



manifesto

2026 RCM Scotland

Safe staffing = safe care Time for action for women and babies

Midwives hold the future of a healthy Scotland in their hands.

Disadvantaged Scottish women now spend less of their lifetime in good health, and their life expectancy is decreasing. The evidence is clear - midwives play a key role in boosting women and communities' health as well as giving each baby the best start in life.

But without safe staffing, women and their babies cannot count on safe care. This manifesto sets out the urgent improvements we need to see from the Scottish Government, so that maternity care can improve health for all.



Jaki Lambert, Director,
RCM Scotland



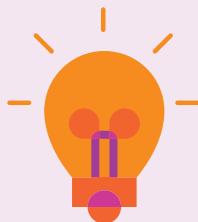
Royal College
of Midwives

Scotland



Safe staffing

- A national midwifery workforce plan in place by the end of 2026 to ensure the right staff, in the right place, with the right skills, and full implementation by 2031 to ensure no midwifery services are stood down.
- Establish minimum safe staffing ratios for care settings.



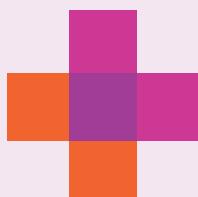
A learning profession

- A graduate guarantee of a post for every newly qualified midwife in Scotland.
- An 'earn-as-you-learn' route for maternity care assistants to become midwives.
- Full implementation of all Nursing and Midwifery Taskforce recommendations by March 2027.



Amplifying midwifery voices

- Director of Midwifery in every health and special board, with direct accountability and access to the Executive Nursing Director and the board.
- The Chief Midwifery Officer post to be made a permanent, statutory position.
- A consultant midwife in every maternity unit by the end of Parliament.



Improving health and prevention

- Maternity Inspections to cover community settings, as well as hospitals, within 12 months to ensure the delivery of an integrated care model.
- Recruit and educate 200 advanced-educated midwives to meet the needs of today's families across Scotland by 2031.



Our workplace, your birthplace

- All health boards to meet RCM break space standards within 12 months.
- Ensuite provision in every birthing space by end of 2029.
- A distinct midwifery uniform by the end of 2026 to make midwives and Maternity Care Assistants (MCAs) clearly identifiable in clinical settings.

