

Maternity Support Workers In England

***Jon Skewes – Royal College of Midwives
Catherine Davenport – NHS Employers***



INTRODUCTION

- Maternity Support Workers Programme
- Partnership study on learning needs
- What next?

MSW Programme Objectives

- Standard 11 Maternity NSF
- Public Health agenda
- Increase capacity -release trained staff time
- Identify and share models of good practice
- Support implementation of the EWTD
- Contribute to career/education framework for MSWs

LSWCT overarching aim: deliver rapid and widespread change for NHS

Reduce pressure on clinicians

Reduce waits, improve access & quality

Recruit and retain staff in hard to fill posts

identify & spread what works

adopt & adapt for local needs

Through role redesign and new ways of working

Ensuring change delivers improvements

ALWAYS: Produce measurable evidence

- **Better for patients**
- **Better for staff**
- **Better for organisations**

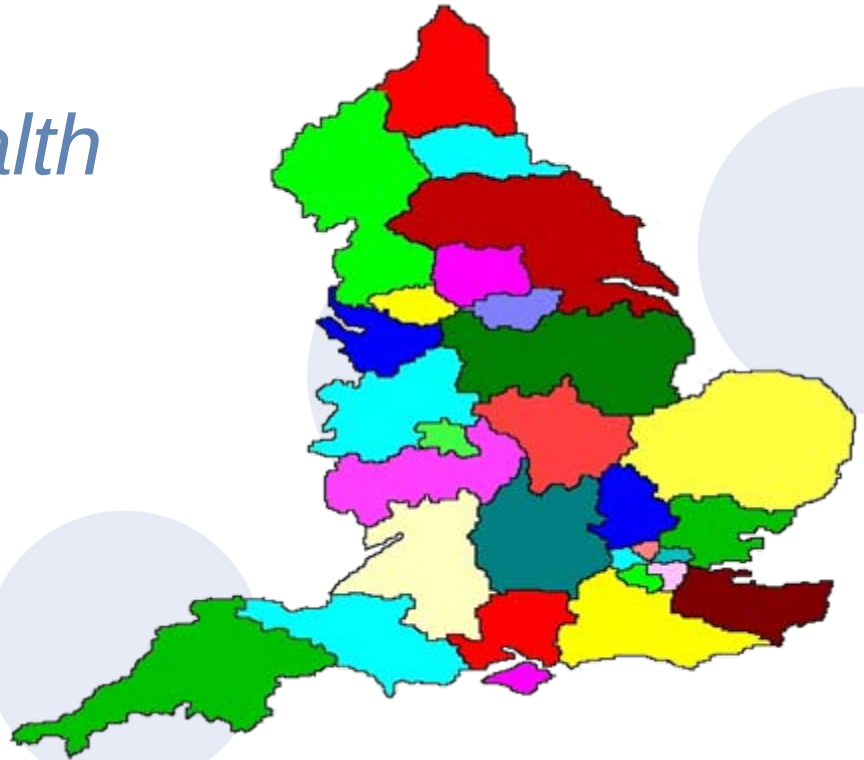
10 Month programme completed February '06

- Design role –fit for local purpose
- Develop competence based education plan
- Implement role
- Find evidence of benefits realised

