NHS
Yorkshire and the Humber

2009 RCM Conference

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Fitness to practise: what are the rules, scope, fears of practice.

Carol Paeglis, LSA Midwifery Officer

www.yorksandhumber.nhs.uk

www.midwife.org.uk

Rules and scope: www.nmc-uk.org

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REFLECTION

What the NMC says about supervision and about maternity services

"supports protection of the public by promoting best practice, preventing poor practice and intervening in unacceptable practice" **(NMC 2007)**

"… the continuance of practice issues ….. may reflect a more systemic problem for maternity service providers and employers as a result of inadequate midwifery staffing levels or lack of employer support for training and development of maternity care staff" **(NMC 2008)**

What others say about supervision and about maternity services

- "All midwives are required to have a som to provide professional guidance and support and to encourage further development of skills and knowledge **(HCC 2008)**
- "*…... important role to play in providing leadership that is focused on safety*" **(Kings Fund 2008)**
- "*Trusts should provide protected time & remuneration*" **(HCC 2008)**
- "*Evaluate effectiveness of Statutory Supervision of Midwives"* **(DH 2009)**

supervision of midwives • protecting the public through statutory

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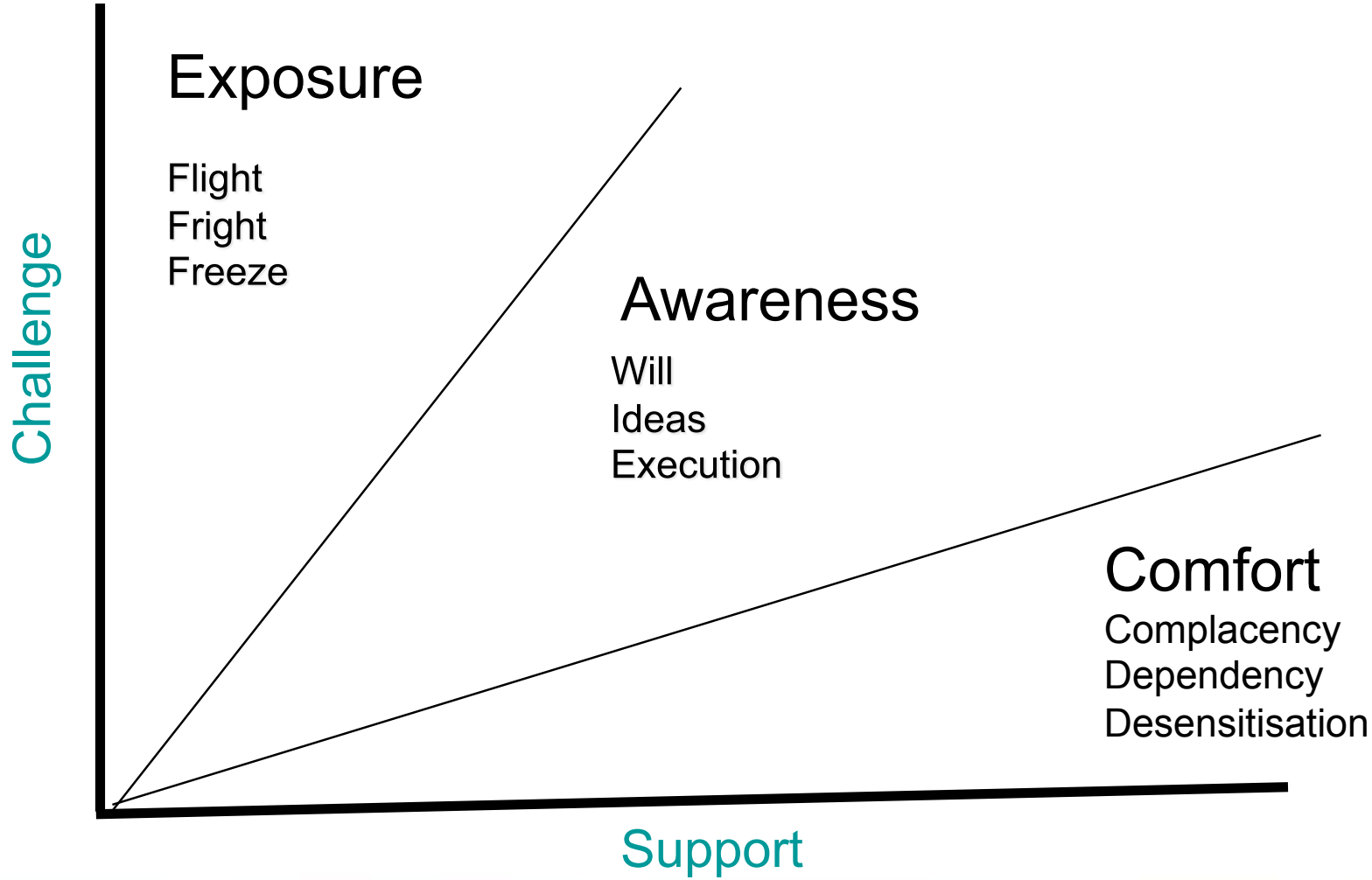
Upholding quality and safety

- high quality, best practice/evidence-based, safe care
- confidently advocating for midwifery and for mothers
- acting as role models / mentor role
- promoting “trusting” relationships
- upholding reputation of the profession
- making our concerns known

(NMC 2008)

Policing?

Warning signs?


Exposure
Flight
Fright
Freeze
Awareness
Will
Ideas
Execution
Comfort
Complacency
Dependency
Desensitisation
Challenge
Support

NPSA: Be risk aware

Your self

The context
(woman, environment, etc.)

The task

Fight, flight or freeze?

Supervisory investigations

Internal versus external

- *No confusion for the midwives or Trusts involved that this is a LSA and not a management process*
- *Complete objectivity*
- *A "fresh eyes" approach to practice issues that might previously have been accepted as "custom and practice"*
- *More explicit recognition of the time involved in an investigation*
- *Sharing of good midwifery and supervisory practice and of lessons learned*

Practice issues

- **Deteriorating woman or baby -** *CTG interpretation, record keeping*
- **poor collaboration**
- **Teamwork principles not utilised** – *taking too much on*
- **Service provision**
  - Lack of care pathways
  - High clinical activity

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