

HEE Maternity & CYP Programme Update: July 2020

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Covid-19

- **HEE Online Resources**

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

- **HEE e-Learning for Health (e-LfH) 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](#)' which may help during Covid-19. Please see our updated catalogue [here](#)

- **Institute of Health Visiting (IHV) Covid-19 Resources**

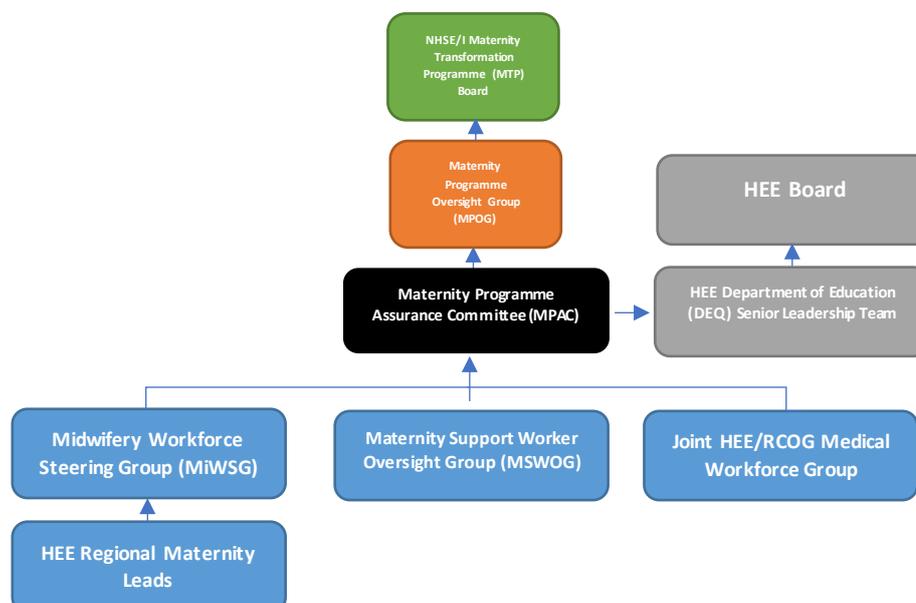
The IVI has launched a parenting through coronavirus webpage with resources and support offers. This can be [accessed here](#).

Here there are also links to the maternity mental health alliance support regarding mental health during pregnancy and after birth, during Covid-19. [This can be accessed here](#).

Programme Background

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 is also supporting workstream 1 (transformation), workstream 2 (promoting good practice for safer care), workstream 9 (prevention) and workstream 10 (neonatal) led by NHSE/I. 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 20% by 2020 and 50% by 2025. Please see our governance chart below:



In 2020 the HEE Maternity Programme has expanded to include Children and Young People (CYP). Updates on the key maternity projects are listed 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. There is an initial commitment to increase places by 650 in 2019/20 and a further 1000 places per year on the 18/19 baseline for a period of three years after that.

Covid-19 Update:

Expansion achievement in 2019/20 will be collated through the new HEE Student Data Collection. Due to Covid-19 this is now expected early July 2020. At present HEE remains committed to these targets, however scenario planning is underway to understand the impact of Covid-19 on the workforce and its impact on future expansion targets. This is currently being reviewed.

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

The national Continuity of Carer Training offer for 2019/20 was created by the HEE Maternity & CYP Programme in collaboration with NHSE/I and key stakeholders. Three partnering organisations were procured to deliver a training package across HEE's seven regions.

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

Covid-19 Update:

Due to Covid-19 face to face training is currently paused due to social restriction guidelines, and the impact of staff capacity to undertake such training at this time. Preparatory work has been completed and the education providers are in discussions with LMS about virtual training sessions and capacity return to training.

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



In partnership with the Royal College of Midwives (RCM) and NHS England/Improvement (NHSE/I) HEE has created an e-learning programme supporting midwifery professionals.

The *Midwifery Continuity of Carer Programme* has been designed to enhance understand of CoC and can be accessed on e-Learning for Healthcare (e-LfH) [here](http://www.e-lfh.org.uk/programmes/midwifery-continuity-of-carer).

Medical Workforce

- **Obstetric Physicians**

As per the government mandate to HEE in 2019/20 and the Maternity Workforce Transformation Strategy, HEE has been supporting the development of a training pathway for obstetric physicians.

Obstetric physicians are physicians with additional subspecialty training who specialise in the care of women with pre-existing or new onset medical problems during pregnancy.

