Clinical Midwifery Supervision
“The Journey”

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A letter from the Chief Nursing Officer for Scotland to NHS Boards (DL (2016) 24) outlined the actions required of them to implement clinical supervision for midwives as part of the UK legislative change to the statutory supervision of midwives.
12.6 - The restorative component of supervision is concerned with how midwives respond emotionally to providing care. Restorative support fosters resilience through the nurturing of supportive relationships that can be protective against work-related stress and ‘burnout’, & can play an important role in maintaining the health and wellbeing of practitioners (Hawkins and Shohet 2000, Maben et al 2012).

12.7 - Restorative support is a vital component in the provision of compassionate care for women & their families.
Mindful Nation UK?
Scotland’s response

Taskforce
- Range of stakeholders
- Implications of change
- Design of new model
- Co-production
- Engagement

Workstreams
- Model of supervision
- Resources
- Standards & Governance
- Education
- Evaluation

Nursing 2030 Vision:
Promoting confident, competent and collaborative nursing for Scotland’s future
Clinical supervision for midwives - an approach for Scotland

NHS Boards
- Executive Nurse Director lead
- HoMs implement
- National consistency

Non NHS employers
- Decide if necessary

Clinical supervisors
- Peer/self nomination
- Selection & appointment
- Education & CPD

Midwives in clinical practice roles
- Restorative model
- Support reflective practice

Clinical supervision
- Group maximum 10
- Attend 1 session a year
- Additional as wish
- 1 to 1 as needed
Workstreams
- Model of supervision
- Resources
- Standards & Governance
- Education
- Evaluation

NES Clinical Supervision Model

NHSGGC Governance

NHS Greater Glasgow & Clyde
Clinical Midwifery Supervision
Implementation Guidance Document
Workstreams

- Model of supervision
- Resources
- Standards & Governance
- Education
- Evaluation

NHSGGC Clinical Supervision Education

Evaluation

System Management

Webropol – Supervision/Training Booking
Registration Governance
Evaluation Data Collection/Reporting
NHS GGC Resources

In House Training
2 days – Maximum 10 per class

Supervisor Support
- Developed buddy supervisor system
- All supervisors had PEF backup support for 1st Supervision session
- Supervisor refresher training
- NHSGGC Clinical Midwifery Supervisor Network
Launched February 2018
Reflection to Action
Potential Assumption?

The notion of **resilience in midwifery** as the panacea to resolve current workplace concerns may be interpreted as expecting midwives ‘to toughen up’ in a work setting that is socially, economically and culturally challenging.
Clinical Supervision – the restorative elements

- Jumping to conclusions
- Mental filtering
- Magnifying
- Minimising
- Personalising
- Externalising
- Overgeneralising
- Emotional reasoning
“I have come to believe that caring for myself is not self-indulgent -
Caring for myself is an act of survival.”

Audre Lorde
Clinical Midwifery Supervision

The Ladder of inference

How do we get off the ladder and manage our thinking?
Mindful Nation UK?
Holistic Mumbo Jumbo?  Research Evidence Based?
Mindfulness

Mindfulness is the awareness that emerges through paying attention in a particular way, on purpose, in the present moment, and non-judgementally, to the unfolding of experience moment by moment.

Jon Kabat Zinn
Mindfulness

Is a quality of awareness which develops when we pay attention in a particular way:

- in the present moment
- with curiosity
- and kindness
- to things as they are.

Mindfulness Scotland
What are the benefits at work?

‘A recent review of the scientific literature concludes that mindfulness creates improvement in three key areas:

1. Resilience and wellbeing
2. Enhanced working relationships
3. Performance (including leadership, decision-making, organisational transformation, creativity and innovation’.

Right Click on the below Link:
Mindfulness Initiative : Building the Case for Mindfulness in the Workplace
Clinical Supervision and Mindfulness

Why Mindfulness?

- **It’s familiar** – we do it anyway, we just might call it something else
- **It’s not something special** – anyone can be mindful
- **It works** – There is a vast amount of evidence about the benefits of mindful practices
- **It goes hand and hand with supervision** – it’s adds to the restorative support in clinical supervision, it’s non-reactionary, the union allows added opportunity for NHSGGC to support staff in self care
- **It can support the Clinical Supervisors** – offers additional support as they transition into a new role
- **Will support supervisees** – if supervisors are fully present, attentive with a free mind to actively listen.
Benefits for the individual

• Mindfulness helps you focus on the present moment, which can assist you to cope more effectively with stress and reduce the risk of professional burnout.

• Mindfulness can enhance communication with others by bringing a greater awareness to how and what others are communicating. Listening and speaking with greater attention can lead to more effective communication, particularly in crisis situations.

• Being more mindful and bringing receptivity to whatever is happening can deepen your understanding of your relationships with your friends, family, colleagues, and ultimately yourself.
Supporting & Offering Resilience & Self Care opportunities at work is key

- Supervisors Group Supervision
- Buddy peer support
- Mindfulness – MBSR 8wk program
- Integrate mindfulness practices into clinical midwifery supervision
- Progress to offer all Midwives – free access to MBSR 8wk program
- Supervisors Mindfulness Refresher Sessions.

Long-Term Plan - train midwives in mindfulness teaching
How Can We Overcome the Barriers to Self Care?

Literature demonstrates what can be very helpful is if employers support staff in self-care activities by incorporating mindfulness practices into everyday working.

This is our aim as we incorporate the self-care of mindfulness practice into Clinical Supervision group sessions.
Mindfulness Self-Care in Midwifery Practice

To be mindful is to be truly alive, present and at one with those around you and with what you are doing.
Sustaining Clinical Midwifery Supervision Model

Using Mindfulness as a Quality Improvement tool to build resilience through Clinical Supervision

Resilience can be developed by facilitating people to reframe their way of thinking and seeing situations; enhancing their sense of locus of control, understanding their role and responsibility boundaries, appreciating the positive, etc.
Turning the Tide!

• Need to be adaptive and strong in resolve
• Communication ...
• Reassurance
• Confidence
• Leadership, focus and grip
Achievements to date

• 45 clinical midwifery supervisors trained
• 58% of midwives attended one supervision session for the period February 2018 to 2019

Supervision Spread

• Professional Governance and Regulation Team - 3
• Practice Education Team - 6
• Practice Development Team - 0
• Advanced Nurse Practitioner’s Acute Service -12
• June - Emergency Department Team in the Queen Elizabeth University Hospital (QEUH) - 0
Thank you