

# **Maternity Care Assistant: Roles and New Ways of Working**

**Building Workforce Capacity in NHS  
Scotland**

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# Demographics

Scotland has a mainland area of **28,269** sq. miles and a population of **5.2 million** (expected to top **5.5 million** by **2033**).

Wales is **8019** sq. miles, **3 million**.

Northern Ireland **5,240** sq. miles, **1.69 million**.

England has **93,000** sq. miles and **58 million**.

Scotland is 25% the size of England. It only has 8.5% of the population.

Births in **2008** were **60,041** (An increase for the sixth consecutive year).



# Policy Drivers



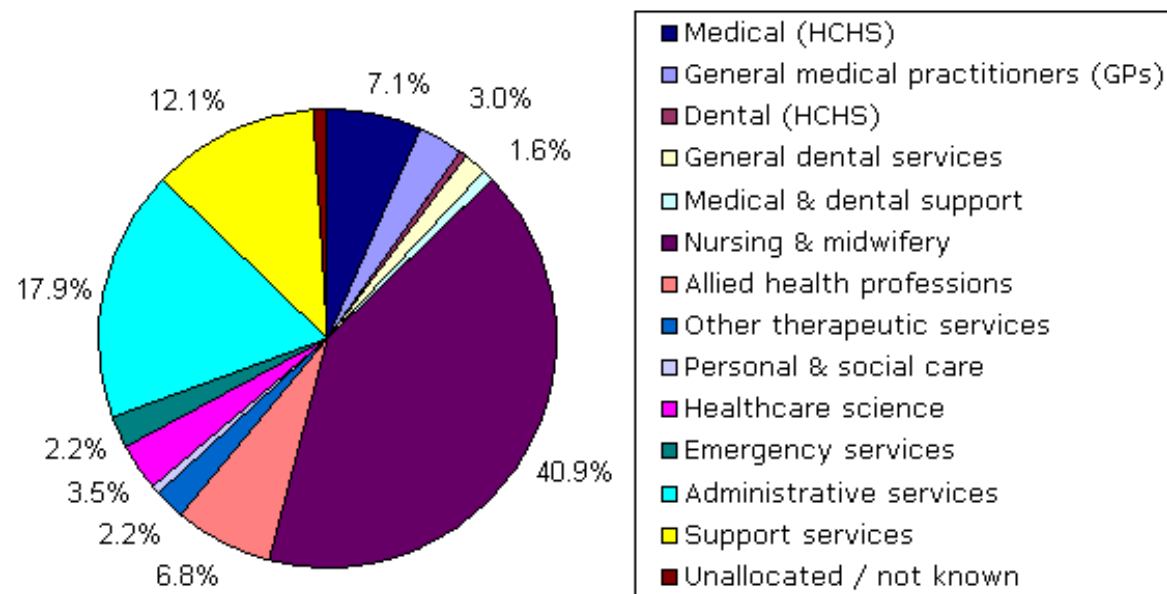
## Challenges are same but solutions different



vision



### Overall NHSScotland workforce summary by staff grouping as at 30th September 2008



# Issues

Sustainable services

Multiprofessional working and support

Remote and Rural Maternity Care

Cross boundary support

Leadership, Support & Supervision

Finding your path through the learning maze



## Enhanced Roles

Midwives with specialist interest (Ultrasonography, substance misuse..)

