



LOCAL SUPERVISING AUTHORITY

ANNUAL REPORT

2006

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1.0 PURPOSE OF REPORT

The purpose of this report is to inform Lothian NHS Board of activities undertaken in the discharge of the statutory Local Supervising Authority (LSA) function from April 2005-March 2006.

The Nursing and Midwifery Council also require an annual report of supervisory practice within each LSA to be submitted by 30 September each year.

2.0 ORGANISATION OF SUPERVISION OF MIDWIVES

2.1 Appointment of Supervisor of Midwives

Supervisors of midwives who were appointed to Lothian LSA during this reporting period were done so in accordance with the procedure outlined in Standards and Audit document for the Supervision of Midwives in the Lothian area Part 1, (2001). (Appendix 1).

11 new supervisors have been appointed during this reporting period.

The table below outlines the number of supervisors appointed during the last 3 years which identifies an increasing recruitment of supervisors to reduce the ratio of midwives to supervisor.

Year	2003/04	2004/05	2005/06
Number of Supervisors Appointed	4	6	11

2.2 Resignation/De-Selection of Supervisors of Midwives

6 supervisors have resigned during this reporting period. Reasons for resignation were retrial, change of employment or moving outwith Lothian LSA.

The table below outlines the number of resignations during the last 3 years. This identifies a significant net increase in supervisors over the past 3 years.

Year	2003/04	2004/05	2005/06
Number of Resignations	4	3	6

0 supervisors have be de-selected during this period or in the previous 3 years.

2.3 Current Supervisors of Midwives

The NMC requires the ratio of supervisors to midwives to be 1:15. The supervisor to midwife ratio is calculated on the total number of midwives notifying their intention to practice in Lothian LSA. The increasing number of part time midwives has a direct effect on the number of supervisors required. There are currently 44 Supervisors in Lothian LSA which represents a significant investment to recruit through this reporting period. This has resulted in the current overall ratio of 1 supervisor to 12 midwives. Significant work has been undertaken during this reporting period to review allocation of midwives to supervisors, whilst accommodating requests from midwives for a named supervisor.

Continued investment into the recruitment of supervisors is required to enable part time supervisors to have a pro-rata ratio of 1:15.

The table below outlines the ratio of supervisors to midwives over the past 3 years which identifies a year on year reduction of this ratio.

Year	2003/04	2004/05	2005/06
Overall Ratio of Supervisors: Midwives	1:17	1:15	1:12

2.4 24 Hour Access to a Supervisor of Midwives

24 hour access to a supervisor is provided by an on call system when urgent contact with a supervisor is required. Midwives and mothers can access the on-call supervisor via the switchboard in both maternity units in Lothian. Lothian LSA plans to audit the utilisation of supervision on-call within the next reporting period.

All midwives also have contact details of their named supervisor when non-urgent contact with a supervisor is required.

2.5 How Midwifery Practice is Supervised

The LSA Midwifery Officer will normally allocate a supervisor of midwives to all new midwives who notify their intention to practice in Lothian. Midwives have the opportunity to request a named supervisor or to request a change of supervisor, and where possible this is accommodated. All midwives are provided with contact details for their named supervisor and in addition the on call rota is widely circulated for urgent out-of-hours issues.

Lothian LSA published a standards and audit document for supervision of midwives in October 2001. It was anticipated that Scottish LSA standards would be published for use in this reporting year, however these were not published until June 2006. Standards for supervision of midwives have therefore been measured against Lothian LSA standards.

2.5.1 Audit of Standards for Supervision

Within Lothian all 11 standards have been met, although some individual criteria have been challenging. A summary is provided below. Lothian Standards and Audit document is included in Appendix 1.

2.5.1.1 Standard 1

There is a procedure for selection and nomination of a candidate to become a supervisor of midwives

11 supervisors have been appointed in accordance with this standard during this reporting period.

2.5.1.2 Standard 2

There are an appropriate number of supervisor of midwives to fulfil the statutory function

There is currently a ratio of 1:12 in Lothian LSA which exceeds the standard set by the NMC. Processes are in place to ensure equity of allocation that midwives are allocated on a pro-rata basis for part time supervisors.

2.5.1.3 Standard 3

There is a procedure for de-selection of supervisors of midwives

This has not been required during this reporting period.

2.5.1.4 Standard 4

The supervisor of midwives maintains records of midwives eligibility to practice

94% of practising midwives in Lothian have met with their supervisor within this reporting period. Eligibility to practice is discussed and recorded as part of this annual review. Of the remaining 6% that had not met with their supervisor, most could not due to maternity leave or extended periods of absence. 2 midwives were identified as not having reason not to have met with their supervisor. This has been addressed and they have met with a supervisor since.

