poor record keeping, poor cardiotocograph (CTG) interpretation, failure to follow policies/guidelines/rules/standards and communication difficulties.

Chapter 4: Conclusion

The LSAMOs audit of standards for statutory supervision of midwives in Wales in 2006/07 confirms that standards were met. There are strong networks of Supervisors of Midwives within all provider units and a firm commitment to an all Wales approach with evidence of networking and sharing of good practice.

Supervisors of Midwives in Wales input into the formulation of relevant all Wales policies and lead on their implementation. They also take the lead on governance issues within their Trust/Local Health Board to ensure high standards are maintained. Initiated by Link Supervisors of Midwives, a 'supervision awareness week' was held in February 2007 and led to a number of activities in all provider units to raise the awareness and knowledge of the purpose of statutory supervision of midwives and the role of a Supervisor of Midwives. The LSA midwifery team was delighted when a Supervisor of Midwives from Wales won the British Journal of Midwifery 'Excellence in Supervision' award for 2006, for demonstrating leadership and high standards. Other midwives and Supervisors of Midwives from Wales were successful at the annual Royal College of Midwives awards, demonstrating an enthusiasm for sharing and a commitment to excellence. A Supervisor of Midwives from one Trust was invited to Denmark in March 2007 to present on how maternity services in Wales have promoted and developed midwife led care, and two Supervisors of Midwives from another Trust were involved in teaching and development work in Ethiopia.

The challenges for the LSA in 2007/08 will be: to ensure all areas of Wales meet the NMC standard of (normally) one Supervisor to fifteen midwives; promote pro active approaches, involvement in and ownership by all stakeholders of statutory supervision of midwives; enhance consumer involvement in the work of the LSA; continue to work with midwives to promote normality; increase choice for women, including the option to give birth at home; work on clinical governance links and pro active risk

management; succession plan for the LSAMO role; review LSA (Wales) guidelines and policies on statutory supervision in light of a move to a UK wide approach to LSA policies and meeting standards set by the Nursing and Midwifery Council.



Link Supervisor of Midwives

1 Role Specification

1.1 Role Purpose

To co-ordinate processes for statutory supervision of midwives within the Trust / LHB.

To lead on implementation of standards for statutory supervision of midwives within the Trust / LHB.

To act as the key point for communication between the Trust / LHB and the LSA.

1.2 Selection

Self-nomination with statement of intent/rationale for wishing to take on the role.

Election within the Trust / LHB from among other supervisors of Midwives.

Once selected, nomination and supporting statement to be sent to the LSA from the Head of Midwifery.

LSA confirms nomination.

1.3 Term

Two years.

1.4 Base

Within own Trust / LHB.

1.5 Benefits

To the individual – a development opportunity for an experienced Supervisor of Midwives to work closely with the LSA to implement and monitor standards for statutory supervision of midwives.

To the Trust / LHB – a named individual responsible for co-ordinating activities re: statutory supervision of midwives within the Trust / LHB. The Link Supervisor will work closely with the LSAMO for the area and, if not the Head of Midwifery, will meet regularly with her to discuss supervision issues within the Trust / LHB.

Funding for the Link Supervisor role (the equivalent of 2 days per month) to be taken from the annual allocation to the Trust / LHB from the LSA, for statutory supervision of midwives. The LSA will pay the travel and accommodation costs, as necessary, for attendance at LSA Link meetings – to be held three or four times per year.

1.6 Responsibilities of the Link Supervisor of Midwives

- Co-ordinate processes for statutory supervision of midwives within the Trust/LHB, to include:
 - nomination and selection of prospective Supervisors of Midwives;
 - ensuring regular meetings of Supervisors of Midwives in the Trust / LHB take place;

- acting as a contact point for student midwives;
 - providing support and advice to other Supervisors of Midwives;
 - regular meetings with the Head of Midwifery (as relevant);
- Lead on implementation of standards for statutory Supervision of Midwives within the Trust / LHB, to include:
 - ensuring Trust / LHB has a named Liaison Supervisor of Midwives for all midwives practising independently;
 - ensuring 24 hour access to a Supervisor of Midwives;
 - contributing to setting, monitoring and reviewing guidelines and standards for statutory Supervision of Midwives within the Trust/LHB.
 - contributing to audit of standards of supervision.
- Act as the key point for communication between the Trust / LHB and the LSA, to include:
 - providing information to the LSAMO re: midwifery practice and supervision issues within the Trust/LHB.
 - working with the LSAMO on supervision and practice issues within the Trust/LHB;
 - as appropriate, working with the LSAMO in investigations of cases of alleged misconduct and/or sub-optimal care;
 - attending LSA Link meetings and feeding back to fellow supervisors and the Head of Midwifery (as relevant).
 - receipt of ITP forms and forwarding to the LSAMO.

