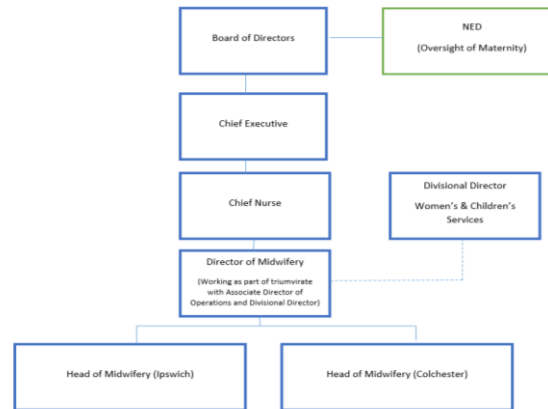


MIDWIFERY LEADERSHIP

Please confirm that your Director/Head of Midwifery is responsible and accountable to an executive director



The Director of Midwifery is professionally accountable to the Chief Nurse and line managed by the Divisional Director for Women and Children's Services.

The Heads of Midwifery are responsible and accountable to the Director of Midwifery.

The Division's management team comprises a Divisional Clinical Director, Director of Midwifery (post currently vacant), supported by 2 Head's of Midwifery who are site specific, Head of Nursing for Paediatrics and Gynaecology and Associate Director of Operations.

Describe how your organisation meets the maternity leadership requirements set out by the Royal College of Midwives in Strengthening midwifery leadership: a manifesto for better maternity care

	Leadership Requirement	What do we currently have in place?	Gaps
1	A Director of Midwifery in Every Trust and Health Board and more Heads of Midwifery across the service.	Establishment for a Director of Midwifery and two (2) whole time equivalent site-specific Heads of Midwifery.	Director of Midwifery post currently vacant (as of January 2020)
2	A lead midwife at a senior level in all parts of the NHS, both nationally and regionally	Senior Lead Midwife at a regional level in post (Regional Chief Midwife) - weekly meeting with DoMs and HoMs.	
3	Increase number of Consultant Midwives		No Consultant Midwives at present.

4	Specialist Midwives in every Trust and Health Board	Specialist midwives in post for: -Smoking cessation, -Mental health, -Diabetes, -Bereavement, -Infant feeding, -Safeguarding, -Fetal monitoring, -Practice development, -Quality Improvement (QI), -Clinical effectiveness, -Governance/risk management, -Parent education	
5	Strengthening and supporting sustainable midwifery leadership in education and research	Links with education at local Universities Lead Midwives for Education at ARU, EEA and UoS.	
6	A commitment to fund ongoing midwifery leadership development	ESNEFT is committed to the ongoing midwifery leadership, both in terms of mentoring and coaching for DoM and HoMs; leadership courses for HoMs. ESNEFT has a talent mapping procedure aligned to its annual appraisal / development reviews which enables the identification and support for matrons who would be suitable to progress through the Aspiring Heads of Midwifery course.	
7	Professional input into the appointment of midwife leaders		Need to establish RCM representation on interview panels for future very senior midwifery posts.