



WOMEN & CHILDREN'S DIVISION STRATEGY AND STANDARDS FOR THE SUPERVISION OF MIDWIVES 2013 - 16

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STRATEGY AND STANDARDS FOR THE SUPERVISION OF MIDWIVES

1 Philosophy for the supervision of midwives

The Supervisors of Midwives (SoMs) at the Queen Elizabeth Hospital King's Lynn NHS Foundation Trust are appointed by the Local Supervisory Authority (LSA) to support the quality of midwifery care for women and their families to ensure safe practice.

This philosophy provides a framework on which the strategy is built and reflects the shared vision of the team of Supervisors of Midwives working at QEH. From the strategy a local action plan will be developed.

Safety and quality are the aims of every midwife and maternity service

The Supervisor supports midwives as a guide, counsellor, advisor and role model. Each midwife has the opportunity to choose her named Supervisor and to access any of the supervisory team should they need to.

The Supervisory role will ensure that satisfactory levels of competence are achieved and maintained. Supervisors aim to empower midwives to provide woman centred, high quality care.

Midwives need to be enabled to facilitate a childbearing experience for women and their families that is safe, accessible and appropriate to individual need. This is the premise upon which the Strategy for Supervision is based.

Key Goals

- Ensure that all midwives have access to the statutory framework of supervision
- Promote the role of Supervision of Midwives
- Provide professional leadership
- Be proactively involved in monitoring standards through audit (eg. record keeping)
- Promote accessibility of supervision to childbearing women

2 THE STANDARDS

Standard 1 Women Focused Maternity Services

1. A Supervisor will participate in "Maternity User Forums" eg. Maternity Service Liaison Committee (MSLC)
2. Supervisors of midwives will promote the role of Supervision by ensuring that information is available to midwives and women on the role of the supervisor and how to access a supervisor.
3. Supervisors of midwives will ensure that women are provided with information to enable them to make informed choices about individualised care.
4. Supervisors of midwives will ensure midwives are provided with support to promote informed decision making.
5. Supervisors of Midwives support midwives in respecting the right of women to refuse any advice given and provide advice and individual plans for women who choose a different pathway to that recommended.

Standard 2 Supervisory Systems

1. The supervisory team aim to provide a ratio of 1:15 and are allocated some protected time to achieve their role.
2. Supervisors are appointed by the Local Supervising Authority (LSA) and have to work within set standards and guidelines, which are accessible to all midwives and the public.
3. Supervisors meet at least annually with their supervisees to ensure ITP notification and registration requirements are met with regard to statutory framework and maintain a confidential record of activities.
4. Supervisors meet regularly with other Supervisors to engage locally and network nationally as part of their professional updating in their role and are required to complete 15 hours of approved study in each registration period.
5. There are good communication links between the Supervisor, LSA and the LSAMO to ensure standards are met.

Standard 3 Leadership

1. Supervisors have the potential to provide visible leadership by being role models and Innovators.
2. Supervisors play a key role in identifying and supporting individual midwives to become potential Supervisors.
3. There will be suitable mentorship pathways to support student supervisors undertaking the course and newly appointed Supervisors.
4. Supervisors will act as leaders within the wider strategic forums to help shape the maternity services.
5. Supervisors will provide visible leadership in the development of midwifery education and professional development.

Standard 4 Equity of Access to Statutory Supervision of Midwives

1. There is 24 hour access to a SoM via the rota available in Delivery Suite and all new midwives are allocated a SoM with an opportunity to change
2. All Midwives will have an annual review with their named Supervisor, in which they will identify and support areas for professional development. These reviews should take place in a confidential environment.
3. Student midwives are allocated a named Supervisor.
4. The minutes from the monthly SoM Meetings are available for all midwives

Standard 5 Midwifery Practice

1. Supervisors of Midwives contribute to the development of policies and evidence based guidelines for clinical practice. Supervisors of Midwives ensure that midwives are made aware of new guidelines and policies and that all midwives have access to documentation in electronic or hard copy. They promote the use of these in reflection and audit activities.
2. Each midwife is required to undertake an annual record keeping audit for discussion at their supervisory review. The Supervisor provides feedback on this.
3. Supervisors of midwives participate in audit, monitoring, record keeping and standards of drug administration.
4. When there are concerns that systems processes or inadequate resources might compromise public safety, the Supervisors of Midwives make their concerns known to the Head of Midwifery.
5. Clinical governance strategies acknowledge the contribution of statutory supervision and the Supervisors work closely with the risk management midwife.
6. When sub-optimal standards of care are suspected Supervisors investigate the circumstances and the midwifery manager is informed. The midwives involved are offered the support of a named Supervisor of midwives. The LSA Midwifery Officer is informed of any serious incident

relating to maternity care or midwifery practice. Where development requirements are identified, with the support of the Local Supervisory Midwifery Officer, action plans are agreed and the midwifery managers are notified of these.

7. Supervisors of Midwives participate in and promote reflective activities which inform and support midwives in practice and encourage pro-active approaches to supporting the delivery of high quality care. Midwives are encouraged to learn through critical analysis, reflection and evaluation of their practice.