

Think Tank 2023

Themes:

Safety, cultures,
leadership & career
development.



Royal College
of Midwives

Whatever you can do, or
dream you can, begin it.

Boldness has genius,
power and magic in it.

Johann Wolfgang von Goethe



Programme

- 09.45 Welcome and setting the scene for the day
- 09.55 Enabling flourishing midwifery cultures: when role meets soul
- 10.55 RCM Scotland Student of the Year Award 2023
- 11.15 Tea/coffee break - networking and opportunity to visit stands
- 11.25 NMC consultation on advanced practice in midwifery
- 11.45 Clinical supervision for midwives and maternity care assistants
- 12.45 Lunch
- 13.30 Embedding a safe working culture in aviation and parallels with maternity health care
- 14.00 The influence of an emotional intelligence programme for midwives
- 14.15 Dream big start small
- 14.25 Newly qualified preceptorship support
- 15.20 Developing a women centred induction of labour experience
- 16.20 Feedback from workshops
- 16.30 Close



Royal College
of Midwives



Royal College
of Midwives

midwifery in scotland

Five year plan for the profession



Ambition

- All midwives and MSWs in Scotland feel valued and can give the highest standard of individualised care to women, newborns and families.
- All midwives & MSWs are working in safe workplaces with supportive cultures that enable them to thrive and develop at every stage in their career.