2.5.1.5 Standard 5

Detailed records of care shall be kept by practicing midwives

Supervisors of midwives undertook a substantial audit of midwifery records in preparation for the QIS maternity standard visit to Lothian in March 2006. The standard of record keeping was generally fairly good, although some issues were identified. These include legibility of handwriting, colour of ink used and printed identification of signature. Record keeping awareness raising sessions are planned for the next reporting period.

2.5.1.6 Standard 6

The supervisor of midwives ensures the provision of high quality midwifery care is maintained through ongoing programmes of clinical audit

Supervisors of midwives are an integral part of the clinical governance structure within Lothian. There are supervisors on all quality improvement teams who have responsibility for planning the quality improvement programme. This includes development of a clinical audit programme.

Examples of audit undertaken during this reporting period are audit of use of aromatherapy in labour, management of 3rd degree tears, audit of caesarean section, management of premature rupture of membranes, audit of drug prescription and administration.

2.5.1.7 Standard 7

The supervisor of midwives encourages the professional development of individual midwives

94% of practising midwives in Lothian have met with their supervisor within this reporting period. Professional development needs are discussed and recorded as part of this meeting. Of the remaining 6% that had not met with their supervisor, most could not due to maternity leave or extended periods of absence. 2 midwives were identified as not having reason not to have met with their supervisor. This has been addressed and they have met with a supervisor since.

2.5.1.8 Standard 8

The supervisor of midwives investigates all professional issues brought to her attention

Real time incident reporting is in place in both maternity units in Lothian. Supervisors of midwives are involved in all root cause analysis investigations involving midwifery practice. During the audit there was clear evidence of professional midwifery issues being discussed and actioned appropriately. Following root cause analysis a joint management and supervision investigation is normal practice and appropriate supervisory and management actions are taken. During this reporting period approximately 25 root cause analyses were undertaken resulting in 3 midwives being required to undertake a period of supervised practice, all of which have been completed satisfactorily.

2.5.1.9 Standard 9

The supervisor of midwives advises on provision and maintenance of equipment for use at home birth

Records of maintenance of equipment are kept with all home birth packs. Audit revealed that equipment was maintained appropriately.

2.5.1.10 Standard 10

Following a home delivery each midwife will have the opportunity to discuss the home birth process with a supervisor of midwives of her choice

A supervisory home birth pack is routinely completed by the midwife and a supervisor following a home delivery. This includes debriefing discussion. This was completed in all cases audited during this period.

2.5.1.11 Standard 11

The supervisor of midwives in conjunction with the LSA will develop mechanisms to inform professional colleagues and the public of the statutory requirements and dimensions of supervision

A booklet informing the public about supervision of midwives in Lothian has been developed during this reporting period and is currently out for consultation.

The LSA midwifery officer is a core member of the Maternity Services Liaison group in Lothian and regularly discusses supervision of midwifery with this group.

Lothian LSA annual report is also presented to the Lothian Healthcare Governance and Risk Management Committee and circulated to the Chief Executives, Nurse Directors and Clinical Directors of the Operating Divisions within the Health Board, thus keeping professional colleagues informed of developments in the statutory regulation of midwifery.

3.0 SUPERVISORY FUNCTION

3.1 LSA Policies Formulated in This Report Period

There have been no new formal supervision policies implemented within this reporting period. The Scottish LSA Forum launched Statutory Supervision in Scotland document in May 2006. Lothian LSA intends to adopt the policies within this document for the next reporting period.

3.2 Complaints Regarding Discharge of Supervisory Function

No complaints have been received by Lothian LSA regarding discharge of the supervisory function in this reporting period. Details of how complaints would be addressed are contained within the Lothian Standards and Audit document, (Appendix 1).

3.3 LSA Investigations Undertaken During This Reporting Period

There have been no investigations undertaken by Lothian LSA in this reporting period. An investigation and subsequent referral to the NMC undertaken in the last reporting period is expected to be heard by the Conduct and Competence Committee of the NMC in November 2006.

It is usual that a Supervisor of midwives is involved in local investigations and case reviews. These are often instigated as part of the incident reporting system. As a result 3 midwives have undertaken a period of supervised practice during this reporting period, all of which have been successfully completed. Throughout any investigatory process the midwife is offered support from her own identified supervisor of midwives.

4.0 PUBLIC INVOLVEMENT

4.1 Maternity Care

There are many good examples of public involvement in maternity services in Lothian. The Maternity Service Liaison Committee (MSLC) has approximately 50% lay representation and currently has a lay chair. There is lay representation on labour ward groups, bereavement groups, healthcare governance groups and maternity services are represented on the patient council. There was also significant public representation for the preparation and subsequent Quality Improvement Scotland Maternity Standard review visit during this reporting period.

