

NZNO Midwifery Update May 2012



Dear midwife member,

There has been a lot going on within midwifery and the wider provision of maternity services – so it's timely to bring you up to date with the involvement that NZNO has had, and continues to have.

Quality Leadership Programme (QLP)

In February, a workshop was held in Auckland at which over 40 midwives from the country met. There were a range of attendees present from almost all DHBs apart from Hawkes Bay, Nelson Marlborough and the West Coast.

The meeting was facilitated by NZCOM Midwifery Adviser, Norma Campbell. MERAS and NZNO representatives are signatory to the QLP through their respective MECAs and participated at the meeting.

The meeting aims were to:

- Ensure that the MERAS/ NZNO Quality and Leadership Programme tool is current and that the national framework it provides is still understood at each individual DHB level, and
- Promote a renewed interest in the QLP in all DHBs.

When the QLP was developed (2003) , the intention was for the QLP to recognize the value that a core midwife adds to her role within a service over and above her job description and for it to be transferable between DHBs. However there is still a lot of variability amongst DHBs in both uptake and tools to guide and assist with implementation. There is a need to review how the QLP is implemented in each DHB and whether this is supporting national outcomes. The group mandate is not to change the tool but look at how it is interpreted and how it is implemented.

Several documents are attached FYI. If you would like to make comments, seek clarification or provide feedback on any of the QLP documents, please send them to Katew@nzno.org.nz and the feedback will be compiled and sent to Norma Campbell at NZCOM.

May 2012

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Happy Midwives Day
Saturday
5th May 2012

“There needs to be acceptance and confidence that the QLP can be transferable across DHBs”

Summary of group feedback:

- Currently there is lack of consistency between DHBs
- There needs to be acceptance and confidence that the QLP, irrespective of where it has been achieved, can be transferable across DHBs
- There needs to be improved communication between assessors and those coordinating the QLP including, emails and telephone dialogue, more regular meetings/workshops. This will build and support national consistency
- Education of assessors needs to be a regular process
- DHBs need to think about how they work together regionally around QLP
- General confusion on what was meant by ‘formal’ education in Confident Domain and how that differed from ‘formal’ education in Leadership Domain
- What did the interview in Leadership Domain look like- were we all doing the same and was there understanding about the purpose
- What administration support is there in maternity for QLP
- When are assessments done by assessors as the reports are that many do these in their own time
- Do midwives get time off to do their QLP or get this once they have achieved QLP
- How often should portfolios be moderated

Outcomes of the day’s discussions:

- QLP is for core midwives not midwives who already hold leadership roles
- QLP is for all core midwives regardless of their FTE
- Payment is pro rata so if they want to apply and can demonstrate they have achieved what is required that is acceptable
- There was consensus that there needs to be national workbooks and checklists as there appears to be considerable variation between DHBs. Norma requested that those who have workbooks for midwives and checklists should share these with Norma so that a national format that reflects the tool can be developed.

The Quality and Leadership programme attachments



Final NZNO-MERAS
QLP-PDRP Doc 1 July C



Draft Midwifery
Quality and Leadership



Draft Midwifery
Quality and Leadership

Safe Staffing Project – Maternity

The Maternity Staffing Advisory group (MSAG) is comprised of a group of midwifery leaders from the DHBs, personnel from the Safe Staffing Healthy Workplaces Unit, NZNO, NZCOM and MERAS. The group has been meeting in regard to addressing issues for core midwives in respect of safe staffing. Feedback you sent last year in regard to hand over of care from LMC midwives, base staffing numbers, unpredictability of demand and skill mix has been echoed by the other groups and has informed the ongoing work.

The applicability of Trendcare™ as an acuity/ complexity tool is currently being assessed. BOP DHB has used it as part of their Care Capacity Demand Management programme. Nelson Marlborough DHB has been a pilot site for the use of Trendcare™ in maternity. Feedback on the pilot has been interesting and has highlighted some key areas that need further investigation – thank you to NZNO members who participated in this pilot. It is recognised that the tool is essentially a nursing tool and as such does not necessarily reflect the midwifery model of care or the specific needs of maternity where both mother and baby must be considered, however there are useful features too.

MSAG met with the vendors for Trendcare™ with the purpose of discussing the functionality that is required in the NZ maternity context. A number of DHBs already have the system, so this option needs to be explored fully. An effective tool is necessary to provide evidence of acuity or complexity) to inform Care Capacity Demand Management (CCDM) programmes, which in turn can be utilised to make the case for appropriate numbers and skill mix of staff to meet the needs of women. CCDM was one of the key issues in the recent MECA negotiations. NZNO is committed to progressing this in order to get traction nationally with serious and ongoing staffing issues.

Practice Setting - We need your help.

It is important for NZNO to identify the correct practice setting for midwives. NZNO needs to ensure your membership database details are current. In particular, it is important for us to know if you are practising as an LMC and if you are employed, who your current employer is:-

Please email emmah@nzno.org.nz to confirm:-

1. Your current address and contact numbers
2. Your current email address
3. Are you currently practicing as an LMC?
4. Who is your current employer?

Thank you for your assistance.





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Freed to care, Proud to Nurse

International Midwives Day “ Midwives Save Lives” 5 May 2012

NZNO acknowledges and celebrates the midwives working in hospital and community settings around New Zealand, and supports the call for all women to have a midwife when pregnant and giving birth. This years theme is “ Midwives Save Lives” – more information can be found at <http://www.internationalmidwives.org/Whatwedo/InternationalDayoftheMidwife/InternationalDayoftheMidwife2012/tabid/1094/Default.aspx>

Local news

There have been recent attempts to change how maternity services are provided, which will have major impact for women and their whanau in the Whanganui and Manawatu regions. NZNO has joined with our sister organisations NZCOM, and MERAS and with consumers to loudly protest the downgrading of birthing and women’s health services offered by the Whanganui DHB. Planned regionalisation of these services will mean that women needing secondary maternity services will have to be transferred or travel to Palmerston North - so watch this space for further developments as we try to retain an appropriate level of maternity and women’s health services for the community .

