Aim of Project
The aim was to develop a tool which could be used as a handheld personal record of practical skills and competencies for band 5/6 midwives to promote workforce development, continuous quality improvement and safe effective practice.

Primary Drivers
- Identifying skills and competencies relevant to current areas of practice
- Development of the tool
- Unit wide implementation

Secondary Drivers
- Staff consultation – identifying desired skills
- Identify service needs, mandatory requirements
- Availability of learning opportunities
- Draft versions with input from quality improvement and education

Project Actions/Processes
The aim was to develop a comprehensive, easily accessible record of clinical skill and competencies, identifying when these have been achieved and how often reassessment or updates are required.

A team was compiled to take the project forward, made up of a band 6 clinical midwife, a MCQIC midwifery champion, practice education facilitators and a band 5 flying start midwife.

Existing trust standards and expectations were sought and compiled alongside midwife identified development opportunities. A series of PDSA improvement cycles were then used to develop the design, physical layout and content of the handheld record. Barriers identified at this point included capturing and communication of updates to the paper version & resources required to access learning opportunities.

Once the basic blueprint was established, changes were relatively simple to implement and the handheld record came together fairly quickly.

Results/Evaluation
Initial consultation with band 5/6 midwives in NHS Lothian maternity units identified a desire for easier access to information on expected standards, training, skills and competencies by the health board. The Midwives Skills Passport tool was developed as an easy to use, handheld document giving immediate access to this information. The record could be used as the basis of eKSF annual updates and review with Supervisor of Midwives.

The initial evaluation of the tool was significantly positive with input from clinical staff on desired content, physical layout and usability. Some barriers to change were identified during the test cycles and new direction sought. The outcome has been refined to reflect feedback and the document is now more accessible and user friendly. The current objective is for band 5/6 midwives to keep their continuous development up to date using this tool.

Further developments involve adapting the document to include learning needs appropriate to other levels of staff including Band 7 midwives and Clinical Support Workers. This easy to implement record can be utilised in line with national strategic targets and promotes compliance with the Scottish Governments workforce 20/20 vision ensuring workforce development, safe effective care and continuous quality improvement & innovation.