Succession planning for advanced practitioners

Ventouse/Instrumental Practitioners

## New roles

**Maternity Care Assistants**

Advanced Scrub Practitioners

Non medical endoscopy

Physician assistants

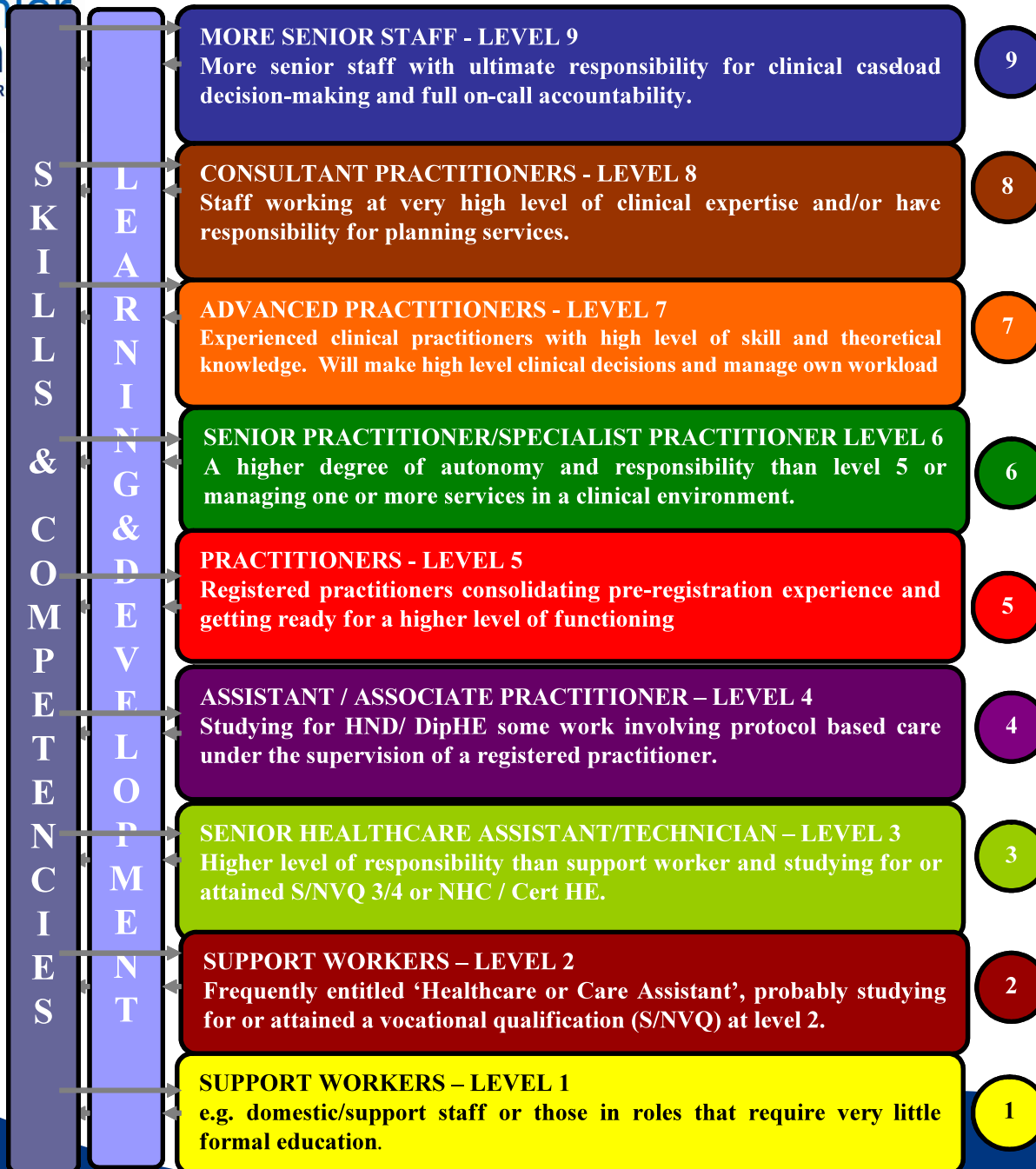


From this.....



To this.....?





## THE SCOTTISH CREDIT AND QUALIFICATIONS FRAMEWORK

| SCQF Level | SCQF Qualifications |  |  | Qualifications of Higher Education Institutions  | Scottish Vocational Qualifications |
|------------|---------------------|--|--|--|------------------------------------|
| 12         |                     |  |  | SCOTTISH BACCALAUREATE   |                                    |
| 11         |                     |  |  | ADVANCED HIGHER SCHOOL / HIGHER SCHOOL<br>HIGHER SCHOOL DIPLOMA<br>HIGHER SCHOOL DIPLOMA<br>HIGHER SCHOOL DIPLOMA<br>HIGHER SCHOOL DIPLOMA | 1992                               |
| 10         |                     |  |  |  |                                    |
| 9          |                     |  |  | ADVANCED HIGHER SCHOOL / HIGHER SCHOOL<br>HIGHER SCHOOL DIPLOMA<br>HIGHER SCHOOL DIPLOMA<br>HIGHER SCHOOL DIPLOMA                          | 1994                               |
| 8          |                     |  |  |  |                                    |
| 7          |                     |  |  |  |                                    |
| 6          |                     |  |  |  |                                    |
| 5          |                     |  |  |  |                                    |
| 4          |                     |  |  |  |                                    |
| 3          |                     |  |  |  |                                    |
| 2          |                     |  |  |  |                                    |
| 1          |                     |  |  |  |                                    |



Learning for change....

Achievements

Future plans

## **Maternity Care Assistant - Role Development**

### **Phase 1**

Lead, develop and publish a core competency and curricular framework for preparation of Maternity Care Assistants for NHS Scotland

### **Phase 2**

Commission the design, pilot and deliver a flexible, innovative national curriculum