Safety

Cultures

Career
Structure

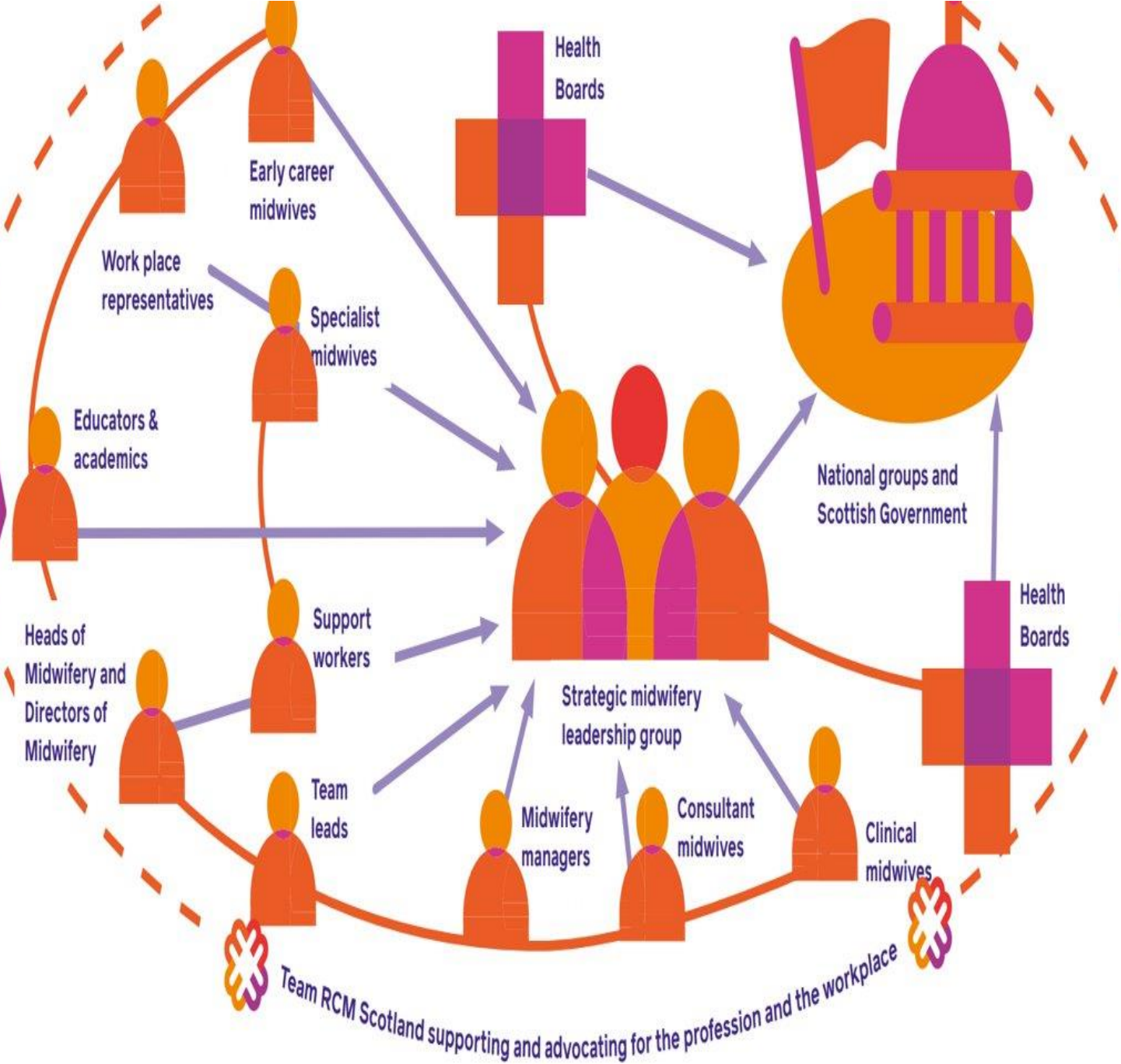
Leadership



Five-Year
Plan launched

How are we doing?

achieving our ambition together



RCM Scotland Networks

Phase 1

- Risk and Improvement
- Student network
- Senior Clinical Midwives
- Workplace Representatives
- SHOM Deputies
- Early Career Midwives
- Linked networks:-
MEGS, digital MW

Phase 2

- Consultant & clinical research Midwives
- Clinical Midwives
- Educators (in boards and course leads in universities)
- MCA



Royal College
of Midwives

Student network

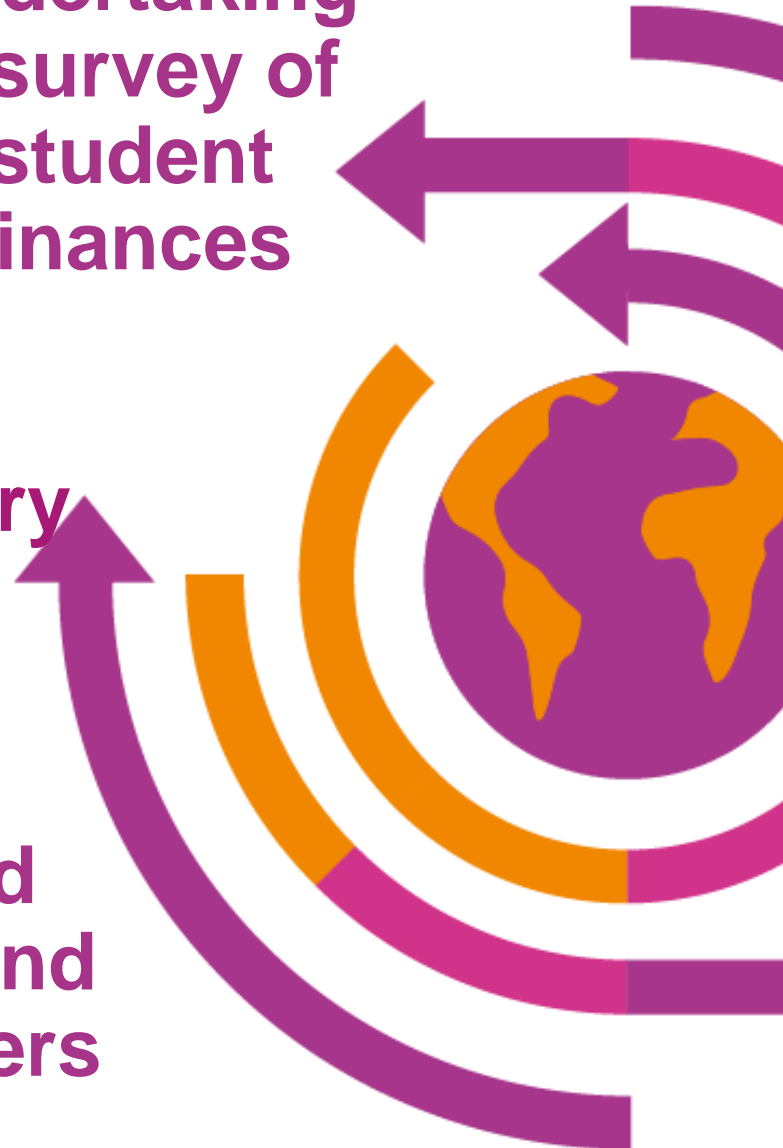
Have supported a Midwifery society to restart

