

# Evaluation of NHS Tayside Transition Programme for New Graduate Midwives (NGM)

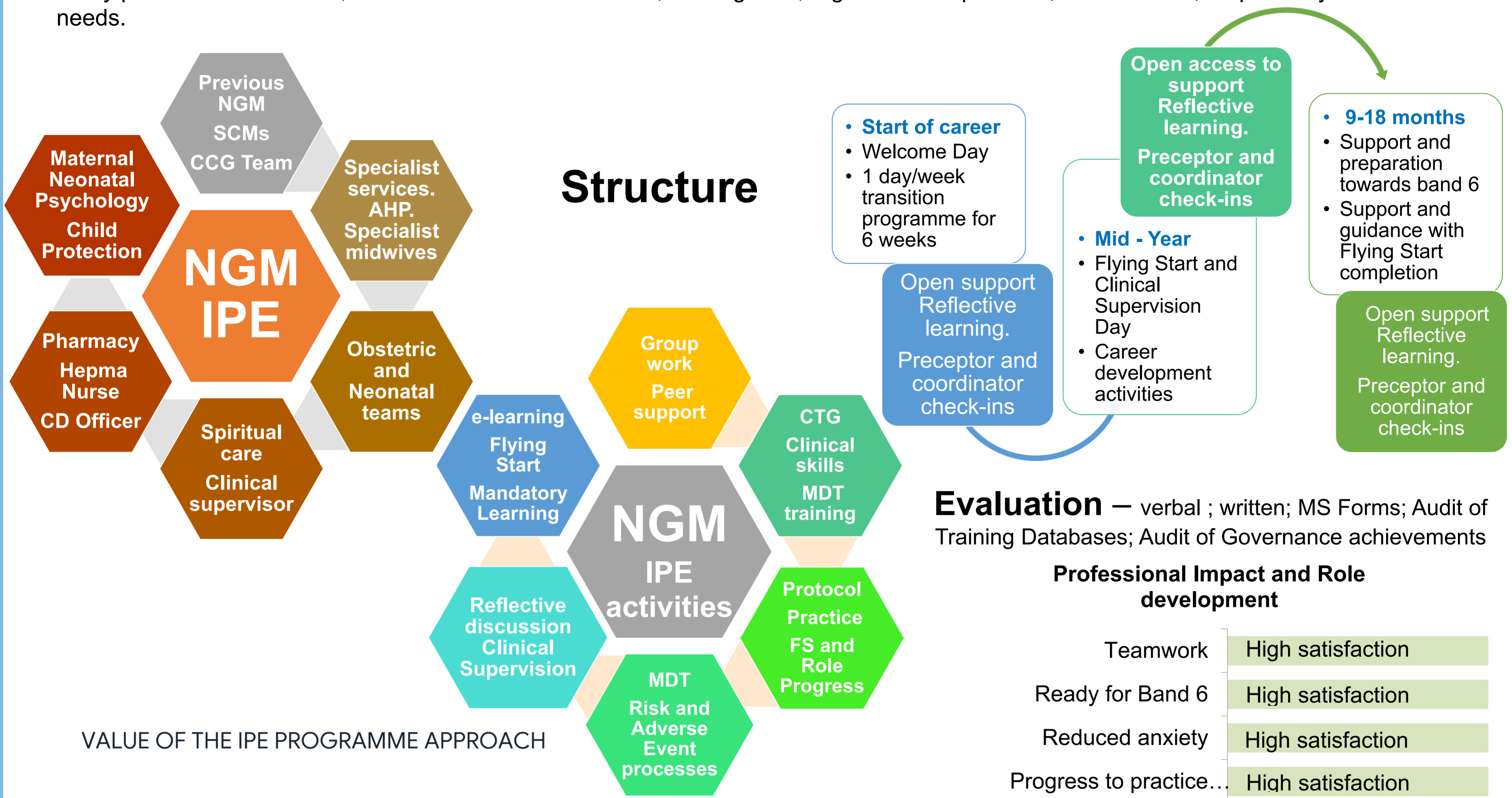
- early Interprofessional education supported confidence



Heather Robb, Midwife

## Background

- Every newly qualified midwife in Scotland deserves a preceptorship experience that is structured, supportive, empowering and individualised to learning and development needs (NES 2024).
- Interprofessional Education (IPE) can promote collaborative practice. Effective maternity care relies on interprofessional collaboration NMC(2024) NMC(2026).
- Respect, joint learning, interprofessional teamworking, can reduce errors and improve outcomes, Ockenden(2022).
- Maternity Service values IPE, facilitating a Transition Programme for NGM - Protected Learning Time with a 1-day welcome day and 1-day per week for 6 weeks, IPE scaffolded from feedback, training data, organisational priorities, collaboration, responsivity to NGM needs.