The post-CCT credential and pre-CCT equivalent have both now been fully developed by the RCP supported by experienced clinicians and HEE. One pre-CCT trainee is due to complete the programme at the end of July 2020 and several post-CCT physicians are working towards this but have been delayed by their work with covid-19.

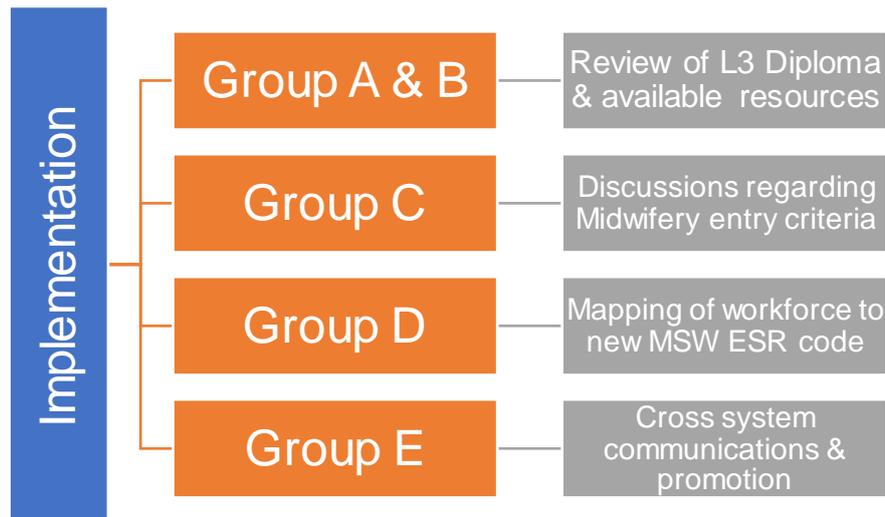
Maternity Support Workforce

- **MSW Framework Implementation**

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

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 3, the plan to map existing education programmes to the framework, is underway.

To implement this, the Maternity Support Worker Oversight Group (MSWOG) has created task & finish groups:



HEE has successfully commissioned the University of West England (UWE) to develop a curriculum to support the framework's implementation.

Covid-19:

Due to Covid-19 Group C (entry criteria), Group D (ESR Coding) and Group (communications) have been impacted/delayed. Work however is on-going to secure funding in 2020/21 to support implementation across England.

Work continues regarding the process scoping and mapping the implementation of the framework in order to create a fully implemented workforce model that reflects the full provision of the framework. This will include educational provision, workforce redesign and implementation strategy and evaluation.

- **Pilot Sites**

HEE is pleased to have worked with North West London (NWL) as a pilot site and we are currently working with them to develop some information resources to share across England to support others to develop their MSW workforces.

We are also pleased to be working with HEE East of England and HEE North West who are undertaking scoping work across their regions to establish a clear baseline for the MSW workforce and evaluate the existing competencies against those identified in the MSW Framework.

This work also aims to utilise the Senior Healthcare Support Worker Apprenticeship and other available resources to support MSW development. Discussions with other regions about undertaking similar work are currently ongoing.

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

Health Education England is inviting Local Maternity Services (LMS) from across the country to bid for funding to support the education, training and development of Maternity Support Workers (MSW) in their area.

Maternity Support Workers assist with caring for women, babies and their families throughout their maternity journey, working specifically to create safe environments that enhance service delivery and promote the health and wellbeing of those within maternity services.

Local Maternity Services can apply for up to £7350 per maternity unit to cover the costs of scoping work such as reviewing their current maternity support workforce and assessing staff training needs.

This is a one-off opportunity to seek financial support to facilitate the first phase of the implementation of the MSW framework as part of the national roll out. All funding will be allocated within the current financial year. An electronic resource toolkit will be developed to support the implementation, alongside a Webinar which will take place on the **20 July 2020**.

Further information on how to bid, the Webinar and the toolkit can be found at:

<https://www.hee.nhs.uk/our-work/maternity/developing-role-maternity-support-worker/boosting-delivery-hee-national-maternity-support-worker>

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 and 241 were trained. The Maternity Programme has procured a national partner to help support an evaluation of this work, which will inform future work in this field.

Covid-19 Update:

As full system engagement is required, this work is paused. National survey to be launched as when appropriate.

- **Advanced Clinical Practice (ACP) in Midwifery**

The HEE Maternity Programme has established a project to develop midwifery standards via a framework relating to ACP in midwifery. This work in the first phase is a deep dive review of the current ACP Midwife, Specialist Midwife and Consultant Midwife workforce in England.