Supported development of student awards

Attended parliamentary reception

Requested clarity around birth numbers

Are undertaking a survey of student finances



RCM Student Awards

**Identifying and celebrating
future leaders**



Risk & improvement network

Keen to
avoid
duplication
& learn from
each other

Desire to
measure the
outputs from
the group

Desire to
Break down
silos



Agenda for Change Existing Priorities 2022/2023

Review of Band 5 nursing job profiles

Protected learning time

Review to deliver a reduction in the working week

**Agenda
for
Change
review
2023/202
4 pay
offer**

Career development and
progression

Pay and reward

Fair recognition of skills and
experience

Flexibility and modern ways of
working

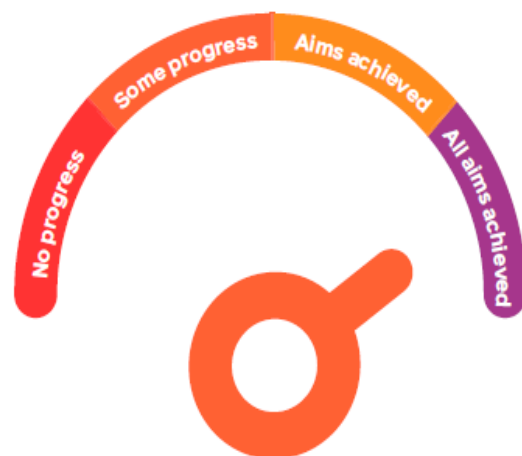
Safety

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



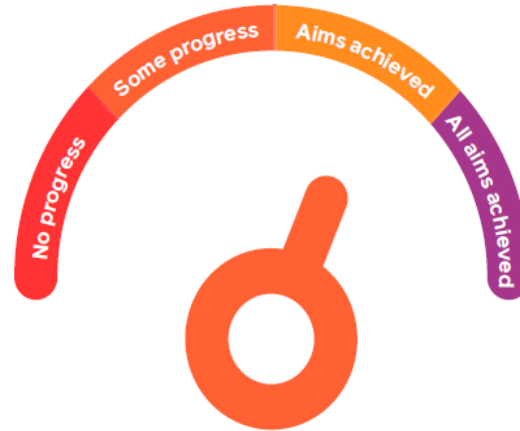
Career structure

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.

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)



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.



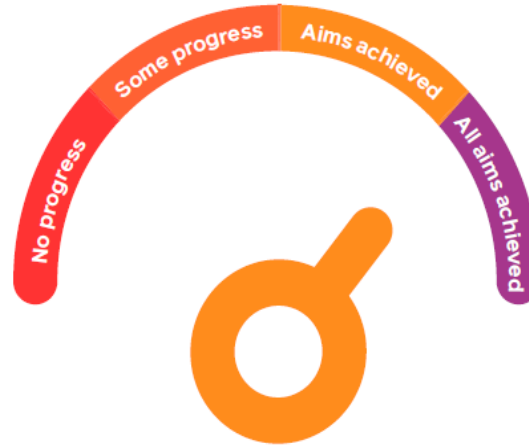
Compassionate leadership

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.



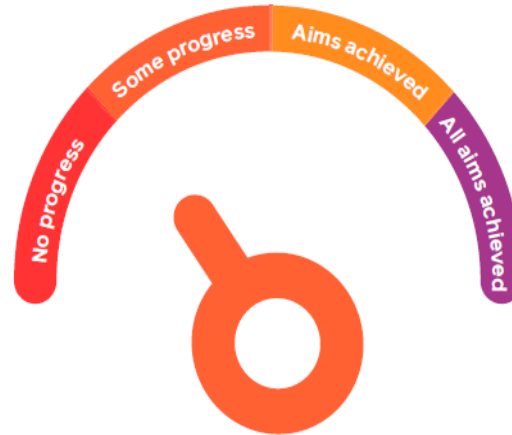
Culture

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.



Ministerial Taskforce on Nursing and Midwifery

Objectives

3. The proposed objectives of the Nursing and Midwifery Taskforce are:
 - To recommend collective actions required to address the challenges facing the nursing workforce alongside those facing the midwifery workforce in Scotland. These actions should focus on both supply challenges but crucially on the retention and development of the existing nursing and midwifery workforce, wherever based by geography or by service.
 - To create the environment that ensure nursing and midwifery offer an attractive and rewarding career, that allows nurses and midwives to provide care to the standards they aspire to and prioritises their health and wellbeing, and the health and wellbeing of those in their care.



