

HEE Maternity Programme Update March 2021

Contents

Covid-19	1
Programme Overview	1
Midwifery Workforce	2
Maternity Support Workforce (MSW)	4
Maternity Workforce Development	5
Neonatal	6
Other Updates.....	7

Covid-19

- **HEE Online Resources**

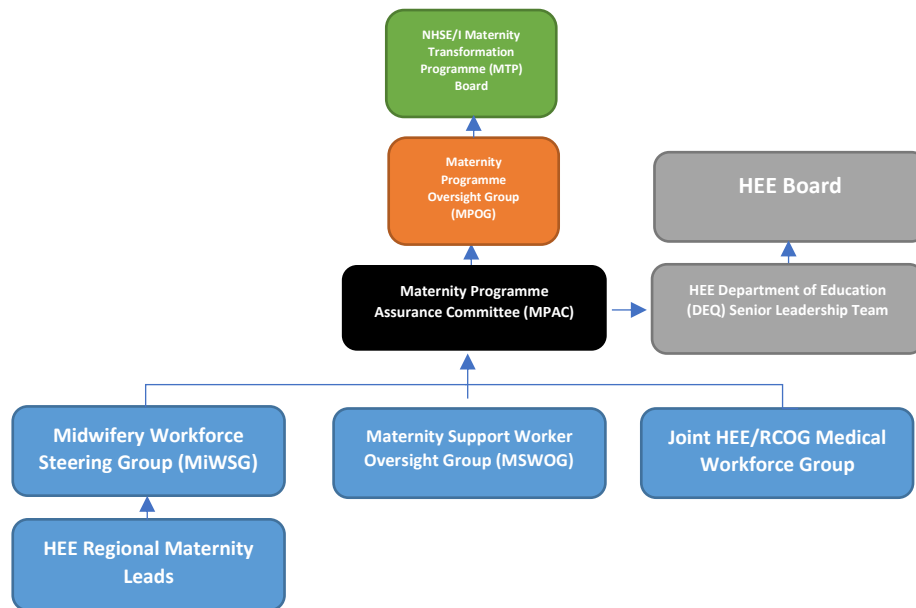
HEE e-Learning for Healthcare (e-LfH) has added additional learning paths for nurses, midwives & AHPs to an e-learning programme designed to help the workforce during Covid-19. There is also a specific programme entitled '[Resources for Nurses, Midwives and AHPs Returning to work, being Redeployed or Up-Skilled](#)'. Please see our updated catalogue by [clicking here](#).

HEE has also launched a bespoke webpage dedicated to support midwives during Covid-19. This includes up-to-date national guidelines, case studies and other resources and can be [accessed here](#).

Programme Overview

The [Maternity Transformation Programme \(MTP\)](#) led by NHS England is delivering the Better Births vision of improving maternity care in England, through ten workstreams. HEE is leading on Workstream 5 (transforming the workforce) to help shape the future maternity workforce so it can implement the workforce requirements outlined in Better Births and support new models of care.

HEE also supports other MTP workstreams, including workstream 1 (transformation), workstream 2 (promoting good practice for safer care) and workstream 10 (neonatal). This is to help deliver the government's ambition to reduce the rate of stillbirths, neonatal and maternal deaths, and intrapartum brain injuries in babies in England by 50% by 2025. Please see our governance chart below:



Midwifery Workforce

- **Expansion of Midwifery Training Places**

As per the government mandate and the system wide [Maternity Workforce Transformation Strategy](#), HEE is committed to increasing the number of midwifery training places by 25% over a 4-year period, to ensure future sustainability from 2022.

On the 2018/19 baseline of 2552 there is a commitment to have increased training places by 650 in 2019/20 and up to a further 1000 places per year for a period of three years after that.

Update:

HEE is pleased to announce it has achieved **96%** of the mandated target of 650 additional training places by March 2020; numbers confirmed through the HEE Student Data Collection Tool (SDCT) show an increase of **+626** for 2019/20. This is inclusive of undergraduates, spring cohorts, apprentices and postgraduate courses.

