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GUIDANCE FOR THE CONTINUING PROFESSIONAL DEVELOPMENT OF SUPERVISORS OF MIDWIVES

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Consultation process: Yorkshire and the Humber Guidelines for Supervisors Group.

Approved by: LSA Midwifery Officer, Chair of the Yorkshire and the Humber LSA Guidelines Group

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YORKSHIRE AND THE HUMBER LOCAL SUPERVISING AUTHORITY

GUIDANCE FOR THE CONTINUING PROFESSIONAL DEVELOPMENT OF SUPERVISORS OF MIDWIVES

Background

Section 4, Standard 4.2 "Continuing professional development" of the NMC (10.2006) Standards for the preparation and practice of supervisors of midwives states:

> *Supervisors who continue in the role are required to undertake a minimum of six hours relevant learning in each year of appointment. This is in addition to the 35 hours required to renew professional registration.*

Rule 11 (NMC 05.2004) allows for flexibility in how supervisors update. Following the philosophy of PREP (NMC 2011), supervisors should identify their[1] learning needs in line with the competencies of a supervisor of midwives (NMC 10.2006); select activities to meet these needs; plan, attend and reflect on relevant experience/study and discuss this with their named supervisor of midwives at their annual supervisory review meeting.

Arrangements for the Yorkshire and the Humber Local Supervising Authority

1 An annual Training Needs Analysis will be undertaken by the LSA;

2 Updating activities organised by the Yorkshire and the Humber LSA, will occur regularly, at least six times throughout the year allowing supervisors freedom to explore ways of meeting their identified learning needs. The competencies addressed within updating activities will be made explicit;

3 Supervisors of Midwives may negotiate with the Preparation of Supervisors of Midwives Programme Leads to attend fixed resources sessions;

4 It is recommended that supervisors attend a minimum of two LSA events each year. It is important that all supervisors participate in these events. **N.B.** Attendance at all local LSA meetings, bi-annual LSA meetings, supervision conferences/study days and at LSA working groups are logged at the LSA office but Supervisors of Midwives are accountable for adding their CPD to the LSA Database in a timely manner;

5 When supervisors attend for their own annual supervisory review meeting they will reflect, with their named supervisor, upon their supervisory competencies (NMC 2006) and may choose to use the example self assessment supervisory personal development plan (Appendix 1) and the optional portfolio form (Appendix 2);

[1] for ease of reading the female pronoun has been used, and does of course refer to any male supervisors who may be appointed.

6 Attendance at LSA working groups can be accredited towards supervisory PREP requirements;

7 The LSA may audit CPD from the LSA Database to provide reassurance to the Nursing and Midwifery Council

References:

NMC (10.2006) Standards for the preparation and practice of supervisors of midwives. NMC. London
http://www.nmc-uk.org/aFrameDisplay.aspx?DocumentID=2229

NMC (2011) The PREP Handbook
http://www.nmc-uk.org/Educators/Standards-for-education/The-Prep-handbook/

NMC (05.2004) Midwives rules and standards. NMC. London.
http://www.nmc-uk.org/aFrameDisplay.aspx?DocumentID=169

APPENDIX 1

NHS
Yorkshire and the Humber

Example self assessment and Personal Development Plan (PDP) for Supervisors of Midwives within Yorkshire and the Humber

To assess your on-going personal learning needs, please complete the following, by using self-scores against the NMC 2006 competencies.

Prioritise the areas of importance to you and plan how you might continue your development.

Please take this PDP with you to your supervisory review

NMC (2006) competencies for a supervisor of midwives **1. Statutory supervision of midwives: theory, roles and responsibilities**	**DO I NEED TO CONTINUE TO DO STRENGTHEN THIS SKILL OR BEHAVIOUR?** **Self score** **Low need** **High need**	**WHAT DO I PLAN TO DO TO IMPROVE?** (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Understand the role of the supervisor of midwives in protecting the public.	1 2 3 4 5	
Have a working knowledge of the statutory framework for supervision and the role of the NMC.	1 2 3 4 5	
Be aware of and disseminate guidance or information relevant to midwifery practice including NMC circulars.	1 2 3 4 5	
Demonstrate continuing professional development as a supervisor.	1 2 3 4 5	
Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating responsibilities and duties of the supervisors of midwives, to include meeting with supervisees at least annually and maintaining agreed records	1 2 3 4 5	

Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating responsibilities and duties of the supervisors of midwives, to include ensuring midwives know their responsibilities regarding NMC registration, ITP notification and the requirement to comply with the NMC Midwives rules and standards and Code of conduct.	1 2 3 4 5	

NMC (2006) competencies for a supervisor of midwives **1. Statutory supervision of midwives: theory, roles and responsibilities**	**DO I NEED TO CONTINUE TO STRENGTHEN THIS SKILL OR BEHAVIOUR?** **Self score** **Low need** **High need**	**WHAT DO I PLAN TO DO TO IMPROVE?** (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating responsibilities and duties of the supervisors of midwives, to include acting as a role model for midwives	1 2 3 4 5	
Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating responsibilities and duties of the supervisors of midwives, to include being a resource for midwives to implement and support change	1 2 3 4 5	
Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating responsibilities and duties of the supervisors of midwives, to include encouraging midwives to learn by critical analysis and evaluation of their practice	1 2 3 4 5	