Royal College
of Midwives

Scotland

state of maternity services 2023



Royal College
of Midwives



Scottish Health Awards: Midwife Award



Midwife Award
Jane Howie, NHS Greater Glasgow and Clyde

Finalists



Olivia Jones NHS Orkney



**Lynn Young
NHS Dumfries & Galloway**



Scottish Health Awards: Tackling Health Inequalities Award



**Amma Birth Companions,
NHS Greater Glasgow and
Clyde**





RCM Scotland Activist of the Year 2023

Lorna M Duncan
NHS Tayside





RCM Awards 2023 Outstanding contribution to midwifery services: International



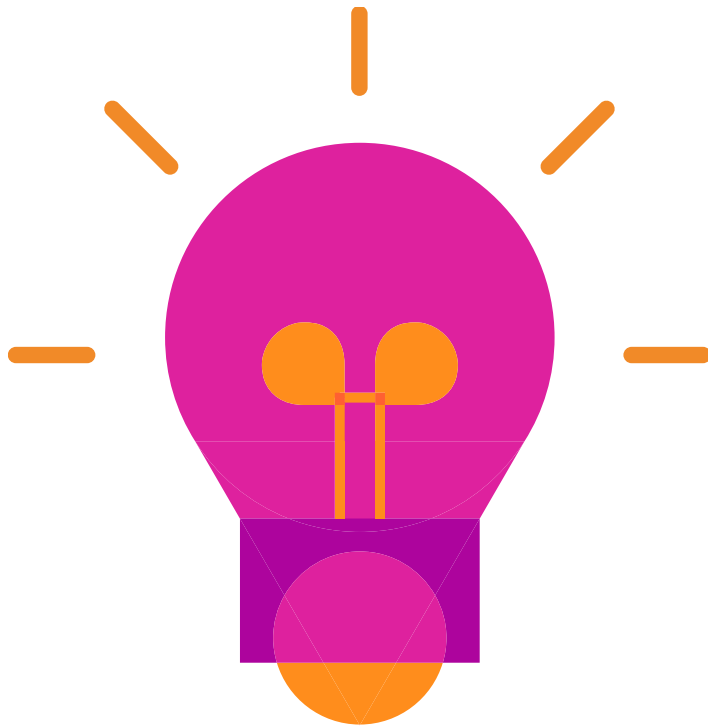
Maria Velo-Higueras and Emily Miscioscia from Robert Gordon University, Aberdeen, and Silvia Ammann- Fiechter and Petra Graf Heule, from the ZHAW, School of Health Sciences, Zurich,



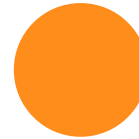
Parliamentary Reception



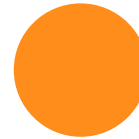
Taskforce



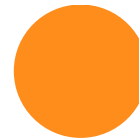
Attraction,



**Education and Development
subgroup**



Leadership and culture



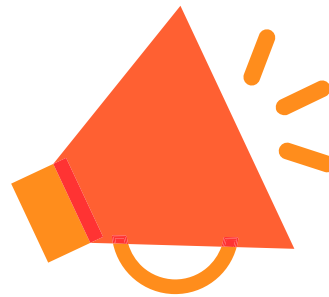
Wellbeing

Union



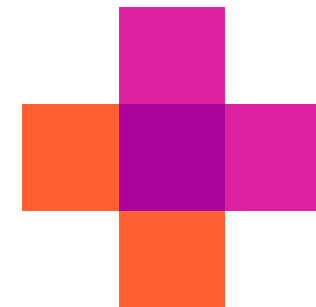
Branches

8 active branches
& Northern Hub



73 activists

9 x chairperson
11 x secretary
11 x treasurer
4 x health & safety reps
7 x learning reps
21 x stewards



Meetings with ministers and MSPs

Six meetings with the
Cabinet Secretary

Engagement with 26 MSPs





**In 2023, together with our
activists we attended**



Congress

LGBT+ workers conference

Women's conference

Disabled workers conference

and presented motions on

- **Apprenticeships**
- **Ensure all NHS electronic platforms are neurodiverse friendly**
- **Hydration**
- **Flexible working and recruitment and retention of women work**
- **Safe travel for NHS Staff**



scottish survey report 2022



Royal College
of Midwives

caring for you charter

The Royal College of Midwives' Caring for You programme aims to improve RCM members' health, safety and wellbeing at work, so they are able to provide safe high quality maternity care for women, babies and their families and has become embedded in all RCM business.