HEE is now working towards the 2020/21 mandate of up to +1000 and will report in June 2021.

- **Continuity of Carer (CoC) - National Training Offer**

The national Continuity of Carer training offer for 2019/20 was created by the HEE Maternity Programme in collaboration with NHSE/I and key stakeholders. Partnering organisations were procured to deliver a training package across HEE's seven regions. To deliver this training, HEE has commissioned the following providers:

- Improving Performance in Practice (iPiP); The University of the West of England (UWE) & the University of Plymouth; and Birmingham City University (BCU).

Alongside this training, each provider is to provide Masterclasses aimed at local leaders and other senior managers involved with the delivery of maternity services.

Update:

Working with our commissioned training providers, HEE is pleased to update that virtual training is now being delivered across England for both the midwifery and masterclass sessions across all regions. Delivery will extend into June 2021 as a result of the impact of covid and the ability to release staff. The majority of these sessions have already been agreed with organisations as they are sessions that were planned but required to be paused.

For further information on training in your area please contact maternityprogramme@hee.nhs.uk or your Regional HEE Maternity Lead.

- **Continuity of Carer (CoC) - e-Learning**



HEE, in partnership with Improving Practice in Performance (iPiP), has launched a new e-learning session to the [Midwifery Continuity of Carer \(MCoC\) programme](#).

This programme provides participants with an overview of the underpinning policy changes which have informed both the development of Midwifery Continuity of Carer (MCoC) models and proposed changes of midwifery care in England.

This resource provides a base level of understanding of Midwifery Continuity of Carer, its policy drivers and evidence base for delivery. This session is a prerequisite to be completed prior to attending the National Midwifery Continuity of Carer training workshops and masterclasses. However, this programme is also **open to all** who wish to learn more about maternity continuity of carer which may include midwives, maternity support workers, obstetricians, managers, and commissioners.

For more information about the programme, including details of how to access, visit: <https://www.e-lfh.org.uk/programmes/midwifery-continuity-of-carer/>.

New E-learning packages

Health Education England, e-Learning for Healthcare Team has worked with Public Health England to create the [Reintroduction of CO Testing e-learning resource](#). This course aims to refresh the knowledge and skills of midwives and health visitors in

undertaking very brief advice and using a carbon monoxide (CO) monitor. (Dec 2020)

Health Education England, e-Learning for Healthcare (HEE e-LfH) has worked with the Wellbeing of Women charity to update the Medical Problems in Pregnancy e-learning programme. The programme is primarily designed for internal medicine trainees but will also be of use to others in ACCS (Acute Care Common Stem), obstetrics and anaesthesia and allied health professionals. Six sessions within the module have been reviewed and updated to represent current knowledge and guidelines. More information and access details are available on the [Medical Problems in Pregnancy programme page](#) and the programme evaluation survey is now live and available within the updated sessions. (Jan 2021)

A new e-learning programme designed to support the development and learning of children born preterm is now available on Health Education England's e-Learning for Healthcare Hub. The [Preterm Birth e-learning resource](#) is designed to improve education professionals' knowledge of the long-term consequences of preterm birth on children's development and to improve their competence in supporting preterm children's learning. (Jan 2021)

Health Education England e-Learning for Healthcare has worked with Public Health England to update the [Newborn Hearing Screening Programme \(NHSP\)](#). The newborn hearing screening test helps to identify babies who have permanent hearing loss as early as possible. This means that parents can get the advice and support they need as soon as possible after birth. (Dec 2020).

Maternity Support Workforce (MSW)

- **MSW Framework Implementation**

The [Maternity Support Worker Competency, Education and Career Development Framework](#), developed in partnership with the University of the West of England (UWE) was launched 14 February 2019.

As part of this development, there was extensive engagement with stakeholders, including a series of regional stakeholder engagement events which were held throughout October and November 2018. Phase 2 of our MSW work, to map existing education programmes to the framework, is complete and the Level 3 Curriculum has been developed and will be launched in Spring.