Working across England

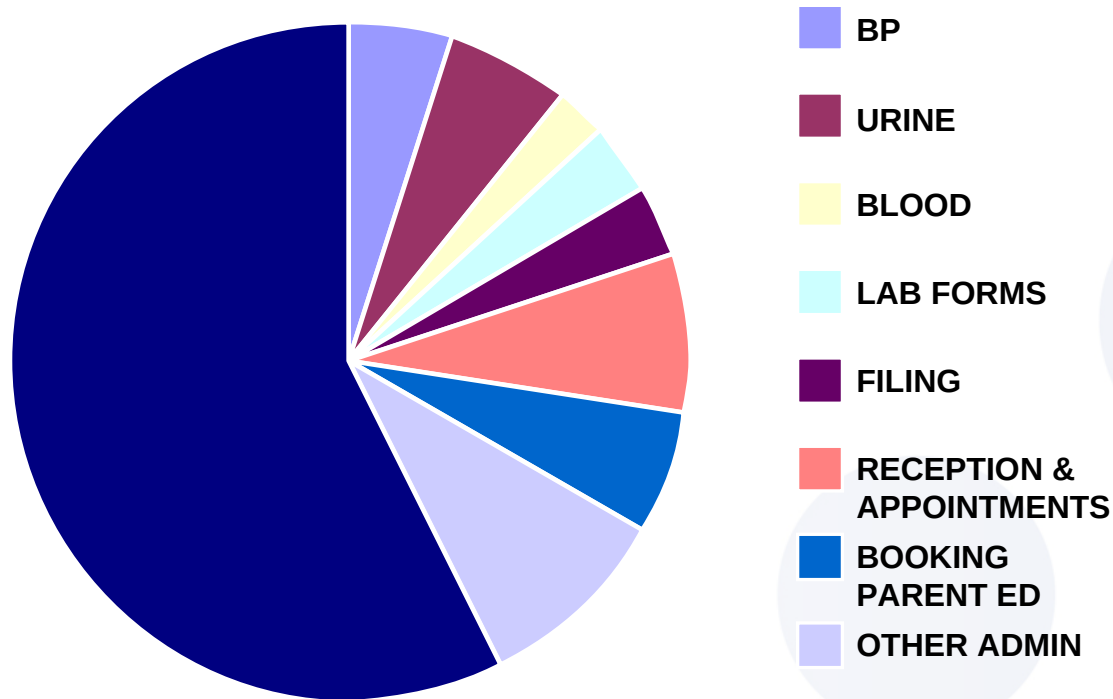
*26/28 Strategic Health
Authorities*

55 NHS Hospitals



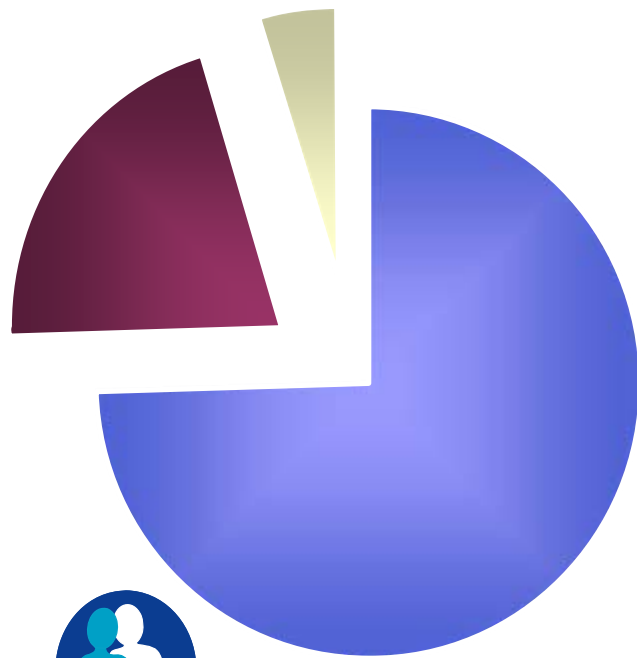
Midwifery time at 3 hour antenatal clinic session