Enable midwives to develop and maintain competencies for their midwifery practice by demonstrating a working knowledge of the legal and professional requirements related to record keeping for midwifery practice.	1 2 3 4 5	
Enable midwives to develop and maintain competencies for their midwifery practice by undertaking audits of midwifery records and where necessary, initiate appropriate action.	1 2 3 4 5	

NMC (2006) competencies for a supervisor of midwives 2. Statutory supervision in action	DO I NEED TO CONTINUE TO STRENGTHEN THIS SKILL OR BEHAVIOUR? Self score Low need High need	WHAT DO I PLAN TO DO TO IMPROVE? (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Promote childbirth as a normal, physiological event	1 2 3 4 5	
Understand statutory supervision within the governance agenda	1 2 3 4 5	
Demonstrate the ability to source literature, research and professional evidence to underpin strategy and service development	1 2 3 4 5	
Assist with the development of evidence-based guidelines, policies and standards for maternity service provision	1 2 3 4 5	
Demonstrate the ability to undertake assessments of practice areas to identify potential/actual risks and mitigate where possible	1 2 3 4 5	
Encourage midwives to utilise an evidence based approach towards their care delivery	1 2 3 4 5	

NMC (2006) competencies for a supervisor of midwives 2. Statutory supervision in action	DO I NEED TO CONTINUE TO STRENGTHEN THIS SKILL OR BEHAVIOUR? Self score Low need High need	WHAT DO I PLAN TO DO TO IMPROVE? (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Support midwives working with complex ethical, legal and professional issues.	1 2 3 4 5	
Attend supervisory meetings to share information and explore relevant issues	1 2 3 4 5	
Contribute to the development and monitoring of standards and guidelines relating to supervision	1 2 3 4 5	
Understand the supervisors' role in the investigatory process by demonstrating ability to undertake an investigation of any serious untoward incident concerning midwifery practice or of an individual midwife's alleged impairment to practise	1 2 3 4 5	
Understand the supervisors' role in the investigatory process by demonstrating ability to prepare a supervisory report of the investigation's outcomes and recommendations and inform the LSAMO	1 2 3 4 5	

Understand the supervisors' role in the investigatory process by demonstrating ability to set agreed learning objectives for the midwife, with a midwifery educationalist, and monitor progress, in cases where supervised practice is recommended	1 2 3 4 5	
Understand the supervisors' role in the investigatory process by demonstrating ability to support a midwife involved in the investigatory process	1 2 3 4 5	

NMC (2006) competencies for a supervisor of midwives 3. Statutory supervision of midwives: working in partnership with women	DO I NEED TO CONTINUE TO STRENGTHEN THIS SKILL OR BEHAVIOUR? Self score Low need High need	WHAT DO I PLAN TO DO TO IMPROVE? (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Create opportunities for women to: ➢ engage actively with maternity services and ➢ influence their development	1 2 3 4 5	
Advocate for the right of all women to make informed choices and to contribute to decision making related to their care.	1 2 3 4 5	
Promote the business of midwifery and the role of the midwife and supervisor of midwives by engaging with women.	1 2 3 4 5	
Demonstrate how supervisors of midwives can contribute to ensuring maternity services are responsive to the needs of women	1 2 3 4 5	
Support midwives who are supporting women in making care choices	1 2 3 4 5	
Provide additional advice to women who are experiencing difficulty in achieving their care choices.	1 2 3 4 5	

NMC (2006) competencies for a supervisor of midwives 4. Statutory supervision of midwives: leadership	DO I NEED TO CONTINUE TO STRENGTHEN THIS SKILL OR BEHAVIOUR? Self score Low need High need	WHAT DO I PLAN TO DO TO IMPROVE? (Who could I buddy/shadow? What could I read? What course, workshop or event could I go to? Would 360 assessment or coaching help? What experience could I gain? How can I share my learning with others? etc)
Display a non-discriminatory, honest, open and fair approach.	1 2 3 4 5	
Assess and apply current theory and approaches to leadership.	1 2 3 4 5	
Provide visible leadership in the workplace	1 2 3 4 5	
Demonstrate an ability to engage effectively with a wide variety of individuals, groups, agencies and organisations.	1 2 3 4 5	
Understand the broader strategic and political factors influencing maternity service provision.	1 2 3 4 5	
Encourage and enable supervisor colleagues, midwives and members of other multidisciplinary team.	1 2 3 4 5	
Be self aware	1 2 3 4 5	

Support midwives to maximise their potential in practice.	1 2 3 4 5	
Promote multidisciplinary team working that fosters mutual respect, regard and value for the perspectives and contributions of others.	1 2 3 4 5	
Be able to handle conflict and achieve a consensus ensuring no party feels disadvantaged	1 2 3 4 5	

APPENDIX 2

YORKSHIRE AND THE HUMBER LOCAL SUPERVISING AUTHORITY

CONTINUING PROFESSIONAL DEVELOPMENT ACTIVITIES FOR SUPERVISORS OF MIDWIVES

RETAIN FOR YOUR PORTFOLIO – USE OF THIS FORM IS OPTIONAL

Name:	
Unit:	
Date appointed as a Supervisor:	

Summary of supervisory activity undertaken:	No of hours LSA present?
Aim of activity/study:	
Anticipated outcomes:	
Supervisory competencies achieved:	
How has your supervisory practice altered as a result?	