



Royal College
of Midwives

Scotland

midwifery in scotland

Five year plan for the profession

RCM Scotland Midwifery in Scotland: Five-year plan for the profession

Aims and progress for 2023

This is to benchmark the progress throughout 2023 and share key successes against the five-year plan for the midwifery profession in Scotland.

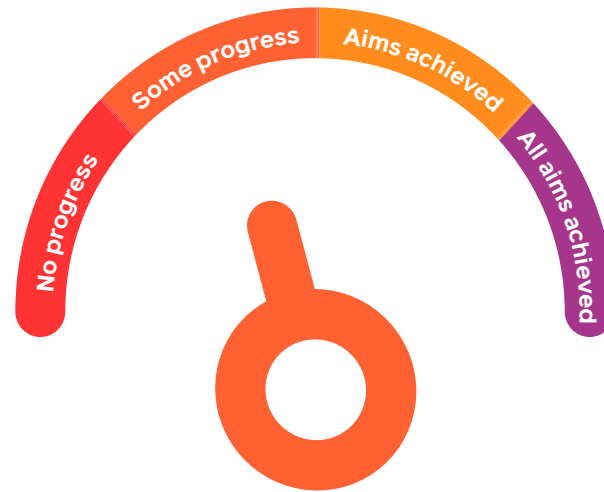
www.rcm.org.uk/media/6286/scotland-5-year_digital.pdf



Career structure

Key progress

The Cabinet Secretary for Health and Social Care has requested Health Boards ensure that they have midwifery specific practice educator roles.



“Practice Education Facilitators with a midwifery remit provide invaluable support to our profession and their impact cannot be underestimated. As well as ensuring a sustainable and skilled workforce by maintaining the quality of the learning environments, they support the transition to employment and NMC registration, ongoing professional development and clinical supervision.”

Tom McEwan, Principal Educator: Women, Children, Young People and Families, NES

2023 aims and objectives

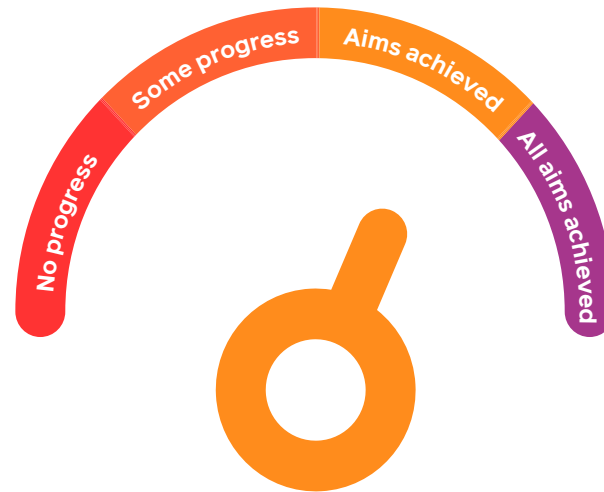
- NHS boards have midwifery-specific practice education posts to support the practice learning environment (delivering education and clinical skills development in practice)
- A nationally agreed preceptorship programme is in place that supports them to consolidate essential skills and competencies while developing professional confidence and resilience
- A national midwifery career framework, (band 2-9) There is a parallel education framework in place relevant to role
- Subgroup set up to update job descriptions to reflect current roles and identify gaps (year 1-2)



Compassionate leadership

Key progress

Midwifery representation from Health Board's on the refresh of the Leading Better Care Programme which will provide leadership development within Boards.



“It is important to have strong midwifery leadership. When midwives feel valued, seen and appreciated with development opportunities, this leads to a positive work environment, and contributes to developing a safe high quality maternity service where midwives will want to stay.”

