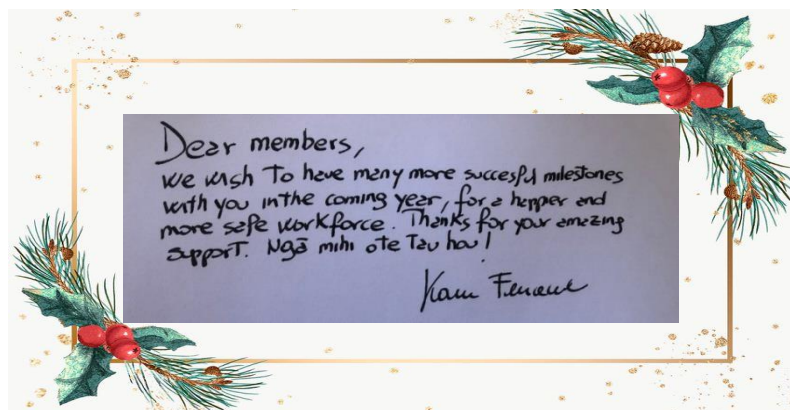




**Right:** A message from Karen Ferraccioli, your National Representatives Council Chair...



## Midwifery Accord focuses on recruitment and retention of DHB midwives

Following the signing of the Midwifery Accord in April this year, work has progressed to develop actions and strategies that will support midwifery workforce development, recruitment and retention for midwives employed by DHBs.

The Minister of Health Hon Dr David Clark was provided a health report on the Accord work in October. Ideas include:

- \* a national DHB information package for final year midwifery students, highlighting what is on offer to those students who choose DHB employment
- \* a coordinated DHB recruitment campaign to encourage midwives into working in DHBs and to attract midwives who may have left, back into the workforce
- \* the development of career pathways, and support mechanisms DHBs can provide to help midwives progress through those pathways
- \* a DHB support package designed to provide clinical, cultural and pastoral support for midwives, that builds on existing support already provided by DHBs and includes a specific focus on supporting new graduates and midwives returning to practice

The group also has a focus on improving support for student midwives, particularly Māori and Pacific by:

- \* providing support for midwifery students in their final year
- \* providing wrap-around support (financial, cultural, pastoral and learning support) for Māori and Pacific students, recognising they are severely under-represented in the midwifery pipeline, and face some specific challenges.

As well as the focus on the recruitment and retention of midwives, the Midwifery Accord will also support the full implementation of CCDM (care capacity demand management).

Whilst the Accord focuses on DHB midwives, the strategies will hopefully also have a positive impact on all the midwifery workforce.

### CCDM in maternity

With the appointment of a national CCDM co-ordinator for maternity this year there has been a greater focus on the rollout of CCDM and Trendcare in many maternity services.

Many MERAS workplace reps are involved in aspects of CCDM and, along with their Midwifery Leaders, are ensuring that there is a midwifery voice at the various meetings.

If you have an interest in CCDM and would like to be involved, please let your local MERAS reps or Caroline know.

### Paid leave available for MSR

Don't forget that as an outcome of the DHB MERAS MECA you are entitled to a minimum of 4 hours paid leave for your Midwifery Standards Review. You will need to let your ward manager know when you have attended so payment can be organised.

### Incident reports to be completed when understaffed

It is really important for the co-ordinating midwife on a shift to complete an incident report or datix for shifts where staffing levels are less than expected or workload exceeds available staff.

These reports include actions taken such as notifying Duty Manager, closing beds, delaying elective procedures (such as IOL). These reports are collated and reported at an organisational level by ward/department. The reports do assist in getting additional staffing support.

### Availability over Christmas and New Year

Caroline will be available by phone or email over the Christmas period. Ph 027 6888 372.

**Best Wishes for Christmas and the New Year from Caroline and Jill and we look forward to working together in 2020!**