Midwifery Care



RESULTS: At end of programme

218 W.T.E MSWs being developed

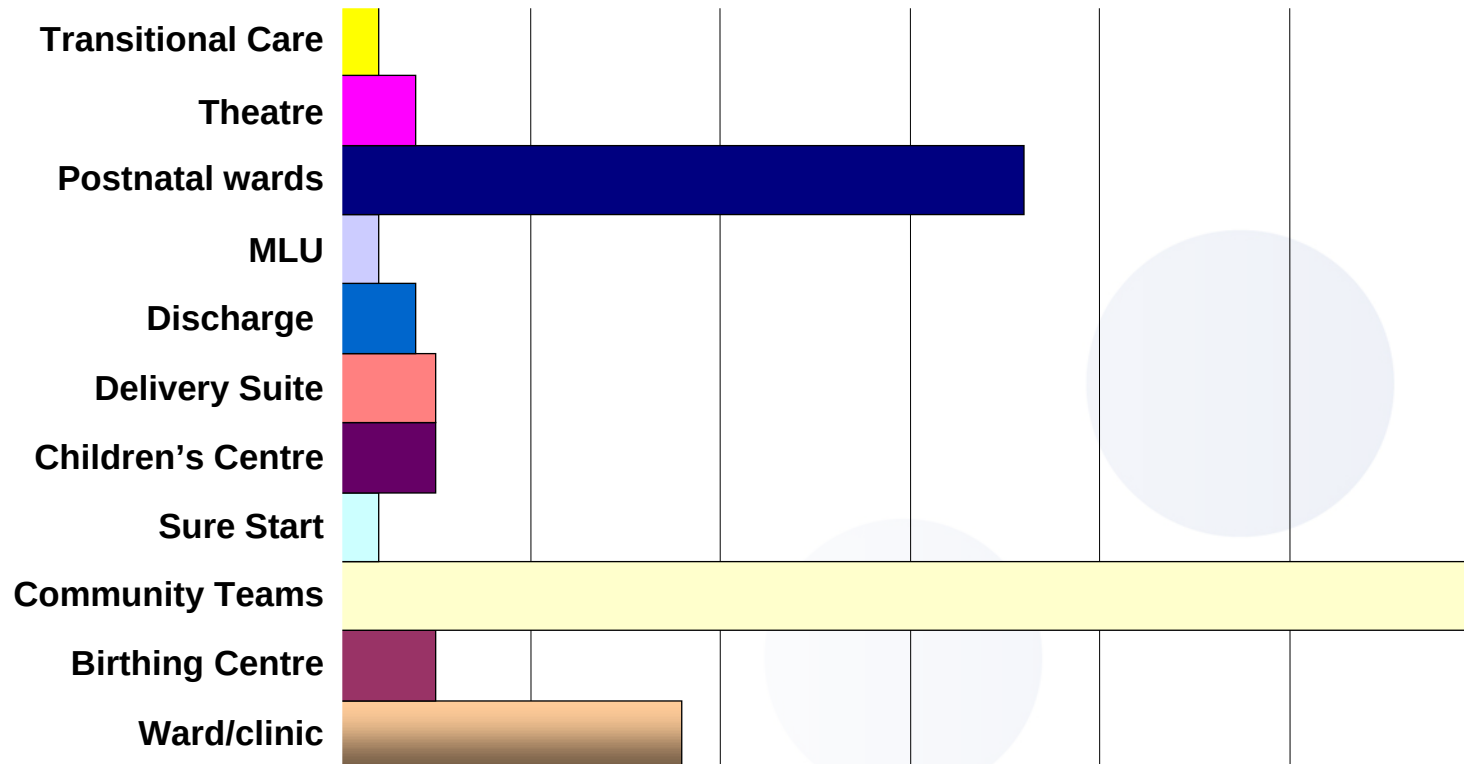


162 Operational

46 Ready to go live early 2006

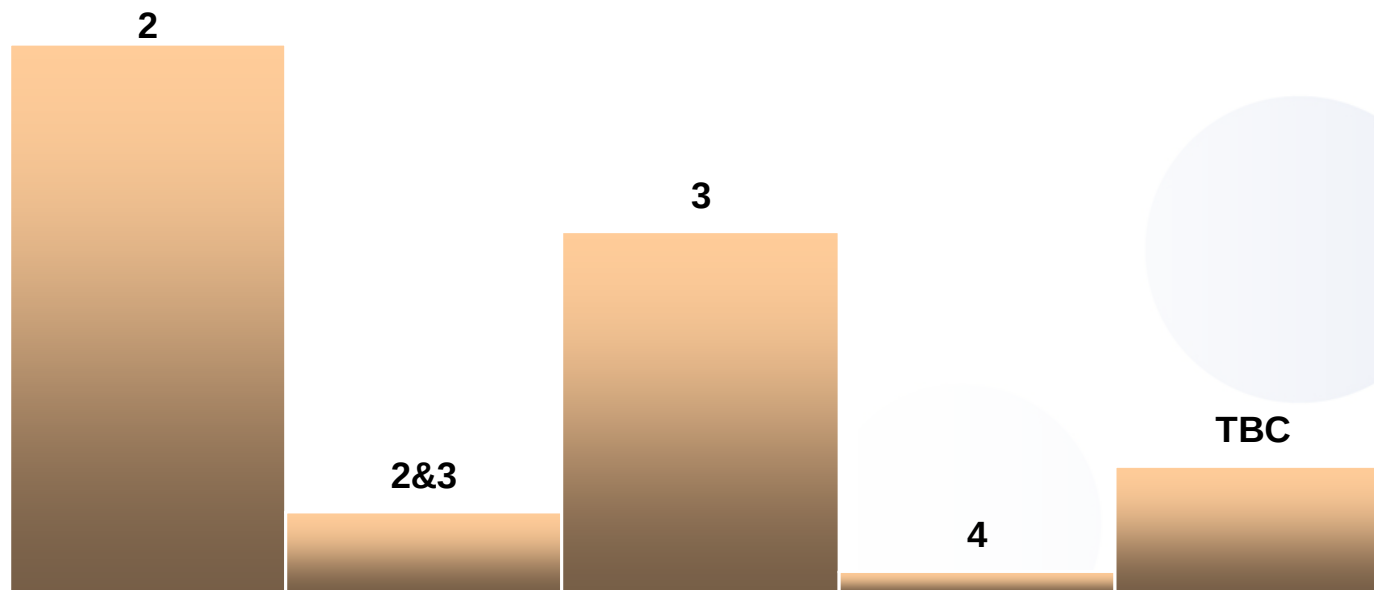
10 at 'Pilot' stage

Where NHS Hospitals are deploying MSWs



MSW Training

Expressed as NVQ Levels



Impact of MSWs in maternity teams

- Up to 64% midwifery time released
- Contractual hours no longer exceeded
- Discharge waits reduced 50%
- Administration time reduced 30%

Benefits realised for Women and Babies

Examples

- 145 extra hours breast feeding support
- Improved 1:1 care in labour
- Reduced clinic & discharge waits

