

ASAM



INTERNATIONALLY RECRUITED MIDWIVES WELCOME PROGRAMME (IRMWP)

Midwife Buddy Handbook

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WELCOME MESSAGE

Dearest friends,

Firstly a huge thank you for giving your time to support our fellow internationally recruited midwives as a midwife buddy. Your time and support is appreciated. And secondly, a warm welcome to ASAM and the Internationally Recruited Midwives Welcome Programme (IRMWP).

As set out in the NHS Long term plan there is an ambition to recruit and retain staffing in the NHS over the next five years. In the last two years, we have seen the impact of the pandemic on the NHS workforce which has led to staffing shortages and attrition. To tackle this shortfall, a national initiative to recruit international nurses and midwives has been implemented.

Internationally recruited staff are likely to face similar, if not more complex, challenges that staff from ethnically marginalised groups from within the UK are already facing. They are also likely to encounter cultural barriers including cultural necessities and the added pressure of navigating new systems. We at ASAM know of the struggles that many face when migrating to a new country, our parents, ancestors and even we made that move with very little support at the time.

ASAM is already providing ethnically marginalised midwives all the components of the proposed project and are keen to do the same for the new internationally educated midwives that are employed within the UK. With the additional blanket of a “Welcome” course supporting their transition to living and working in the UK.

With your support as midwife buddy's, we will be supporting the international recruits but are conscious that this is only the tip of the iceberg. The general midwifery workforce also needs educating on how to support their international colleagues, and we aim to address this through the findings of this project. Once again, a thank you and a warm welcome to the IRMWP.

Benash, Nafiza and Sundas
ASAM Founders

OUR COMPANY – ASAM



ASAM was founded by Benash Nazmeen, Nafiza Anwar and Sundas Khalid, three midwives with shared experiences and barriers they had faced through their own respective journeys in midwifery. They spoke of racism and unconscious bias, prejudice and the lack of South Asian representation within midwifery.

They set out on a challenge, and ASAM was born. Since its conception in 2019, ASAM has supported several midwives and student midwives and worked alongside many organisations to educate, raise awareness, provide safe spaces for marginalised communities.

Our Vision

Collaborate // Create // Research // Support

Our Values

Maintain integrity // constant improvement // respectful and open

INTRODUCTION TO MIDWIFE BUDDY

The role of the Midwife Buddy was created as part of the IRMWP. The vision of this scheme is to provide internationally recruited midwives (IRM) with essentially a representative friend who is also a midwife. It provides both the buddy and the IRM with an opportunity to build networks within the maternity world. It is also a fantastic opportunity to learn and build on skills from each other.

The scheme will run from October 2022 through to March 2023, providing enough time to build rapport and achieve goals set out between yourself and the IRM.

You may buddy up with a maximum 4 IRM during this time, all depending on enrolment. You will be required to complete and return a Development Plan with each of the IRM you buddy with. This will showcase the progress over the six months. As a minimum, you will be required to organise 3 sessions with the IRM over the course of the 6 months.

Email contacts will be sent out to you with the name of your allocated IRM and vice versa, it is up to you and your IRM buddy to organise buddy sessions and manage communication.

As a Midwife Buddy, you will receive a one-off payment of £100 for your time and support. This will be paid to you at the end of the programme.

We do not want you to feel alone in this process, we would like you to support you as best as we can to support our IRM. We will hold training sessions as well as mandatory supervision sessions during the programme. And the ASAM team are always at hand to support with any queries.

We would like to build a community with you, and so offer the opportunity for you to connect with other buddies via a Whatsapp group. If you do wish to join, then you can join via the link sent to you via email. The group will be monitored by the ASAM team.

INTRODUCTION TO MIDWIFE BUDDY

As a Midwife Buddy, there are certain expectations that you will be required to meet. We want this to be a fulfilling experience for all involved and have certain roles and responsibilities you will be required to carry out. These include abiding by the NMC Code of Conduct at all times and maintaining confidentiality throughout the duration and following the programme. It is important that we abide by professional standards. If any concerns are raised throughout the programme, the ASAM team will endeavour to approach them in a sensitive and confidential manner.

