



Royal College of Midwives

Implementation of the pay award 2024

The protected CPD 'non-pay' element

RCM would like to thank the WPF Co ordinating group for the opportunity to comment on the draft potential wording for an all-Wales CPD approach.

CPD time remains a significant priority for RCM members, and we welcome the opportunity to influence a consistent approach to guaranteed protected time for staff

Midwives play an essential role in ensuring that women and birthing people have a safe and life enhancing experience in maternity care and that their babies and families have the best possible start in life (Midwifery 2020). Midwives are autonomous professionals who's unique and specialist skills affects the whole population. They deliver innovated evidence-based cost-effective care across integrated care; they have the capacity to initiate and to respond to change

Women and their families expect and deserve a service that provides high class specialist care. In order to carry out their role midwives and MSWs are required to complete up to date training, this is not just something that is nice to have but is essential in providing gold standard care to birthing people and their families and to maintain the essential skills required for their registration. This includes, organisational mandatory training, role specific training, training and development required to maintain their registration (midwives) and time for clinical supervision (midwives).

In regard to considering the importance and value of protected CPD, the recent MatNeo Safety support programme discovery report provides a clear outline that Maternity and Neonatal care is complex, dynamic and requires both psychomotor and quick thinking, often in high intensity situations. It is therefore essential that the workforce is educated and skilled to provide high quality care and remained engaged with the working environment. Enablers of this includes regular provision of educational opportunities, succession planning and leadership development and training. The report recommends the importance of a psychological safe environment that fosters a learning environment and an adequate workforce that has the capacity to learn.

Because this is a requirement of their role and to ensure the health, safety and wellbeing of the midwife and to maintain a good work life balance this should be in work time.

If we are to avoid any further negative reports around maternity services and strive for better services and better care for birthing people and their families, then we need to accommodate the needs to fulfil this requirement. This may require funding to back fill the roles whilst this is completed in work time however if we took into consideration the current pay out of adverse cases and the sickness rates of burnout/stressed midwives are currently experiencing then we will probably save money, reduce the sickness levels and offer better care to service users.

RCM would agree that detailed arrangements for delivering CPD are better dealt with at local level. There will be variations between individuals and between groups over when CPD time is required. Therefore, local flexibility is imperative to accommodate the flexible needs of the workforce. However, we must ensure that too much of protected time is not taken up with statutory and mandatory training. Business committee and the WPF co ordinating group should have overall responsibility

RCM welcomes the Welsh Government review of statutory and mandatory training requirements with an emphasis on rationalising the mandatory training requirements to allow greater time availability for professional development opportunities.

Review of the work needs to remain a priority of the WPF on going workplan.