To support implementation of the framework the Maternity Support Worker Oversight Group (MSWOG) created task & finish groups which focussed on the development of the curriculum, creating a new ESR code for MSWs, bespoke e-Learning, cross system communications and discussions around entry criteria for the midwifery degree.

Update:

Task & Finish groups have now been disbanded. The Oversight Group will now become a Steering Group and will focus on the roll out of the ESR code and continue discussions around the entry criteria for the midwifery degree.

The level 3 Curriculum will be launched in Spring alongside a supporting guidance document.

- **Pilot Sites**

HEE is pleased to have worked with North West London (NWL) as a pilot site for implementation of the MSW Framework. In June 2020 a cost-benefit analysis was published and is available from [here](#).

This work also aims to utilise the Senior Healthcare Support Worker Apprenticeship and other available resources to support MSW development. Work is on-going within a number of HEE regions to support this process further.

- **Maternity Support Worker 2020/21 Funding Offer**

The HEE Maternity & CYP Programme has secured a £1 million investment to support implementation of the MSW Framework.

This MSW Transformation Fund was launched in August 2020 and will help Local Maternity Systems (LMS) map their existing MSWs to the competencies within the framework. In doing so, HEE is supporting the development of a competent MSW workforce which promotes safer care, safer staffing and working towards the vision outlined in *Better Births: Improving outcomes of maternity services in England* (2016).

All LMS in England have now taken up the offer of support and are undertaking the scoping work outlined in the funding offer. Further information on this offer can be found on our [website here](#).

Update:

HEE is working with LMSs to monitor progress and some LMS have requested an extension due to the Covid-19 pandemic. Each LMS is working to a personal timeline based on circumstances. The final delivery date will be no later than 30 June 2021.

Maternity Workforce Development

- **Obstetric Ultrasound Training Evaluation**

In 2017/18 HEE facilitated training to upskill staff to be able to perform third-trimester ultrasound procedures following a Secretary of State directive for 200 additional staff to be trained. In total, HEE supported the training of 241 staff across the NHS. To evaluate this work and inform future work in this field, the Maternity Programme has procured a national partner.

Update:

The evaluation of training and recommendations report was received December 2020. This will be launched in Spring 21 once current Covid restrictions on HEE comms have been removed. The report outlines 10 recommendations for future development in this area.

- Following a discussion at MPOG, it was agreed to initially progress with recommendation 10, 'Commission or support the commissioning of a time-and-motion study for maternity services, with a strong focus on sonography and the effect of midwife sonographers'. This has been slightly modified and a case study will now be developed. The Obstetric Ultrasound Expert Advisory Group will be re-established to review the outcomes from the case study and agree responsibilities and future actions in relation to the other 9 recommendations outlined in the report.
- **Advanced Clinical Practice (ACP) in Midwifery**

HEE has established a project to develop midwifery standards via a framework relating to advanced clinical practice (ACP) in midwifery. To undertake this, we commissioned the University of East Anglia (UEA) to undertake a deep dive review of the current ACP Midwife, Specialist Midwife and Consultant Midwife workforce in England.

This piece of work also included a mapping of the competencies within the Nursing & Midwifery Council (NMC) Standards for Midwifery (both the pre- and post-2020 standards) against the national HEE [Multi-professional framework for advanced clinical practice in England](#).

Update:

HEE is pleased to update that this deep dive review has now been published on our website. This can be accessed here:

- <https://www.hee.nhs.uk/our-work/maternity/advanced-clinical-practice-acp-midwifery>The Advanced

The report contains 10 recommendations for the system, including the development of an ACP Midwifery Framework. The ACP in Midwifery steering group will review the recommendations in the coming months and agree what action may be taken. We thank the University of East Anglia (UEA) for their work on this project.

