



Implementing the HEE Competency, Education and Career Development Framework in the North West London LMS

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Background

- 2.4 million population
- 30,000 births
- Six services (four trust)
- 250 MSWs
- LMS led, linked to *Better Births*, based on Framework & aligned ICS strategy
- End to end but started with band 3

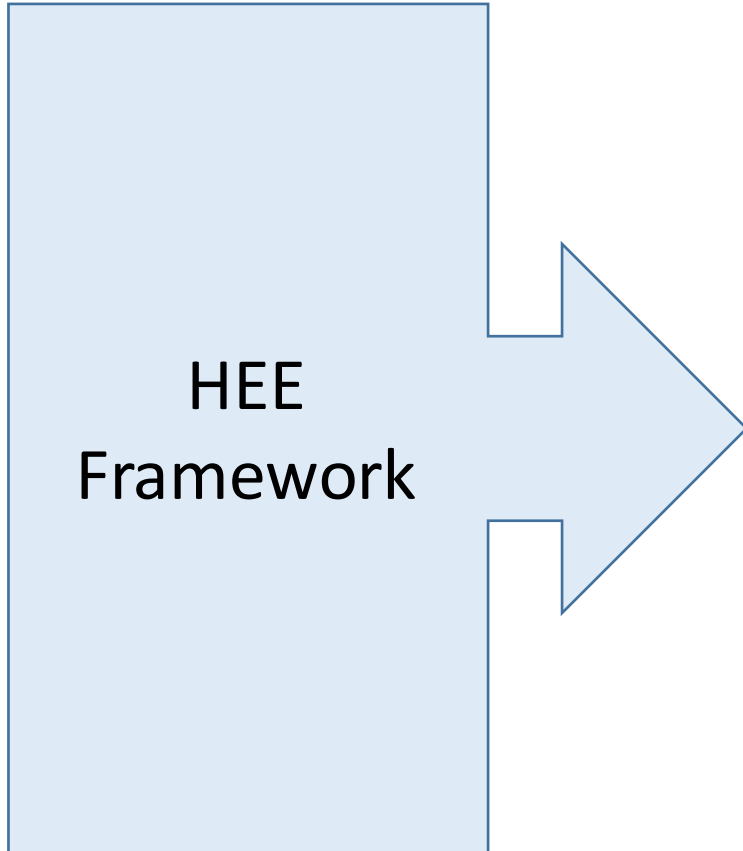
- ① Hammersmith & City
- ② Kensington & Chelsea
- ③ City of Westminster



MSW workforce issues in NW London

- Uneven/inconsistent learning and development
- Loyal but “frustrated” workforce (career pathways)
- Disparate titles
- Induction varied (2 days-8 days)
- Disparate task allocation (wound care & SBR)
- Grading

Approach

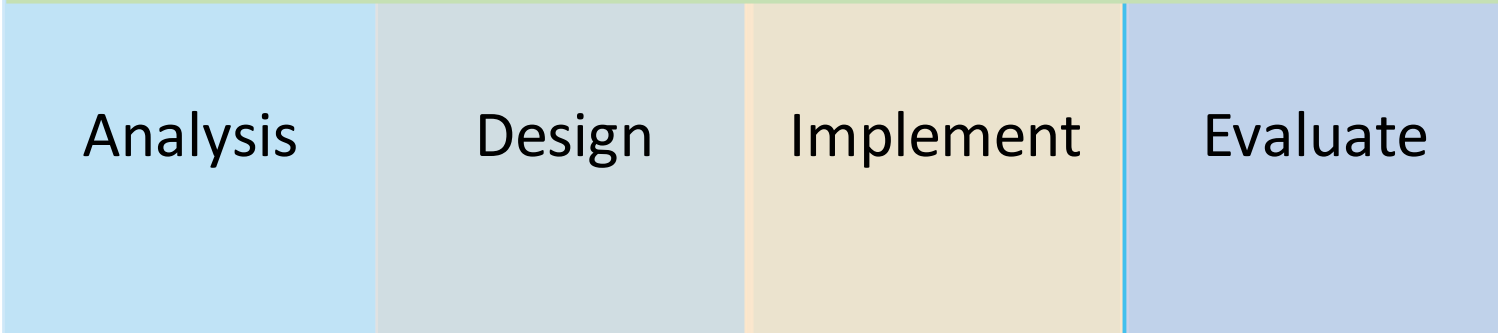


MSWs focus groups/workshops & MVP



Project Group reporting to LMS (PDMs, CCGs, HEE, RCM)

Project methodology



Step 1: Analysis

We gathered the following information:

- WTEs
- Grade Mix
- FT/PT
- Qualifications
- Job Descriptions




Step 2: Design

- Job Description and Person Specification (Band 3)
- Skill Passport
- Scope and commissioning of a **single** Level 3 apprenticeship offer across four trusts including negotiating levy return
- Co-design of apprenticeship curriculum

NHS
Health Education England

Maternity Support Worker Competency, Education and Career Development Framework

Realising potential to deliver confident,
capable care for the future



UWE Bristol University of the West of England

MSW
Your Maternity Support Worker journey starts here
Maternity Support Worker is a SHSW apprenticeship pathway

Maternity Support Worker Apprenticeship Programme

Induction Booklet

Steps to success to lifelong learning

Women and Children's Division

JOB DESCRIPTION

Job Title: Maternity Support Worker (MSW)
Grade: Band 3
Department: Maternity-Hospital/Community
Post: Rotational
Responsible to: Line Manager/Band 7 Team Leader
Accountable to: Matron for Maternity Services

JOB SUMMARY

The primary role of the Maternity Support Worker (MSW) is to assist, support and work in collaboration with the midwife and the wider multidisciplinary team; in order to provide a safe and holistic approach to women centred care.

The midwife is ultimately responsible for the care of the mother and her new-born(s), and it is under the direct or indirect supervision of the midwife that the MSW assists with and provides care following completion of any relevant or appropriate training. The post is rotational and the employee will be provided with appropriate training for the clinical setting in which they are working. These settings include antenatal inpatient or outpatient care, intrapartum inpatient care and postnatal inpatient and outpatient care.

The post holder is expected to undertake a set of defined competencies; including the 'care certificate'. This certificate ensures the minimum standards for the role are met, and can further be incorporated into a 'skills passport'. Support will be given to employees to further develop their skills and explore pathways for progression where appropriate.

This job description may be particularly relevant to employees currently working at Band 2/3 who are looking to progress and prepare for entry into a programme of further study or development.

Steps to Success with lifelong learning

Maternity Support Worker Level 3 Apprenticeship Training and Competency Manual

MSW
Your Maternity Support Worker journey starts here

Dynamic Training

Step 3: Implement

- Agreement to split teaching content & modify the midwifery options
- PDM's work together to prepare content and teaching session-buddy system
- On-line delivery
- Regular meetings to review & evaluate progress
- Deployment of MSWs post training

Step 4: Evaluate

- Economic evaluation of apprenticeship
- Experience of part time MSWs (Timewise)
- On-line learning
- Impact of deploying new band 3s



Next steps

- Further L3 cohorts
- Band 2 & 4 role(s)
- Theatre roles
- Recruiting more local people including Technical Levels
- Progression into pre-registration
- Recruiting & promotion to *Framework*



What we've learnt

- The power of working together – pool capacity and expertise
- Develop **step by step** but think **end-to-end** (Framework)
- Locate within LMS/ICS workforce strategies
- Use HEE expertise (apprenticeships)
- Communications

Contact

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