We expect that you would inform the ASAM team of any issues within a timely manner, we are always on hand to support. We also appreciate that life happens and things do not always go as expected, we want to offer as much flexibility whilst also maintaining a smooth running of the programme and so our doors are always open to you.

At the end of the programme, we ask if you would kindly provide a 250 word testimonial of your experience as a Midwife Buddy. This will support development and evaluation of the IRMWP.

More than anything, we hope that you enjoy your experience as a Midwife Buddy, that you feel supported and in doing so are able to support our fellow colleagues who have joined us here in the UK.

DEVELOPMENT PLAN DOCUMENT

The Midwife Buddy - IRM Development Document is the key document that will be required to be completed and returned to the ASAM team by the end of the programme. As previously stated, there is a minimum requirement of 3 buddy sessions, the dates of which will need to be arranged by you and your allocated buddy. We have tried to make this as user friendly and straightforward as possible. Below is a short guide to each aspect of the document.

The image shows a screenshot of a form titled 'ASAM Internationally Recruited Midwives Welcome Programme (IRMWP) Midwife Buddy and IRM Development Plan'. The form includes a header with the ASAM logo and a brief instruction: 'This form is to be completed with the Midwife Buddy and Internationally Recruited Midwife at the initial buddy session and then revisited at the midway and final session. This form is to be completed and sent back to contact@asammidwives.co.uk by the end of the programme.' The form is divided into several sections: 'Date of Initial Session', 'Date of Midway Session', and 'Date of Final Session' (each with a corresponding input field); 'Midwife Buddy' and 'IRM' (with input fields); 'Career Vision' (a large text area); 'Personal Vision' (a large text area); 'Long Term Goal' (a large text area); and a table for 'Short Term Goals' with columns for 'Action steps', 'Resources', 'Timelines', and 'Indicators of Success'. The table has three rows labeled 'Goal One', 'Goal Two', and 'Goal Three'.

Career Vision - Explore your career vision, where you see yourself on your midwifery journey and what you aim to achieve in your career.

Personal Vision - Explore personal visions, what is important to you and what you enjoy and how you can continue to incorporate this within a different setting. Consider delving into most important values. It is also important to look into what you would prefer to stop doing in your daily lives.

Long Term Goal - What is your long term plan, by breaking this down into short term goals, it provides you with more achievable goals that will help you on your way to achieving long term goal.



KEY

DATES

The following dates are the monthly workshops organised for the IRM. It is not compulsory for you to attend as part of your contract, but we do advise you try and attend if possible as the sessions may aid you in your buddy journey. Links will be provided closer to the dates. The final workshop will be an in person celebration - more details to follow.

22 OCT 09:00-12:30 ONLINE	Introduction & Wellbeing Networking Buddy allocation
18 NOV 18:00-20:00 ONLINE	Citizens advice Navigating services Meeting cultural needs
17 DEC 09:00-11:00 ONLINE	Understanding NHS Structure Role of regulatory bodies Rights as employee
14 JAN 09:00-11:00 ONLINE	Role of PMA & FTSU guardians Advocacy and Leadership Career mapping & planning
20 JAN TIME & LOCATION TBC IN PERSON	Presentations Networking Celebrations

TRAINING & SUPERVISION DATES

ASAM will be delivering buddy training sessions online during the launch week of the programme. If you wish to attend, submit a response using the doodle poll before. If you do not wish to attend a buddy training session, please contact ASAM via email to inform the team.

<https://doodle.com/bp/sundaskhalid/midwife-buddy-training-session>

Supervision sessions will run twice throughout the programme, a way to support you to support the IRM. This will allow all buddies to share experiences, challenges and what has been working for them. This will be a group session and so dates will be sent out via email for buddies to choose the most appropriate..

Contact
ASAM



contact@asamidwives.co.uk



www.asamidwives.co.uk

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ASAM