By signing the RCM Caring for You Charter, maternity providers are demonstrating their continued commitment to provide a healthy safe working environment. Improving the safety, health and wellbeing of the whole maternity team enables them to provide safe, high-quality care to women babies and their families.

Healthy and well rested midwives, maternity support workers and students midwives are at the heart of providing safe, high-quality care for women and their families



Royal College
of Midwives

The employer commits to:

Culture - Promote a positive, inclusive culture where staff feel valued, respected and invested in, and ensure a safe and effective learning environment for students

Action - To work in partnership with RCM branch and workforce business partners, to implement bespoke action plans based on local issues, identified by the maternity team.

Responsibility - Implement robust health and safety strategies to prevent damage to staff wellbeing, ensuring zero tolerance of violence and/or aggression. As an employer we are committed to providing a safe and healthy working environment.

Inclusive - Implement actions to address inequality in the workplace, ensure inclusivity and protect staff from bullying, incivility, plus all negative and undermining behaviours.

Nurture - Ensure a positive experience for all new starters, newly qualified and returners to the service. Promote attractive and innovative shift patterns which will be easily accessible to Midwives and MSW's.

Good to Great - Work in partnership to monitor and evaluate progress in relation to our action plans and the experience of all midwives, MSWs and students, improving and adjusting accordingly.



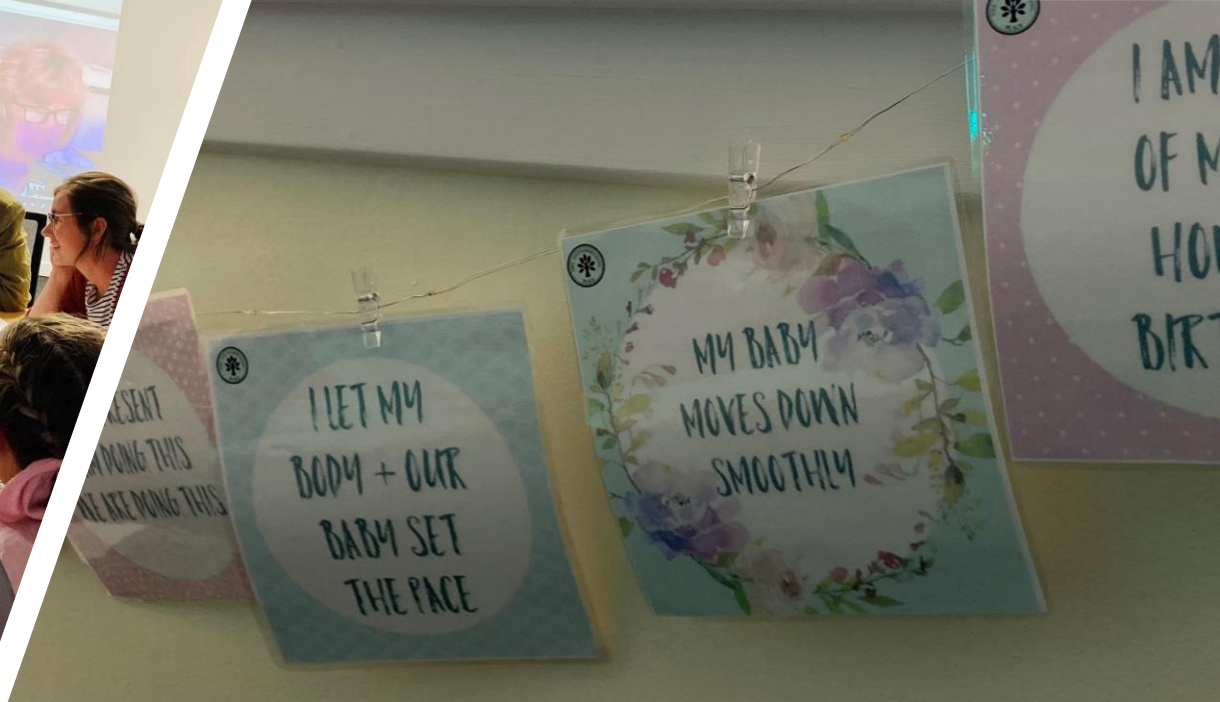
Royal College
of Midwives















Royal College
of Midwives

@RCMScotland
#ThinkTank23

2023 Think Tank Evaluation