Nicky McGovern, Midwifery Team Lead, Mid-Argyll, NHS Highland

2023 aims and objectives

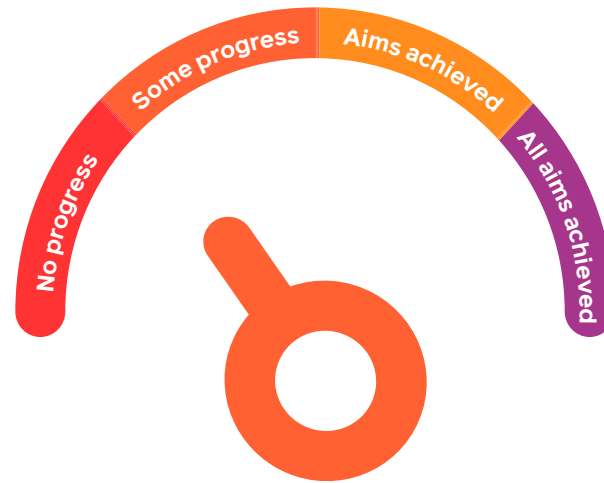
- Share local leadership structures
- Share current leadership development opportunities within Boards
- Membership and frequency of Strategic Midwifery Leadership Group agreed
- Identify representatives for the networks
- Workplace representative on Strategic Midwifery Leadership Group
- Start to develop local networks to feed into national networks using improvement methodology



Culture

Key progress

Scottish Executive Nurse Directors (SEND) has supported the language being changed to reflect the ReBirth study



“The Scottish Heads of Midwifery group presented a paper to SEND in Autumn 2022. The project was warmly welcomed, and we are hopeful that Scotland is well positioned to be the first of the four nations to implement the ReBirth recommendations.”

**Mary Ross-Davie, Director of Midwifery,
NHS Greater Glasgow & Clyde.**

2023 aims and objectives

- Caring for You charter signed off
- Action plans are co-produced to address culture utilising based on workforce and education culture driver diagrams
- Identify, develop and embed structures and forums for coproducing change
- Scope available resources
- Engage multidisciplinary team in local action plans
- Link to essentials of safe care
- Documentation reflects ReBirth study



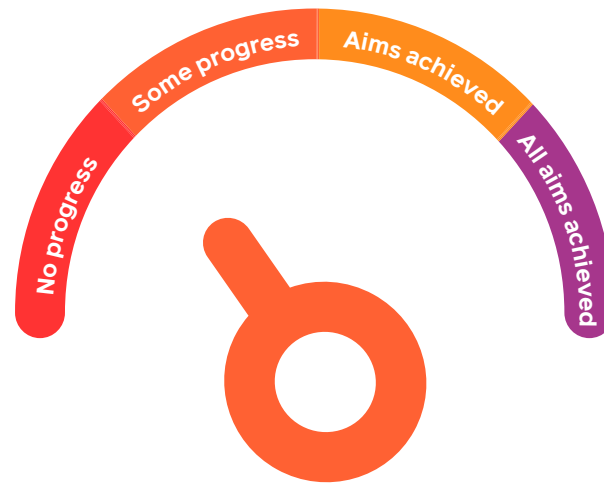
Safety

Key progress

RCM Scotland has engaged two consultants to work with us around the Safe Staffing legislation and how this will assist in sharing good practice for professional escalation.

2023 aims and objectives

- Completed baseline against Essentials of Safe Care and language embedded in practice
- Share best practice for midwifery risk and improvement roles and guidance development
- Share best practice how supporting midwives and MCAs to recover
- Share professional escalation good practice
- Midwifery contributes to perinatal network guideline development
- Share best practice regarding models of clinical supervision
- Midwives working in clinical governance roles have access to educational preparation to support undertaking reviews, sharing learning and working with families.



“We are delighted to be working with RCM Scotland around the Health and Care (Staffing) (Scotland) legislation. This additional resource will assist the RCM to support members and the midwifery profession through 2023 to realise the important benefits this legislation will bring when fully implemented in 2024.”

Susan Stewart, RCM Policy Consultant and former Professional Advisor Chief Nursing Officer Directorate Scottish Government