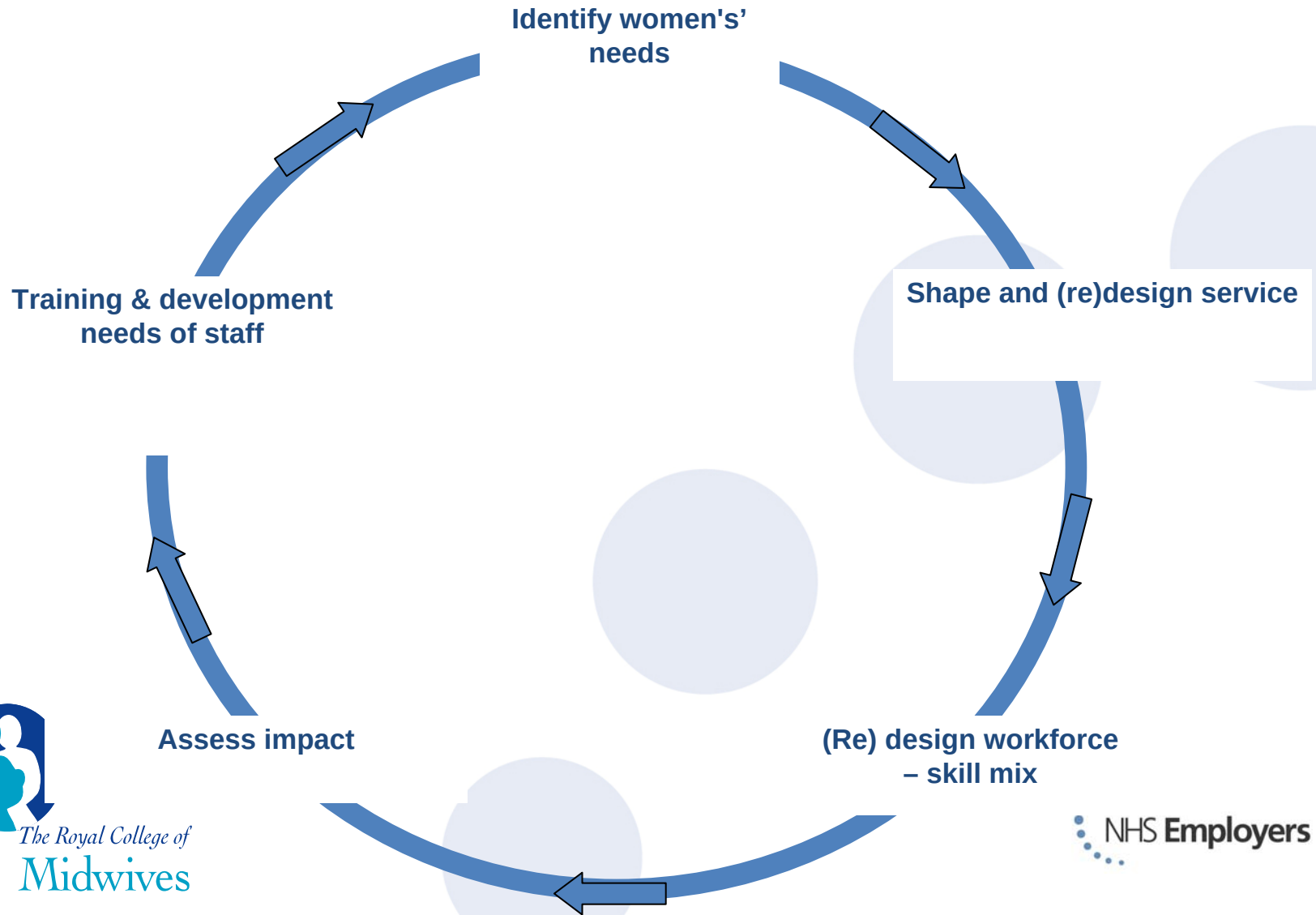
Benefits realised for Staff and Hospitals

- Midwives can take meal breaks
- Complaints reduced
- High interest in MSW roles
- Creating a sustainable maternity workforce

Developing An Approach to the Learning Offer for Maternity Support Workers – A Study

- Partnership Project between RCM and DH to:
- Develop recommendations for advice and guidance for service on supporting learning for MSWs
- Develop recommendations for policy on learning framework for MSWS

Underpinning approach



The Key Issues

- Transferability of existing qualifications?
- National versus local?
- Variable understanding of and support for role by midwives?
- Existing training adequate for progression?
- Maintaining and developing skills and competences?

Ongoing issues

- Governance and accountability
- Public protection
- Professional resistance
- Challenges of skillmix – need professional engagement
- Measuring Productivity
- Affordability

Findings

Policy and strategists not keen to be directional – but service wants national standards

MSWs demonstrate understanding of clinical boundaries and team work

MSWs keen to learn and professionally develop

Current training and development is ad hoc and piecemeal

Pressing need for high quality nationally recognised learning framework

Maternity Support Workers

WHERE NOW

- Development of role
- Evaluation -

Kings College (Sandall et al)
Report

- Grading
- Training and Development
- Skillmix
- Relationship to Maternity Team

Want to find out more?

Jon Skewes – Director of Employment Relations and
Development

Jon.skewes@rcm.org.uk

Catherine Davenport – Assistant National Lead

Catherine.davenport@nhsemployers.org