4.2 Public Involvement in Supervision of Midwives

The LSA annual report is received by the MSLC and the LSAMO is a core group member of this group. The LSAMO has presented the changes in the midwives rules and standards to the MSLC in this reporting period.

It is recognised that there is currently limited public involvement in the process of supervision and Lothian LSA plans to recruit volunteers to audit supervisory practice and to invite public representation onto working groups during the next reporting period.

5.0 LINKS WITH HIGHER EDUCATION INSTITUTIONS

Good links have been developed with the local Higher Education provider, Napier University. Supervisors of midwives are actively involved in the development and delivery of the preparation of supervisors of midwives module. Supervision of midwives is also an integral part of the pre-registration midwifery programme. There are now 2 supervisors who are midwifery lecturers. All students are made aware of the supervisory network within Lothian at this time and are informed that they can access any supervisor of midwives for support and advice. Experience during this reporting period is that student contact has not had an impact on additional supervisory activity as yet.

Supervisors also participate in regular service education liaison committee meetings. The remit of this group is to ensure good communication links between education and service and to identify and resolve issues identified by service or education regarding pre and post registration education in midwifery. Members of this group will also be asked to input into the development of pre and post registration midwifery courses.

6.0 CPD FOR SUPERVISORS OF MIDWIVES

Lothian LSA is committed to providing opportunities for continuous professional development for all supervisors of midwives. During this reporting period all supervisors in Lothian were encouraged to attend the Scottish LSA Forum annual conference.

7.0 PLANNED LSA ACTIVITIES FOR 2006–2007

7.1 Implementation of a Regional Approach to Supervision

- A regional LSA Midwifery officer has now been appointed for the East of Scotland and will assume responsibility for this role within Lothian for the next reporting period.
- Implementation of Scottish LSA Forum standards for statutory supervision of midwifery in Scotland. (Appendix 2).

7.2 Enhance Public Involvement in Supervisory Activity

- Inclusion of public representation on audit of the standards of practice and supervision of midwives.
- Invite public representation on supervision of midwives working groups.

7.3 Raise The Profile of Supervision of Midwives

- Ensure LSA annual report and supplementary supervision information is included on NHS Lothian Web Site.
- Introduction of Supervision of Midwives in Lothian information leaflet.

7.4 Recruitment and Retention of Supervisors of Midwives

- Support dedicated time to undertake the role.
- Implement payment of nationally agreed allowance for supervisors of midwives.
- Review on-call commitment for supervisors of midwives.
- Continue to actively recruit new supervisors to further reduce the ratio of supervisor to midwife, taking into account the increasing number of supervisors who work part time hours.

7.5 Audit of On-Call

- Audit utilisation
- Audit reasons for calls
- Audit the system of on-call

8.0 MATERNITY SERVICES IN LOTHIAN

8.1 Organisation of Services

Maternity services are currently delivered in two maternity units in Lothian, the Simpson Centre for Reproductive Health, (SCRH), in the Royal Infirmary Edinburgh and St Johns Hospital at Howden in Livingston.

SCRH is a level 3 tertiary referral unit which has approximately 6,000 deliveries per annum. It has a neonatal intensive care unit and hosts the national neonatal transport team. St Johns Hospital is a level 2c District General hospital which has approximately 2,800 deliveries per annum and has a special care baby unit.

During this reporting period NHS Lothian has undergone a major organisational restructuring to single system working. A new single management structure has been implemented across maternity services which has enabled joint working, shared governance and a sharing good practice across the organisation. This has enhanced midwifery practice and has provided practitioners with additional support to develop new roles. It is planned to develop a pan-Lothian midwifery strategy during the next reporting period.

8.2 Clinical Activity Statistics 2005

	SCRH	St Johns
Total Births	6,075	2,768
SVD	54%	65%
Caesarean Section	29%	25%
Instrumental Delivery	18%	10%
Induction of Labour	25%	25%
Water birth	2%	5%
Home Birth	95	20

8.4 External Review

Lothian NHS Board has been reviewed against Quality Improvement Scotland Maternity Standards during this reporting period. Feedback on the day of the visit was very positive and the final report is awaited.

8.5 Workforce Planning

Lothian NHS Board participate in the South East of Scotland Regional Planning group for maternity services, (EGAMS). There are significant national drivers for change within the midwifery workforce including, but not restricted to the European working time directive, introduction of modernising medical careers, the new consultant contract and the GMS contract. In recognition of this, Senior Midwives in the South East of Scotland have produced a document exploring workforce planning issues for midwives. This identified significant challenges for the midwifery workforce in the next few years and is included as Appendix 2.

9.0 LOTHIAN LSA CONTACTS

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