

International Day of the Midwife 2021: Investing in Midwives & students

Project Title – Peer support Midwife/Nurse in clinical practice

Project overview and aims:

Cognizance of RCM FFYF (2020) recommendations:

Aim: Strengthen current support available and enable midwives/nurses to work confidently within maternity and neonatal services.

Project scope

The project will succeed if:

Midwifery staff are aware of the purpose of the peer support.

Communication:

- Word of mouth – as staff work clinical in each practice area.
- Attendance at team leader meeting/ Senior midwife meetings
- Posters displayed in all clinical areas explaining the role and how to approach peer support midwife/nurse
- Opportunistic requests for support.
- Community peer support midwives – e-mailed every community based midwife to inform them of the role All staff informed of peer support off- duty in an attempt to maximise learning/support opportunities.

Self selection of Midwife/Nurse to receive support

- their own skills gap is identified by themselves.
- Not seen as punitive

Confidentiality:

- The peer support workers are not 'spies' to report back to senior staff. Anything discussed would be in confidence

Board/team: NHS Lanarkshire

Outputs

- **Increased staff confidence** – Immediate feedback gathered on post-it notes – gratitude, increased confidence ratings (using Likeart scale for before and after)
- **Increase Staff competence** - many had never consolidated the theory with the practical (eg perineal suturing)
- Some had lost confidence due to previous bad outcomes, and just need a little support to increase their belief in their skills
- **Improve Patient experience** - when staff are confident, women will trust with confidence their ability to provide the best care every time.

Project team

Maureen McSherry (Consultant Midwife)

Laura Laing (Neonatal Nurse) – Support in Neonatal Unit

Ann O’Nion

Lorraine Meechan (Both Hospital based midwives) – support to in-patient care

Maria Walsh

Mary Redfearn (Both community & Best start midwives) – support to community

Timeline

3 Month Secondment - Mid January – End April 21

Evaluation complete – improvements in confidence of midwives/neonatal nurses recorded

Business case agreed to create 1WTE midwifery post permanent. & Neonatal post currently extended

For more information about the work of our Midwives in NHS Lanarkshire, please contact Laura.Lang@lanarkshire.scot.nhs.uk,
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