This work will include an evaluation of the call for evidence information already obtained by HEE following a call for evidence to identify potential workforce, training and competency gaps and solutions in relation to the roles.

Covid-19 Update:

This work has continued in light of Covid-19 and a national provider has been secured. Desk top research has been produced and the project now has a delayed completion deadline of September 2020. This remains under review.

- **Post-Natal pelvic health credential**

The Maternity & CYP Programme is providing funding to develop a credential for post-natal pelvic health. HEE is pleased to have awarded the contract for this piece of work to Skills for Health.

Covid-19 Update:

Initial conversations have taken place and scoping work is currently underway to build the foundations for the project to commence fully post Covid-19 as and when appropriate.

- **LMS Leadership Offer**

The Maternity Programme has successfully procured a partner to deliver a training package fit for Local Maternity System (LMS) leaders in transformation change and leadership skills. This was run in early March 20 as a pilot across London and considerations for any future potential training offers will be decided upon based on the outcome of this pilot.

Covid-19 Update:

This training package did commence but unfortunately was unable to be completed due to Covid-19. As this training package was paused, options are currently being scouted to understand if and how it could resume.

Maternity KPI Dashboard

Two dashboards are currently being created. The first is being created by HEE’s workforce planning and intelligence team to support workforce planning at LMS and regional level.

Secondly, the Maternity & CYP Programme is currently working with colleagues within HEE to develop a Maternity KPI Dashboard that will report on HEE’s key maternity deliverables, particularly those from the Maternity Workforce Transformation Strategy. This will be hosted on Tableau and is currently under development.

Regional Update

- **Regional Maternity Leads**

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

Locality	Name
North East & Yorkshire	Jean Hayles (1)
North West	Catherine Simm (2)
Midlands	Amanda Battey (3)
East of England	Gareth George (4)
London	Caroline Ward (5)
South East	Maggie Patching (6)
South West	Christine Doncom (7)



National workshops have been convened to support increased cooperation and shared working with NHSE/I colleagues and the RCM to support maternity workforce development.

National Training Updates

- **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 the HEE Maternity & CYP Programme is planning to undertake a national review of Neonatal QIS training in England.

This will include a review of access to programmes, supply and demand of training programmes, quality and consistency of programmes, evaluation and accreditation of QIS programmes against the BAPM core syllabus and recommendations for potential future training routes in 2020.

A national procurement process has been launched with a contract start date of September 2020.

- **Saving Babies Lives Care Bundle (SBLCB) v2 e-Learning**

HEE has also worked with NHSE/I, Public Health England, the Royal College of Obstetricians & Gynaecologists, and the Royal College of Midwives and the British Intrapartum Society to develop an e-learning programme to support implementation of the SBLCB v2. This learning can be [accessed here](#) and covers the following five key areas:

1. Very brief advice on smoking for pregnant woman;
2. Detection and surveillance of fetal growth restriction;
3. Reduced fetal movements;
4. Effective continuous fetal monitoring during labour;
5. Reducing preterm birth. The programme is aimed at midwives and obstetricians. For more information about the programme, including details of how to access the e-learning sessions, visit: <https://www.e-lfh.org.uk/programmes/saving-babies-lives/>

Other Publications

- **The NMC Register: 1 April 2019 – 31 March 2020**

The Nursing & Midwifery Council (NMC) has published their annual update on registrations and can be [accessed here](#). In terms of midwifery this includes an increase of **1002** midwives joining the register:

Figure 1

Total number of people on the register by registration type

Registration type	March 2016	March 2017	March 2018	March 2019	March 2020
Nurse	649,668	647,605	646,637	653,544	669,854
Midwife	33,246	34,554	35,830	36,916	37,918

- **Windrush Nurses & Midwives Leadership Programme**

HEE has partnered with the Florence Nightingale Foundation to offer an exciting career development opportunity to recognise the contribution of Windrush nurses and midwives across the NHS.

The **Windrush Nurses and Midwives Leadership Programme** is now open for applications until July 17th. Further information can be [accessed here](#).

- **NHS Learning Hub**

HEE's TEL Team has launched a beta version of the new national NHS Learning Hub. This is a new shared platform and HEE is currently seeking feedback. This can be accessed [here](#).

- **International Year of the Nurse & Midwife**

Please see link below for available resources from the World Health Organisation to support this and can be accessed [HERE](#).

Next Briefing: August 2020

Maternity & CYP Programme
July 2020