

ASAM

[www.asamidwives.co.uk](http://www.asamidwives.co.uk)



# INTERNATIONALLY RECRUITED MIDWIVES HANDBOOK

A GUIDE FOR THE INTERNATIONALLY  
RECRUITED MIDWIVES WELCOME  
PROGRAMME

# WELCOME MESSAGE

Dearest friends,

A warm welcome to you and a thank you for your support. We appreciate it is not an easy move, and many of you have left your families and loved ones back home. We hope that we can make this transition easier for you and form a little family of our own over the coming months.

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.

We have allocated buddies who will be on hand to support you with 1-2-1 sessions as well as workshops that will run over the next 6 months. We 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.

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## Our Vision

Collaborate // Create // Research // Support

## Our Values

Maintain integrity // constant improvement // respectful and open



# WHAT THE **IRMWP** CAN DO FOR YOU

The IRMWP has been developed for you by the ASAM team to support you as you navigate life in the UK and the NHS system.

What the IRMWP can do for you:

- You will receive a years free ASAM Membership(see below)
- You will receive a years free subscription to the Practising Midwife Journal
- You will be allocated a midwife buddy who will be on hand to support you over the next 6 months
- You will receive discounted prices to conferences
- You will be invited to ASAM away days

## How to claim your free ASAM Membership

You should have received an email which includes a code to use when purchasing your ASAM Membership.

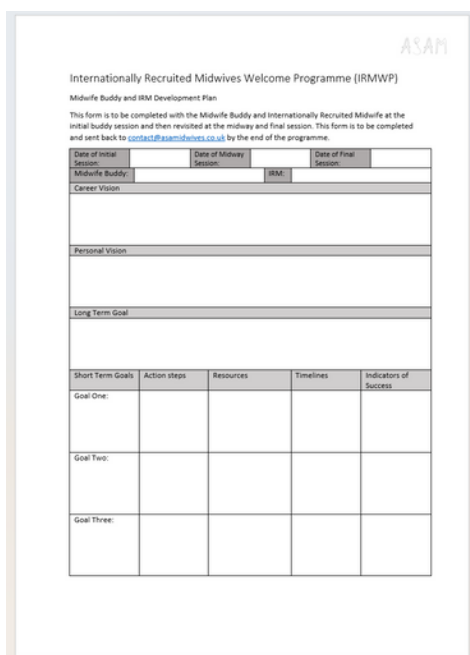
Follow the link below and use the code provided to receive your free membership (one year free only):

<https://asamidwives.co.uk/membership>



# 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 fields for "Date of Initial Session", "Date of Midway Session", and "Date of Final Session". It also has sections for "Midwife Buddy", "IRM", "Career Vision", "Personal Vision", "Long Term Goal", and a table for "Short Term Goals" with columns for "Action steps", "Resources", "Timelines", and "Indicators of Success".

Date of Initial Session	Date of Midway Session	Date of Final Session		
Midwife Buddy:	IRM:			
Career Vision				
Personal Vision				
Long Term Goal				
Short Term Goals	Action steps	Resources	Timelines	Indicators of Success
Goal One:				
Goal Two:				
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 your long term goal.



# 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 you a representative friend who is also a midwife. It provides both the buddy and you 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 your buddy. You will be required to complete and return a Development Plan with your buddy which will showcase the progress over the six months. As a minimum, you will be required to organise 3 sessions with your buddy over the course of the 6 months.

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

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.

More than anything, we hope that you enjoy your experience and feel well supported.



# EXPECTATIONS

## What will be expected of you during the IRMWP?

Reflection is important, especially in healthcare settings and we would like for you to take this programme as an opportunity to reflect, we will support this by utilising a reflective model. We will incorporate reflective sessions into our workshops and you will be expected to prepare a 5 minute presentation at the end of the programme.

This presentation will be a reflective piece of your experience, your journey, your story. This will then be presented to the ASAM team (via an online video platform) after which a few individuals will be selected to present at the in person conference on Friday 20th January.

Your presentation can take any form you wish but should only last 5 minutes.

The presentation will not be marked but constructive feedback will be provided to support you with future presentations. We hope you use this as an opportunity to showcase your skills and your experience of the programme as well as develop your confidence and presenting skills.

You may use support from your fellow internationally recruited midwives as well as buddies and the ASAM team for advice/guidance. More information and guidance will be distributed via e-mail communications closer to the time.





**KEY**

# DATES

The following dates are the monthly workshops organised for you. It is compulsory for you to attend as part of your contract, but we appreciate it may not always be possible. Please let us know if you cannot make a session.

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

If you have any concerns or issues which you wish to address, please contact ASAM via email. We aim to address all matters in a confidential manner.

**Contact**  
**ASAM**



[contact@asamidwives.co.uk](mailto:contact@asamidwives.co.uk)



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