HEALTHCARE INSPECTORATE WALES

SIXTH MEETING OF THE LOCAL SUPERVISING AUTHORITY

LINK FORUM MEETING

DATE: Monday, 5th June 2006

TIME: 11.00am - 3.00pm

VENUE: Marriott Hotel, Cardiff

CHAIR: Dr Robyn Phillips

AGENDA

- 1. WELCOME AND INTRODUCTIONS**
- 2. APOLOGIES**
- 3. AGENDA VARIATIONS**
- 4. NOTES OF THE MEETING HELD ON TUESDAY, 6TH MARCH 2006
(Previously Issued)**
- 5. MATTERS ARISING**
 - i Apologies – Jean Brown
 - ii Audit of supervision (Link Supervisors' feedback and discussion)
 - iii Liaison Supervisors of Midwives
 - iv Update on future designation of the LSA
 - v Annual supervisory review recording proformas (discussion)
 - vi Supervisors of Midwives Workshop
 - vii NMC Consultation on a review of pre registration midwifery education
 - viii Supervision awareness day

- 6. SELECTION OF SUPERVISORS OF MIDWIVES**
- 7. SUPERVISION OF MIDWIFERY LECTURERS**
- 8. SUPERVISED PRACTICE**
- 9. INTENTION TO PRACTISE NOTIFICATIONS**
- 10. COMPLAINTS AGAINST SUPERVISORS OF MIDWIVES (Dawn Cooper)**
- 11. NOTIFICATION OF SERIOUS INCIDENTS TO HIGHER EDUCATION INSTITUTIONS**
- 12. ANY OTHER BUSINESS**
- 13. DATE AND TIME OF NEXT MEETING**

HEALTHCARE INSPECTORATE WALES

SEVENTH MEETING OF THE LOCAL SUPERVISING AUTHORITY LINK FORUM MEETING

DATE: Monday, 11th September 2006

TIME: 11.00am - 3.00pm

VENUE: Angel Hotel, Cardiff

CHAIR: Dr Robyn Phillips

AGENDA

- 1. WELCOME AND INTRODUCTIONS**
- 2. APOLOGIES**
- 3. AGENDA VARIATIONS**
- 4. NOTES OF THE MEETING HELD ON MONDAY, 5TH JUNE 2006
(Previously Issued)**
- 5. MATTERS ARISING**
 - i Audit of supervision – update on shared work re: audit
Link Supervisors feedback and discussion
 - ii LSA funding
 - iii Supervision awareness day – discussion re: ideas from Link
Supervisors
 - iv Selection of Supervisors of Midwives
 - v Supervision of Midwifery Lecturers (raised draft enclosed) – Gail
Williams
 - vi Alerting HEIs to clinical incidents – feedback from Link
Supervisors

- 6. SUPERVISED PRACTICE – The Supervisors experience and implications for the LSA – Liz Rees**
- 7. INTERVIEW TECHNIQUES IN DEALING WITH COMPLAINTS – Jean/Gillian**
- 8. PROVIDING INFORMATION TO FATHERS AND MIDWIVES RE: PREGNANCY RELATED CONDITIONS – Julie Richards**
- 9. LSA WORKPLAN FOR 2006/07 - discussion**
- 10. ANY OTHER BUSINESS**
- 11. DATE AND TIME OF NEXT MEETING**

HEALTHCARE INSPECTORATE WALES

EIGHTH MEETING OF THE LOCAL SUPERVISING AUTHORITY (LSA) LINK SUPERVISORS FORUM

Date: Monday 11th December 2006
Time: 11.00am – 3.00pm
Venue: Angel Hotel, Cardiff
Chair: Robyn Phillips

AGENDA

1. WELCOME AND INTRODUCTIONS
2. APOLOGIES
3. AGENDA VARIATIONS
4. NOTES OF THE MEETING HELD ON MONDAY 11TH SEPTEMBER
(PREVIOUSLY ISSUED)
5. MATTERS ARISING:-
 - i. Supervision of Midwifery lecturers.
 - ii. Audit of Supervision (update on shared work).
 - iii. LSA Funding.
 - iv. Supervision awareness day.
 - v. LSA workshop.
 - vi. Alerting HEI's to clinical incidents.
 - vii. Providing information to father's regarding pregnancy related conditions.
 - viii. LSA workplan for 2006/07.

- ix. Terms of reference for Supervisors' groups.
- x. Audit of midwives views on supervision.

