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Maternity Support Workers

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RCM Position on the Agenda for Change (AfC) banding of Maternity Support Worker posts.

- The RCM supports the deployment of Maternity Support Workers (MSWs) into job roles that support the role, function and scope of practice of the midwife. MSWs must not be used to substitute for midwives or to cover shortfalls in midwifery staffing. Where MSWs are deployed into the midwifery team the Agenda for Change (AfC) pay band for the post must correctly reflect the role that they are undertaking.

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RCM Position on the Agenda for Change (AfC) banding of Maternity Support Worker posts (cont.)

- MSW posts can be banded at 2, 3 and 4. Job evaluation principles must be adhered to when banding MSW posts. It is wholly inappropriate and contrary to the principles of the Agenda for Change Job Evaluation Scheme to place MSWs on a lower band when they are performing duties commensurate with a higher banded job profile. Where such practice is brought to the attention of the RCM it will be challenged.

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- MSW Training and Education
- RCM Membership Offer
- Midwife/MSW ratio
- Regulation of MSWs
- Assistant Practitioners in Maternity Services