



Royal College
of Midwives

Scotland

midwifery in scotland

Five year plan for the profession
Summer 2023 update

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.

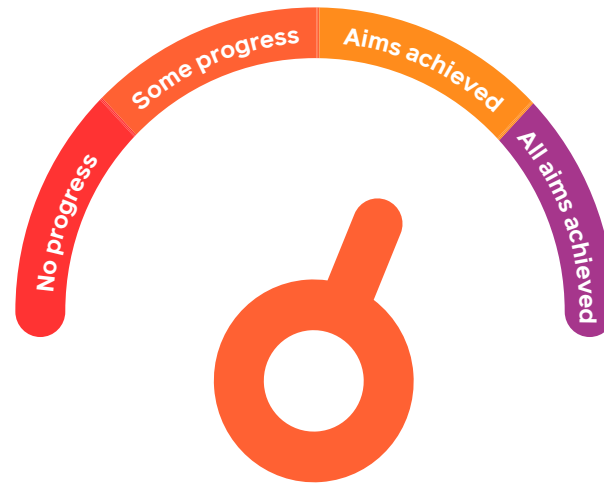
www.rcm.org.uk/media/6286/scotland-5-year_digital.pdf



Career structure

Key progress

Commitment from the Scottish Government through the Ministerial Taskforce for Nursing and Midwifery to improve the working conditions and provide real opportunities for progression and development across all four pillars of practice that will encourage retention and tackle challenges that face members in Scotland.



Ministerial Taskforce for Nursing & Midwifery has set up a specific subgroup looking at midwifery education and development. The aim is for flexible, high-quality learning and development opportunities that promote continuing growth and development for all, and support clear career progression and pathways from support roles to consultant level.

Previous progress regarding midwifery PEF funding now withdrawn resulting in some roles being removed.

Nationally agreed Preceptorship programme in Scotland launching Autumn 2023

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)



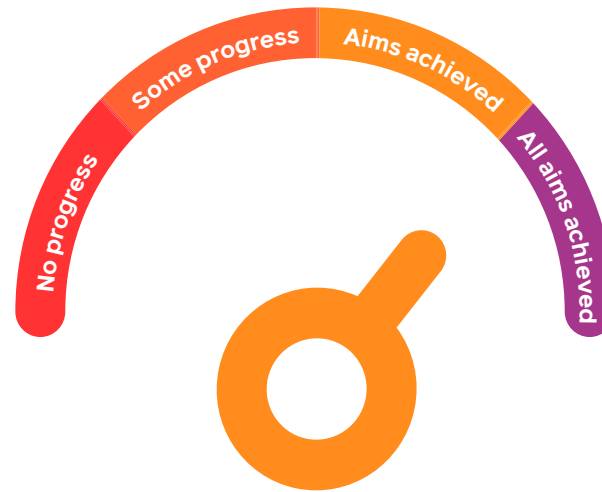
Compassionate leadership

Key progress

Empowering the midwifery profession by opening up leadership opportunities by way of developing networks for midwives and MSWs.

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



Midwifery leadership structures continue to develop, with five out of 14 Directors of Midwifery in place. CMidO has presented to SEND.

RCM Senior Clinical Midwife Development programme is over-subscribed. The programme aims to improve the quality and safety in maternity through compassionate and courageous leadership development.

RCM Scotland is developing networks to feed into the SMiLE Group, sharing the voices of our members and the profession. We have held the first meeting of our new Student and Risk & Improvement Networks.



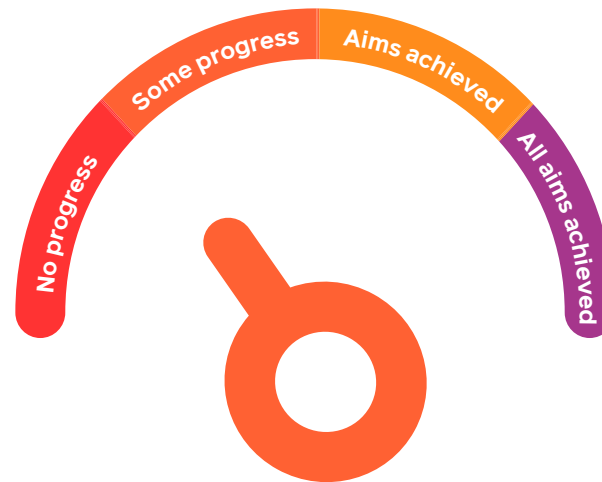
Culture

Key progress

Working with our activists and members to work towards safer, inclusive workplaces where members' voices are heard.

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



RCM Scotland activists identified key priorities that matters to them for Caring for You these were:

- air conditioning and ventilation in workplaces;
- removal of restrictions on hydration; and
- support to ensure menopause policies are implemented.



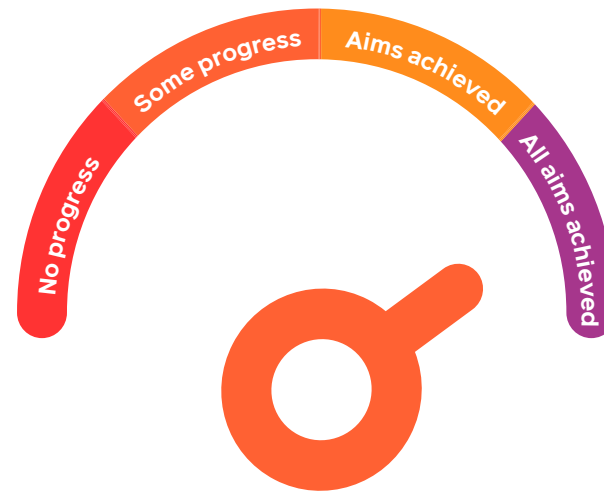
Safety

Key progress

Development of Risk and Improvement Network to share learning and best practice for midwives and the women and families in their care.

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.



The Risk & Improvement Network has recently established and the recognition from the members was this provides an opportunity for a strong midwifery voice, fostering innovation and shared learning. Risk and improvement is often associated with negative connotation and the members viewed the opportunity to formulate this professional group as a team to 'live and learn' which reframes their roles in a positive and influential light. There is hope to extend the membership to include all NHS Scotland.

Laura Boyce, Head of Midwifery, NHS Dumfries & Galloway and Cheryl Clark, Chief Midwife, NHS Lanarkshire. Co-facilitators, RCM Scotland Risk & Improvement Network

