



# **Policy for annual leave/ leave of absence cover for the Local Supervising Authority Midwifery Officer (LSAMO)**

Version 1. Approved by IGSG on 17/09/12.

Reviewed and updated in August 2013 following new Midwives rules and standards (NMC 2012) and restructuring of the LSAs in England.

Next review due September 2015.

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## **Scope**

This guideline relating to cover for the absence of the LSAMO for annual leave covers the period from 2012-2015.

The policy sets out the arrangements to be put in place for cover for the LSAMO role and the contact details.

## **Statement**

Local Supervising Authority arrangements differ across the United Kingdom (UK). In England the LSAs are hosted within NHS England, in Scotland they are the Health Boards, in Wales the Health Inspectorate and in Northern Ireland the Public Health Agency.

### *LSA Midwifery Officer*

Each LSA has an appointed LSA Midwifery Officer (LSAMO) to carry out the LSA function. LSAMO's are practising midwives with experience in statutory supervision and provide a focus for issues relating to midwifery practice within each area. They also contribute to the wider NHS agenda by supporting public health and inter professional activities at regional and national level.

### *Responsibilities of the LSA*

Each LSA is responsible for ensuring that statutory supervision of all midwives as required in Nursing and Midwifery Order (2001) and the Nursing and Midwifery Councils (NMC) Midwives rules and standards (2012) are exercised to a satisfactory standard within its geographical boundary.

In the other three countries of the UK there are at least two LSAMOs; Northern Ireland has only one LSAMO, hence this guidance for LSAMO cover arrangements during annual leave.

## **Aims**

The LSAMO will arrange cover from a Supervisor of Midwives for the period of her annual leave. That Supervisor of Midwives will have back up from one of the LSAMOs from another part of the UK. This back up from another LSAMO is an informal arrangement organised by the LSAMO with her peer colleagues.

## **Accountability**

- Policies and guidelines for Supervision of Midwives

Policies and guidelines relating to Supervision of Midwives are available on the national LSAMO Forum UK website (<http://www.lsamoforumuk.scot.nhs.uk/policies-guidelines.aspx>) and the Supervisor of Midwives covering the LSAMO's annual leave will be aware of this internet based guidance.

- Supervision of Midwives investigation

If a supervisory investigation is initiated, the midwife will often be *suspended from duty* by the Trust while the investigations, both management and supervisory take place.

- Suspension from Practice

It is unusual to *suspend a midwife from practice*. It is only used as a last resort following an investigation and where remedial action has failed, or 'in extremis' when the midwife is considered to be a danger to the public and/or herself. As the statutory basis of suspension of practice remains the same across the UK, suspension from practice is used to suspend a midwife from practicing anywhere in the United Kingdom, not just in her Trust or particular LSA.

- LSAMO advice and contact details

Should something so serious occur that immediate *suspension from practice* of a midwife is required, template letters for the midwife are available through the PHA secretary and advice and guidance must be sought from the LSAMO providing cover from another part of the UK.

Details of the LSAMOs in the United Kingdom are given in appendix 1 and for the NMC in appendix 2.

## **Compliance**

During the LSAMO's annual leave an 'out of office' email and voicemail message will indicate a Supervisor of Midwives who is the first point of contact. The Supervisor of Midwives providing cover and the Executive Director of Nursing, Midwifery & AHPs in the PHA will have details of the LSAMO cover which will be provided by a LSAMO from another part of the UK.

## Appendix 1

LSAMO	LSAMO Area	LSAMO Admin	Email Address	Telephone
Mary Vance	North of Scotland	Rachel MacDonald	<a href="mailto:maryvance@nhs.net">maryvance@nhs.net</a> <a href="mailto:rachel.macdonald2@nhs.net">rachel.macdonald2@nhs.net</a>	<b>Mary:</b> 07884265476 <b>Rachel:</b> 01463 704857
Yvonne Bronsky	South East and West of Scotland	Susan Forbes	<a href="mailto:yvonne.bronsky@nhs.net">yvonne.bronsky@nhs.net</a> <a href="mailto:susan.forbes1@nhs.net">susan.forbes1@nhs.net</a>	<b>Yvonne:</b> 07767478438
Dee Davis	North East	Linda Anderson	<a href="mailto:dee.davies3@nhs.net">dee.davies3@nhs.net</a> <a href="mailto:linda.anderson@nhs.net">linda.anderson@nhs.net</a>	<b>Kath:</b> 0191 210 6467 or 07979770714 <b>Linda:</b> 0191 210 6403
Carol Paeglis	Yorkshire and the Humber	Elaine French	<a href="mailto:carol.paeglis@nhs.net">carol.paeglis@nhs.net</a> <a href="mailto:e.french@nhs.net">e.french@nhs.net</a>	<b>Carol:</b> 0113 295 2093 or 07748 362320 <b>Elaine:</b> 0113 295 2094
Lisa Bacon	North West	Geraldine Gannon	<a href="mailto:lisabacon@nhs.net">lisabacon@nhs.net</a> <a href="mailto:Geraldine.gannon@nhs.net">Geraldine.gannon@nhs.net</a>	<b>Lisa:</b> 01539 797815 or 07825107365 <b>Geraldine:</b> 01539 797815
Verena Wallace	Northern Ireland	Karen Torrington	<a href="mailto:verena.wallace@hscni.net">verena.wallace@hscni.net</a> <a href="mailto:karen.torrington@hscni.net">karen.torrington@hscni.net</a>	<b>Verena:</b> (028) 2531 1129 <b>Karen:</b> (028) 2531 1131
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Barbara Kuypers	West Midlands	Lisa Wilkes	<a href="mailto:Barbara.Kuypers@nhs.net">Barbara.Kuypers@nhs.net</a> <a href="mailto:lwilkes@nhs.net">lwilkes@nhs.net</a>	<b>Barbara:</b> 0121 695 2421 or 07824 350132 <b>Lisa:</b> 0121 695 2266

<b>LSAMO</b>	<b>LSAMO Area</b>	<b>LSAMO Admin</b>	<b>Email Address</b>	<b>Telephone</b>
Shirley Smith	East Midlands	Pam Swift	<a href="mailto:shirleysmith6@nhs.net">shirleysmith6@nhs.net</a> <a href="mailto:pam.swift@nhs.net">pam.swift@nhs.net</a>	<b>Shirley:</b> 01332 888053 or 07951806579 <b>Pam:</b> 01332 888055
Joy Kirby	East of England	David Roberts	<a href="mailto:joykirby@nhs.net">joykirby@nhs.net</a> <a href="mailto:droberts1@nhs.net">droberts1@nhs.net</a>	<b>Joy:</b> 01223 597 568 or 07717 130003 <b>David:</b> 07766 465093
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Suzie Cro	South Central	Barbara Armstrong	<a href="mailto:Suzie.Cro@nhs.net">Suzie.Cro@nhs.net</a> <a href="mailto:barbara.armstrong1@nhs.net">barbara.armstrong1@nhs.net</a>	<b>Suzie:</b> 07825 448214 <b>Barbara:</b> 01635 275507 or 07825 448189
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[LSAMO Contacts England](#)

[LSAMO Contacts Northern Ireland](#)

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[LSAMO Contacts Wales](#)

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