**Evaluation** – verbal ; written; MS Forms; Audit of Training Databases; Audit of Governance achievements

### Professional Impact and Role development

Teamwork	High satisfaction
Ready for Band 6	High satisfaction
Reduced anxiety	High satisfaction
Progress to practice...	High satisfaction
Practice supervisor	Improved rates
Clinical skills competency	Excellent rates
Child protection completion	Improved rates

Low satisfaction → High satisfaction

### VALUE OF THE IPE PROGRAMME APPROACH

#### BUILDING TEAM RELATIONSHIPS

- Networking with the wider team and guest speakers across all maternity
- Putting faces to names of the MDT and getting to know colleagues
- Early relationship-building supports effective communication and reduces anxiety

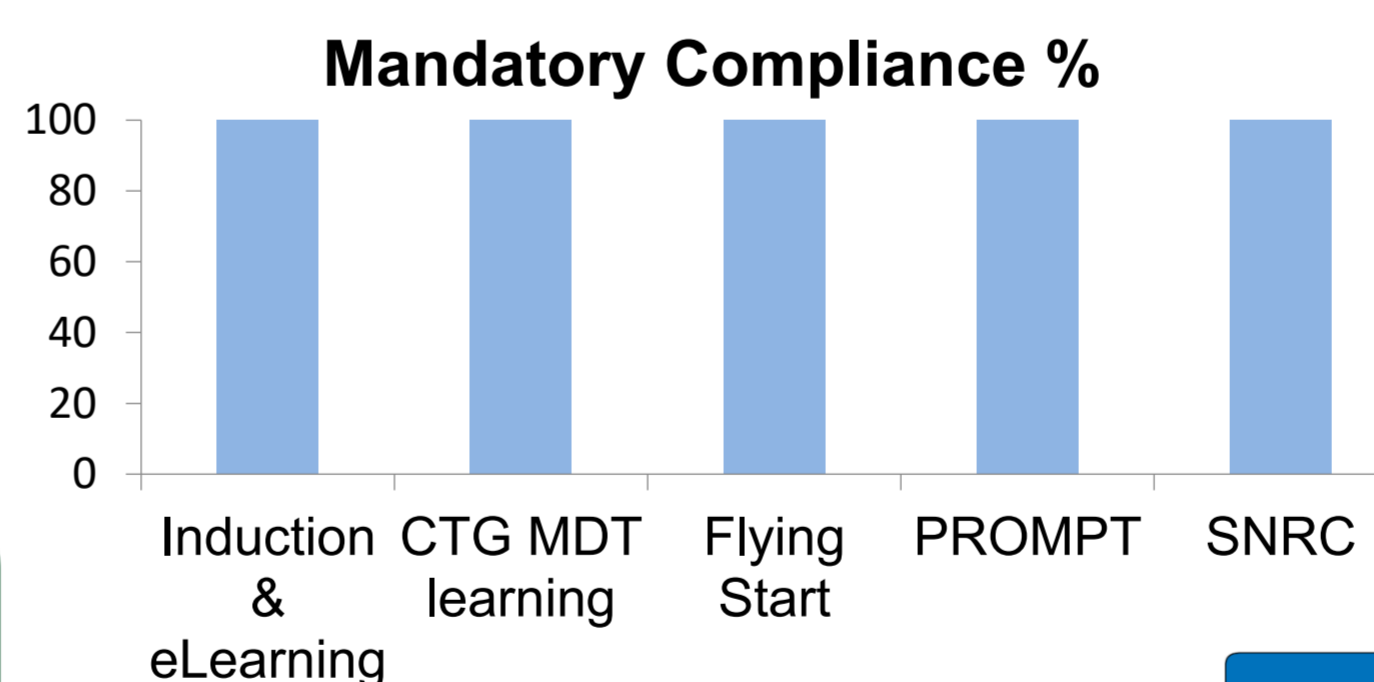
#### SUPPORTIVE WORKING CULTURE

- Feeling welcomed by the full team sets precedence for a nice working culture
- Gaining a sense of value and belonging from the very beginning of practice
- Creating a supportive environment that builds professional confidence

