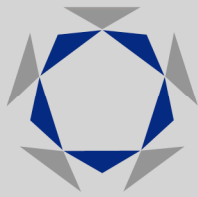


LONDON  
SOUTH BANK  
UNIVERSITY

FACULTY OF HEALTH AND SOCIAL CARE

# **Building Capacity to Care Maternity Support Workers in London**

**Jacqueline Dunkley-Bent, Richard Griffin  
and Lynne Maycroft**



LONDON  
SOUTH BANK  
UNIVERSITY

FACULTY OF HEALTH AND SOCIAL CARE

# Background

Policy

Workforce

Service

Audit current provision

Needs Assessment

Programme development & delivery

Evaluation

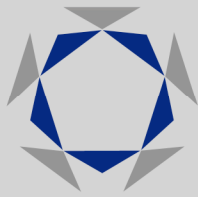




# Methodology

- Desk research and literature review
- Questionnaire to all London Maternity Units
- Focus group discussion with London HOM Group
- Semi structured interviews with stakeholders
- Survey to all Leads for Midwifery Education
- One in depth case study



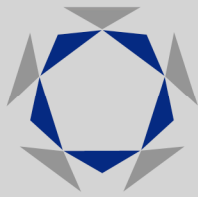


# Findings 1

MSWs are:

- Relatively well established posts at Bands 2, 3 and 4
- Average current skill mix ratio 1:4
- Introduced to address workload, improve quality and patient experience
- Work across all care settings
- MSWs undertake a range of uniform tasks





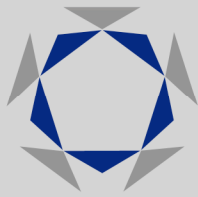
## Findings 2

Inconsistency in current formal learning offers:  
NVQ 2/3, Foundation Degree, BTEC & NNEB  
and none

All trusts used NVQ3s

Mixed levels of satisfaction with current learning





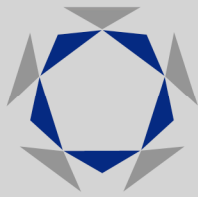
# Recommendations

*“This role requires training and a qualification, which is recognised and transferable ... we need to find ways of encouraging progression and development.”*

*“It is now timely to develop a specific programme for maternity support workers.”*

*“A national approach to the provision of Maternity Assistants is needed and a career pathway developed for them”*





# Building a Foundation Degree Maternity Support Worker Programme

- Understanding the context
  - Maternity care provision
  - Workforce, workplace
  - Quality of care
  - Current and future services





# Foundation Degree Science Maternity Support Worker –year 1

\*Developing skills  
to work and study  
within a health &  
social care  
environment

Anatomy &  
physiology  
across the  
childbirth  
continuum

Care of Woman  
& baby  
across the  
childbirth  
continuum

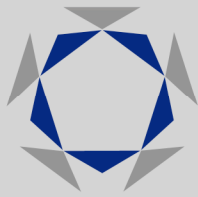
\*Reflection  
on practice

Supporting &  
facilitating  
breast  
feeding

\*Supporting  
health  
& well being  
through health  
promotion







## Foundation Degree Science Maternity Support Worker – year 2

Applied  
biological sciences  
Childbearing  
woman &  
neonate

Supporting  
Vulnerable  
women

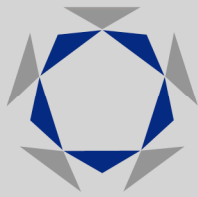
Managing  
information

Antenatal  
& postnatal  
classes

Transition from  
hospital  
to the  
community

Supporting  
the  
development  
Of self &  
others





# Delivering the programme

- Programme delivered at LSBU central site.
- 27 students from 5 Trusts within London attend on a day release basis.
- They are supported by mentors back in their clinical areas.
- Teaching is delivered by through lectures, group work, skills based training and simulation.
- Assessments are through examinations, OSCEs, reflective writing and group and individual presentations.

11/30/2009

10





# Evaluation

- Productivity framework (inputs, outputs & allocative efficiency)
- Impact of programme on MSWs, workforce, service & service users
- Acquisition, Application & Impact

