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## RCM Career Framework

### Digital midwife

The digital midwife is an experienced midwife with enhanced knowledge of digital issues and information technology systems within maternity. They ensure clinical practice supported by digital technology meets professional standards.

The digital midwife leads the digital maternity agenda, promoting changes in the profession, utilising digital technology to improve service delivery, women's experience, quality and safety. As services increasingly utilise digital technology, any service change will need to have awareness of digital impact and enablers which need consideration and support from the digital midwife role. Pre-empting how the digital technology can support future developments in midwifery supports timely service improvement.

The digital midwife works closely with staff across the multi-disciplinary team to support effective working relationships both within and external to the maternity service. Cross boundary working is an important aspect of the role, to link IT, system suppliers and clinical staff to ensure they work collaboratively to achieve safe and effective practice.

The digital midwife provides support to those who find digital technology challenging and signposts them to appropriate training and support available both within and external to the organisation.

The digital midwife supports data collection by ensuring that staff are effectively using electronic systems to capture key data and completing this accurately to ensure quality data is reflected. The digital midwife should evaluate data quality and be able to support local and national data collection from the digital systems used within the service.

### How to become a digital midwife

A digital midwife should have a good range of experience in all aspects of maternity care. This is imperative to ensure that the digital solutions are effective for the whole maternity pathway.

It is important for a digital midwife to maintain good knowledge of any developments or changes in best clinical practice and ensure that the digital processes are effective in supporting this.

A good understanding of change management is needed to support any system or service changes required as digital midwives will advise on both the changes required to existing digital systems and the appropriate clinical training to support the implementation of changes in process and practice.



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The digital midwife should have a good knowledge of data which is regularly collected and shared both internally and externally for dashboards, key performance indicators and mandatory data sets.

This role is supportive of the audit and risk management processes due to value of the maternity record in both capturing data and record of events. A digital midwife should have a good understanding of these processes and the role an electronic record system plays in ensuring that these processes can be completed quickly, and with clarity and confidence in the record.

The digital midwife should have a good understanding of the full functionality of the maternity system used and good knowledge of excel and how to present data in an accessible format for use in the wider maternity services.

### **Career progression**

As the work a digital midwife does runs through all aspects of midwifery practice, there are opportunities for progression into senior midwifery roles such as:

- Matron
- Other specialist midwifery roles such as practice educator
- Governance midwife

Digital midwives may also progress within the digital career both within and external to midwifery, for example:

- Digital leadership roles in or outside of the NHS
- Regional leadership roles, such as local maternity system digital lead
- Chief clinical information officer (CCIO)
- Chief nursing/midwifery information officer (CMIO)
- Technology lecturer

### **The four core responsibilities needed to achieve this are**

- Expert clinical midwifery practice
- Professional leadership and management
- Education training and development
- Research and evidence base to develop and improve practice and service

## **Expert clinical practice**

Digital midwives should have experience of working in all areas of the maternity pathway and have good knowledge of the contribution of all providers outside of maternity such as health visitors. They should be able to relate their clinical expertise to digital technology to identify opportunities to enhance care and improve outcomes. A digital midwife should demonstrate:

- Critical and analytical thinking skills
- Problem solving and clinical judgement
- Process mapping and linking digital process to clinical practice
- Advanced IT Skills/knowledge – this could be from formal training/qualification or other experience
- Detailed knowledge of clinical standards and regulation of clinical documentation
- Good understanding of the governance process
- Promoting and influencing others to share and implement digital practice
- Effective cross boundary working both within and external to maternity

## **Professional leadership and management**

As an ambassador of the midwifery profession, a digital midwife will ensure clinical practice is supported by digital technology and meets professional standards.

- Digital leadership, support, and training to midwives and members of the multidisciplinary team
- Influence and work with people in other disciplines including system suppliers
- Act as a resource for midwives and members of the multidisciplinary team who lack digital literacy and confidence
- Provide transformational leadership that inspires as well as ensures the safe delivery of care making full use of digital solutions available
- Advocacy for digital solutions to enhance women's experience of maternity care
- Support and promote changes in practice to utilise digital solutions effectively

## **Education training and development (self and others)**

The digital midwife does not require specific IT skills training but would benefit from an enhanced knowledge of digital systems and processes; and should be confident using digital technology. Sharing their expertise in a supportive role to those with less digital skills is an essential aspect of the role.

- Recognise the training needs and development of midwives, students and the multidisciplinary team and contribute to the provision of these in relation to the digital systems in place
- Support the development of training sessions on IT systems to be clinically appropriate and tailored to the maternity setting



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- Work collaboratively with education providers to enhance the ongoing education and training of students, peers and self.
- Enhanced knowledge and skill of Excel will be required for data management
- Specialist IT training on local systems required once in post if obtained prior

### **Research and evidence base to develop and improve practice and service**

A good knowledge of the existing literature surrounding the benefits of digital working and effective digital transformation is required to support service development. Translating evidence-based practice into digital solutions will support service development.

- Identify and evaluate appropriate research in digital maternity and digital healthcare provision
- Share benefits in a way which is accessible to the maternity team
- Evaluate potential digital solutions to updates in clinical practice based on research and updated guidance
- Understand how data from maternity IT systems can be used to facilitate research and audit to improve practice and the service