### **Phase 3**

Roll out the programme across Scotland, using sustainable models of provision

### **Phase 4**

Commission a process impact and economic evaluation



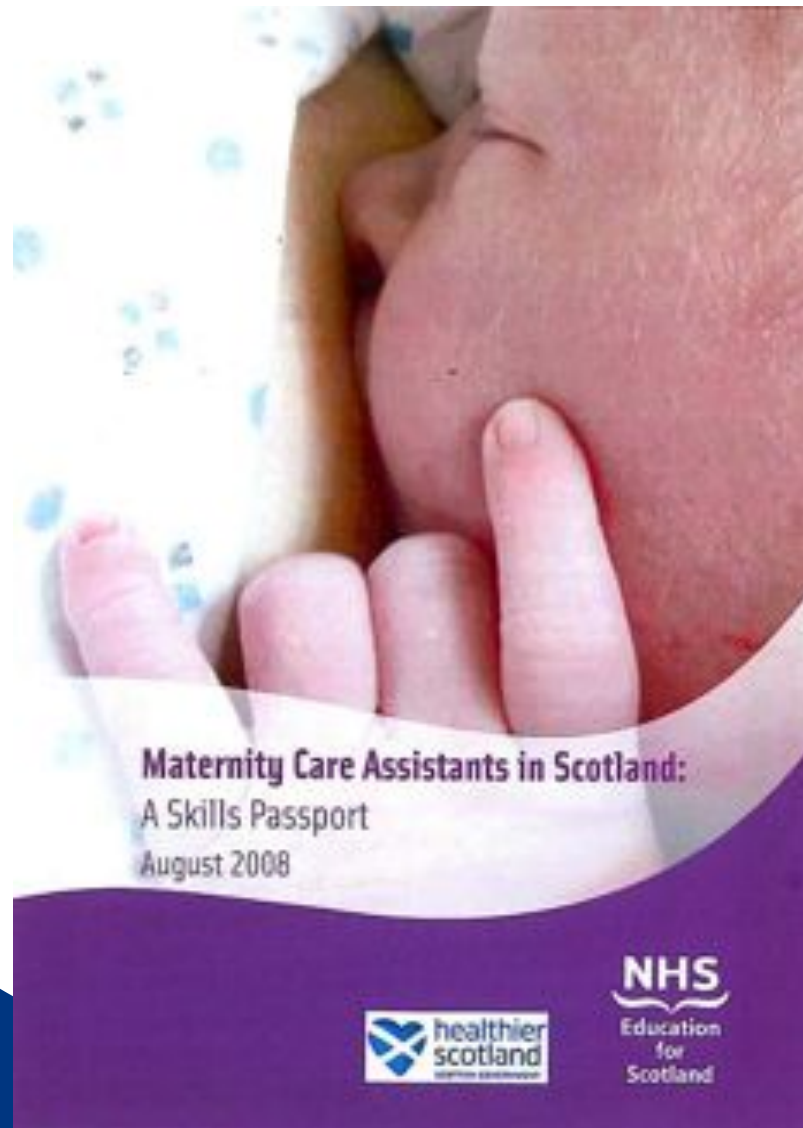
# Achievements

A Core Competency Framework (published 2006)



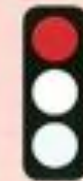
Maternity Care Assistant: on-line and work based programme Robert  
Gordon University (North Region developed 2007)

Student Passport developed in partnership with Service Providers (2008)



## NOT TO BE UNDERTAKEN BY MATERNITY CARE ASSISTANTS

- MATERNAL HISTORY TAKING/BOOKING
- DIAGNOSE PREGNANCIES
- MONITOR PROGRESS OF PREGNANCIES
- INTERPRETATION, DECISION MAKING AND PLANNING OF CARE FOR THE WOMAN AND HER BABY
- PROVIDE PRIMARY ADVICE AND INFORMATION INCLUDING TELEPHONE ADVICE
- GIVE ADVICE / INFORMATION ON PAIN RELIEF
- DIAGNOSE ONSET OF LABOUR
- MONITOR PROGRESS OF LABOUR INCLUDING MATERNAL AND FETAL WELLBEING
- MONITOR THE BIRTH PROCESS
- ASSESS POSTNATAL OR POSTOPERATIVE RECOVERY
- SUPERVISE STUDENT MIDWIVES
- DISCHARGE AND TRANSFER OF CARE TO APPROPRIATE PROFESSIONAL
- 2ND PERSON ATTENDING A HOME BIRTH
- OBTAIN CONSENT FOR ANY INVASIVE PROCEDURES





1<sup>st</sup> cohort of 26 – (17 with Distinction) Certificate in Higher Education 2007/08



## Achievements

Maternity Care Assistants gained membership to the Royal College of Midwives  
in April 2009

Wider UK and International Interest in the MCA programme

A 2 year SCQF Level 8 (Diploma in Higher Education) Maternity Care Assistant Programme in development at the University of the West of Scotland (West Region) February 2010

Model in the South East Region will be a Further Education/Service Provider partnership in collaboration with the Scottish Qualification Association

## Future NES Expectations

Will continue to support Heads of Midwifery resolve employment/  
recruitment anomalies experienced  
by new MCA's

Support the different educational models favoured by the  
Regional Workforces and Service Providers

Evaluate the approach in 2010-2011



# Transforming Maternity Workforce Careers for Future Generations



Great spirits have always encountered  
violent opposition from mediocre minds.

Albert Einstein

# Las Meninas

Velázquez



Picasso