#### IMPACT ON CARE & FAMILIES

- Understanding all supportive services offered in Tayside for women and families
- Stronger multidisciplinary working through cross-service collaboration
- Working together as a team throughout the whole service is imperative

100% OF NGMs RECOMMEND THE IPE PROGRAMME CONTINUES



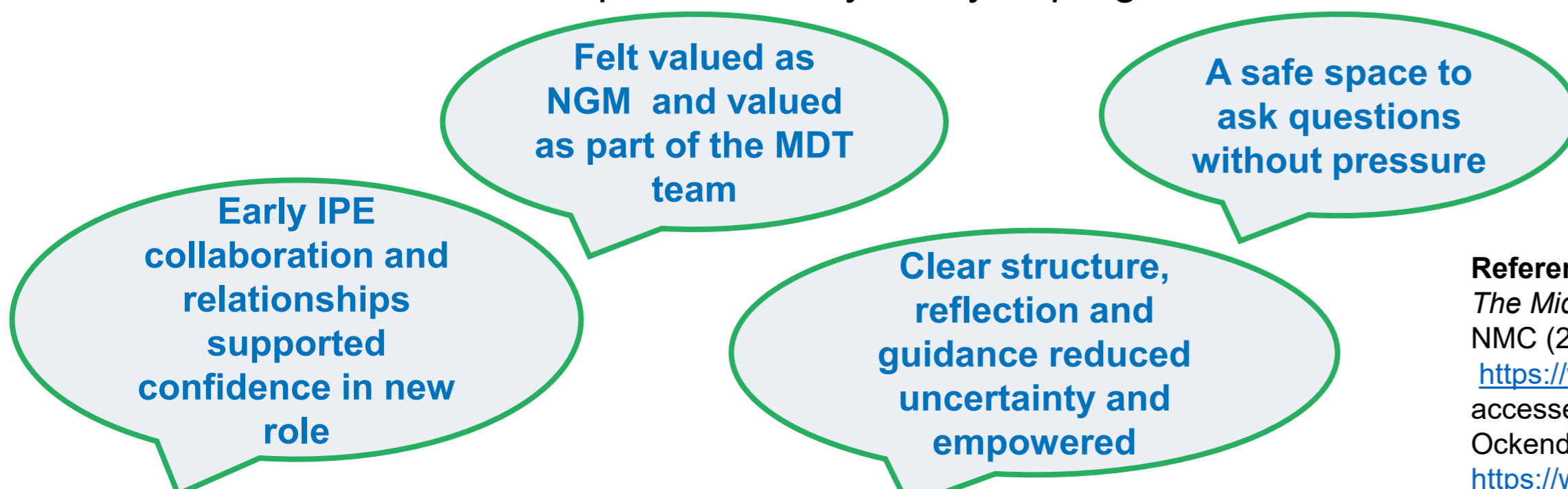
### IPE TRANSITION PROGRAMME: QUALITATIVE EVALUATION

<b>EDUCATION QUALITY &amp; COMPETENCE</b> <ul style="list-style-type: none"> <li>• Meaningful programme</li> <li>• Enhanced understanding</li> <li>• Safer decision-making</li> </ul>	<b>PSYCHOLOGICAL SAFETY</b> <ul style="list-style-type: none"> <li>• Morale &amp; well-being</li> <li>• Positive environment</li> <li>• Increased confidence</li> </ul>
<b>COLLABORATION &amp; SAFER OUTCOMES</b> <ul style="list-style-type: none"> <li>• Interprofessional relationships</li> <li>• Multi-professional teamwork</li> <li>• Better escalation &amp; delivery</li> </ul>	<b>RETENTION &amp; SATISFACTION</b> <ul style="list-style-type: none"> <li>• Reduced early-career anxiety</li> <li>• Improved satisfaction</li> <li>• Stability &amp; development</li> </ul>

## Feedback

100% of NGM felt the programme, built confidence, reduced fear and anxiety, built MDT relationships, built understanding and respectful communication.

SCM feedback - NGM more professionally ready to progress to band 6.



### References:

- The Midwifery Preceptorship Framework for Scotland. NES; September 2024
- NMC (2024) Standards of Proficiency for Midwives <https://www.nmc.org.uk/standards/guidance/good-teamwork-means-better-maternity-care/> NMC (2026) online accessed 19/2/2026
- Ockenden, D. (2022) *Final report of the Ockenden review* GOV.UK. 2022 [online]. Available from: <https://www.gov.uk/government/publications/final-report-of-the-ockenden-review>.