Neonatal

- **Neonatal Qualified in Speciality (QIS) Deep-Dive**

As part of workstream 10, HEE is supporting the Neonatal Implementation Board (NIB) implement the recommendations of the [Neonatal Critical Care Review](#)

[\(NCCR\)](#). As part of this HEE is undertaking a national review of Neonatal Qualified in Speciality (QIS) training in England.

HEE has commissioned RSM UK to undertake this work which will include a review of access to programmes, supply and demand for training programmes, quality and consistency of programmes, evaluation and accreditation of QIS programmes against the British Association of Perinatal Medicine (BAPM) core syllabus and recommendations for potential future training routes.

Update:

This work started in September 2020 and is nearing completion. RSM UK has undertaken surveys and conducted interviews across the system, and a national workforce delivery group has been created to monitor progress. RSM also hosted a stakeholder round table event in March 2021; the feedback from this event will be incorporated within the final report.

Other Updates

- **Return to Practice (RTP) – NMC Standards**

The NMC has advised that reapproval against the new Return to Practice (RtP) standards is for **all** professions, including midwives and associate nurses. Nurses, midwives and nursing associates seeking readmission to the NMC register, if they are unable to satisfy readmission requirements, must successfully complete an NMC approved return to practice programme (RtP) or pass an NMC test of competence.

The 2019 Standards set out the legal and entry requirements, the programme content, methods of assessment and information on the credits/award for return to practice programmes. The standards set out the specific requirements that apply to all approved return to practice education programmes. Please refer to the Standards for Return to Practice Programmes (May 2019) Section 2, page 8.

Pre-2019 RTP standards apply to courses already approved, the NMC is now approving new RtP programmes with full implementation by the end of August 2021.

Please note the NMC has extended the transition period for commencing **pre-registration** midwifery programmes to September 2022.

- **Return to Practice (RTP) – HEE Deep Dive**

HEE is undertaking a review of the data held by HEE to gain a more detailed picture of RTP in midwifery. This will include:

- A. Data collection (starters, attrition, geographical spread, conversion rates and if possible, longevity of returners)
- B. What are the known challenges?
- C. What changes have or may affect the success of RTP?

- D. Determining if the current targets are reflective of both demand and likelihood of success.

It is hoped that the internal review will provide a solid base level of knowledge to enable HEE to determine the next steps to support and improve RTP and identify any gaps in the evidence outside of HEE’s knowledge base that may need further review.

- **HEE Regional Maternity Leads**

The Maternity Programme is delighted to see that HEE has appointed 7 maternity leads to support regional delivery of the maternity workstreams. These are as follows:

Locality	Name
North East & Yorkshire	Lesley Young (1)
North West	Catherine Simm (2)
Midlands	Amanda Battey (3)
East of England	Gareth George (4)
London	Caroline Ward (5)
South East	Andrea Curling (6)
South West	Christine Doncom (7)



- **Midwifery**

Apprenticeship Standard Approved for Delivery

The apprenticeship standard for Midwives (NMC 2019) has been approved for delivery by the Institute for Apprenticeships & Technical Education.

Further information can be found on the [Skills for Health webpage](#):

- **The Learning Hub – suite of resources for midwives**

The Learning Hub is a digital platform that provides easy access to a wide range of education and training resources for the health and care workforce. Organisations and users can contribute and share resources for those in health and care to access.

Colleagues across health and care have been uploading resources and there are now 850 resources available to access and share with colleagues. The resources cover a variety of subjects including role specific content, mental health, COVID-19 resources (including self-swabbing) and how technology is being used to support simulation-based education and remote teaching during the pandemic.

Existing contributions of content to the Learning Hub include a suite of resources for hospital and community-based midwives from the West Midlands Neonatal Operational Delivery Network:

1. [Managing respiratory tract secretions in self-ventilating babies](#)
2. [Community midwives poster](#)

3. [Keeping babies warm](#)
4. [Use of donor breast milk](#)
5. [Preterm Birth](#)

Next briefing: June 2021
HEE Maternity Programme
March 2021