- 6. NOTIFICATION OF CLINICAL INCIDENTS**

- 7. HOME BIRTH DRAFT GUIDANCE (PLEASE BRING OWN COPY FOR DISCUSSION AND RESPONSE)**

- 8. NMC STANDARDS FOR PREPARATION OF SUPERVISORS OF MIDWIVES**

- 9. EXCELLENCE IN SUPERVISION PRACTICE (MELROSE EAST)**

- 10. LITIGATION (VANESSA LLEWELYN, WELSH HEALTH LEGAL SERVICES) – TBC**

- 11. ANY OTHER BUSINESS**

- 12. DATE AND TIME OF NEXT MEETING**

HEALTHCARE INSPECTORATE WALES

NINETH MEETING OF THE LOCAL SUPERVISING AUTHORITY (LSA) LINK SUPERVISORS FORUM

Date: Wednesday 21st March 2007

Time: 11.00am – 3.00pm

Venue: Jury's Hotel, Cardiff

Chair: Robyn Phillips

AGENDA

1. WELCOME AND INTRODUCTIONS
2. APOLOGIES
3. AGENDA VARIATIONS
4. NOTES OF THE MEETING HELD ON MONDAY 11TH DECEMBER
(PREVIOUSLY ISSUED)
5. MATTERS ARISING:-
 - i. Audit of Supervision (update on shared work).
 - ii. LSA Funding.
 - iii. Supervision awareness day.
 - iv. LSA workshop.
 - v. Terms of Reference for Service User groups
 - vi. Birth Centre Draft Guidelines (Maggie)
 - vii. Selection of Link Supervisors
 - viii. Guidelines on prescribing of pethidine (Cate)

- 6. FREEDOM OF INFORMATION / DATA PROTECTION ACT – Paul
Hard**
- 7. PEER AND SELF AUDIT**
- 8. MIDWIVES CARING FOR A RELATIVE IN LABOUR – ROLE OF
SUPERVISOR (discussion)**
- 9. INSERTION OF REGISTERED MIDWIFE PIN ON MATB1 FORMS
(Gillian)**
- 10. ANY OTHER BUSINESS**
- 11. DATE AND TIME OF NEXT MEETING**

STATUTORY SUPERVISION OF MIDWIVES IN WALES 2007
ANNUAL WORKSHOP
Tuesday, 6th February 2007
Towers Hotel – Swansea Bay

MORNING

CHAIR: Dr Robyn Phillips – Professional Advisor – Healthcare Inspectorate Wales

9.30-10:00: Registration and Coffee

10:00-10:10: Welcome and Introductions

10:10-10:40: Mrs Polly Ferguson – Midwifery Officer – Welsh Assembly Government

10:40-11:10: Mrs Nancy Thomas – Senior Midwifery Lecturer

11:10-11:30: Refreshments

11:30-12:30: Barbera Kuypers - NMC

12:30-13:45: Lunch and Networking

AFTERNOON

13:45-14:30: Melrose East – Link SOM - Gwent
Julie Richards – Link SOM - Powys

14:30-15:00: Vinny Ness – Fitness to Practice

15:00-15:30: Feedback/Summary

16:00: Close

AIMS

- To provide a forum for discussion and Information exchange to meet the professional and educational needs of Supervisors of Midwives in Wales.
- To ensure that Supervision of Midwives in Wales are well equipped to fulfil their role in the light of changing trends and legislation.

OBJECTIVES

- To identify the effect of changes in legislation and practice which relate to the Statutory Supervision of Midwives.
- To identify, discuss and clarify relevant issues of concern to Supervisors of Midwives.

Provider	Total births		Still-births		Multiple births		Normal births		Home births		Instrumental deliveries		Caesarean sections total		Planned Caesarean		Emergency Caesarean		Babies breastfeeding at birth		Total maternal deaths		Direct		Indirect		Midwife as first point of contact		Midwife led care		Women cared for using NLP		Total women transferred to obstetric care		During antenatal period		During labour							
				%				%		%		%		%		%		%		%		%		%		%		%		%		%		%		%								
13	6079	33	0.54		82	1.35	38	62.21	21	3.41	53	8.71	15	25.25	65	11.06	86	14.09	32	54.65	4	0.06	2	0.03	2	0.03	80	13.30	13.20	U	23	38.23	21.00	U	U	61	10.30	10.08						
4	1584	7	0.40		17	1.00	10	64.16	86	5.40	14	9.40	39	25.09	18	11.46	21	13.50	10	65.34	0	0.00	0	0.00	0	0.00	15	10.84	10.00	28	17.40	17.90	48	30.70	70.00	U	U	U	U					
9	3444	19	0.50		62	1.80	20	60.75	59	1.70	31	9.00	10	30.57	49	14.20	56	16.40	20	60.82	0	0.00	0	0.00	0	0.00	78	22.60	13.14	13.14	11	31.14	14.00	U	U	U	U	U						
10	2368	10	0.40		28	1.18	14	60.37	78	3.20	14	6.00	75	32.20	44	19.09	30	13.03	14	60.20	1	0.04	0	0.00	1	0.04	69	29.40	49.90	86	36.50	36.50	97	41.20	41.00	52	22.06	22.00	38	16.30	16.10	13	5.63	5.60

Bibliography

Delivering the Future in Wales - A Framework for realising the potential of Midwives in Wales by Welsh Assembly Government, 2002

Midwives Rules and Standards by Nursing and Midwifery Council, 2004

Designed for Life: Creating world class health and social care for Wales in the 21st century by Welsh Assembly Government, 2005

NMC Circular 15/2007 by Nursing and Midwifery Council, 2007.