NHS England

NORTH WEST DEVELOPMENT PACK FOR

Internationally Educated Midwives

CAREER DEVELOPMENT



all4maternity LEARNING • SHARING • CARING

Lancashire and South Cumbria | Local Maternity and Neonatal System
What matters to you, matters to us

LMNS Greater Manchester and Eastern Cheshire Local Maternity and Neonatal System

Improving me
Women's health and maternity experience

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Introduction and welcome

Congratulations on becoming a midwife within the North West region and NHS England. We are delighted to warmly welcome you to the North West and we hope you enjoy working as a valued member of our team!

You have now completed the long process of completing your testing process and gained your Midwifery registration with the UK Nursing and Midwifery Council (NMC). Congratulations on this big step, working in a clinical maternity area. This development pack has been designed in collaboration NHS trusts across the three local maternity systems, the North West NHS regional team and All4Maternity. This document is not intended as a Preceptorship document, instead, it is intended as a supportive tool that will aid your transition to life as a midwife in the UK. This document will acknowledge your skills and experience in your previous midwifery roles, whilst supporting you to deliver safe and high quality maternity care in line with your registration.

Your previous experience as a midwife will be essential in developing your clinical skills further, when offering care to women, birthing people and their families. It is really important that you utilise the support available from those around you.

There are is a number of colleagues you can approach should you find yourself needing additional support.

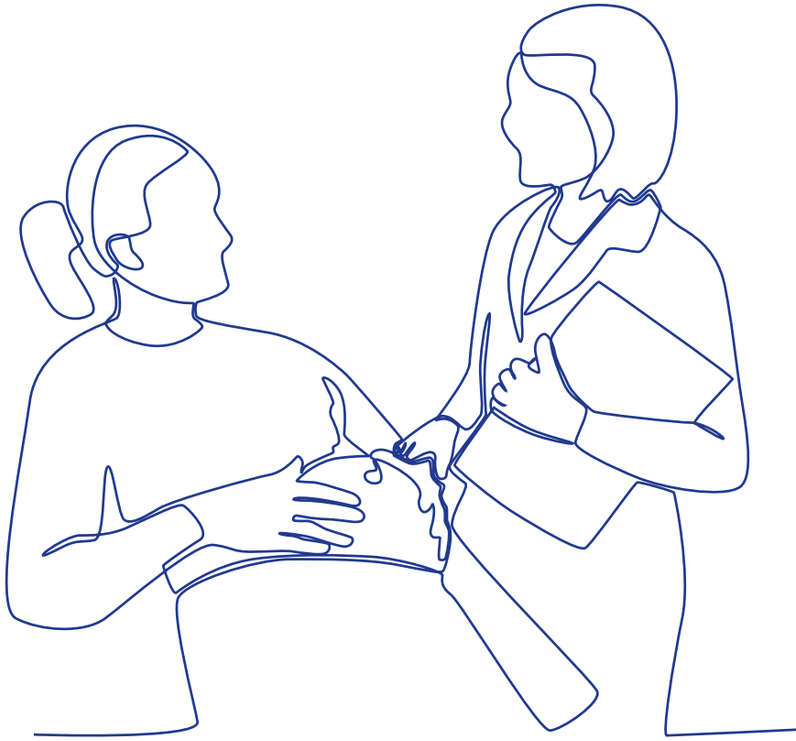
These include:

- Fellow midwifery colleagues
- Maternity Support Workers
- Practice Development Midwives
- Your line manager(s)
- Professional Midwifery Advocate.

This document will also support you to consider your personal development and your ambitions for the future, preparing you for your midwifery revalidation and exploring options for midwifery leadership roles.

Your development period is personal to you and will be agreed and reviewed between yourself and your midwifery practice lead. Your transition period will be reflective of your previous healthcare experience, your confidence, contracted hours and your own perception of your skills and development.

Please maintain confidentiality throughout this pack, in accordance with the NMC Code and legislation.



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Life as a midwife in the UK

In the UK, women and birthing people have a variety of options regarding their care and place of birth. Usually, care will take place in a clinic, maternity unit, at home or a centre in the community.

Service users are encouraged to provide feedback to maternity care services through a Maternity and Neonatal Voice Partnership or a feedback service, to support improvements in care for all service users, regardless of their background or status.

Midwives working in the UK need to have either completed their midwifery education in the UK or abroad. In the UK, student midwives can either complete an undergraduate direct entry degree over a three-year period or qualified nurses can complete a degree or a Masters over a shortened period.

Midwifery in the UK may have some similarities and some differences from your previous experience as a midwife. In the UK, the Nursing and Midwifery Council (NMC), regulate nursing and midwifery and promote professional standards.

Their vision is safe, effective and kind nursing and midwifery practice that improves everyone's health and wellbeing. Your midwifery registration, to allow you to be eligible to practice as a midwife, is maintained by the NMC.

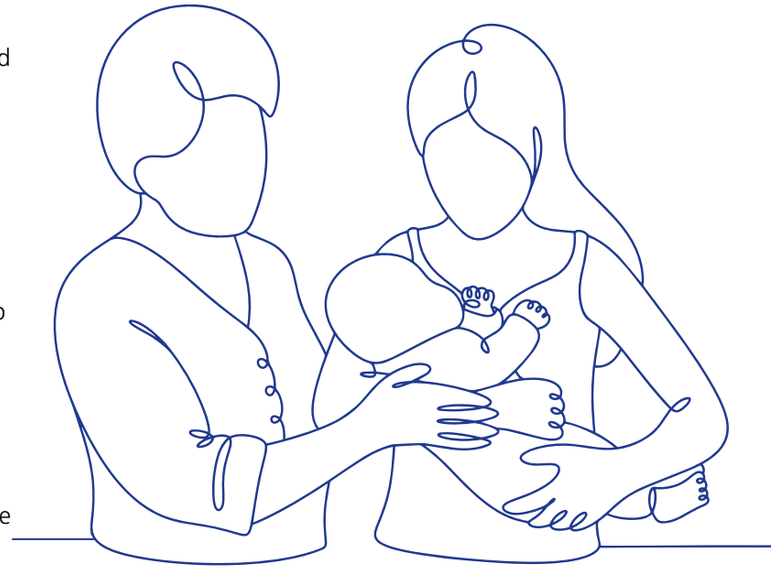
If any concerns arise about an individual's practice, this is something that the NMC can review.

Across the North West region, there are three Integrated Care Boards (ICB) based in each of the local areas:

- Lancashire and South Cumbria
- Greater Manchester and Eastern Cheshire
- Cheshire and Merseyside

Each area has a Local Maternity and Neonatal System (LMNS) based within the ICB. The LMNS is a partnership of people involved in maternity and neonatal services, such as maternity and neonatal service providers, commissioners, local authorities and maternity and neonatal voices partnerships.

The LMNS across each area, works to improve services, to make them safer, more personal and kinder to people who use them. The partnerships work together to transform maternity services across the local area and collaboratively with the NHS England North West regional team.

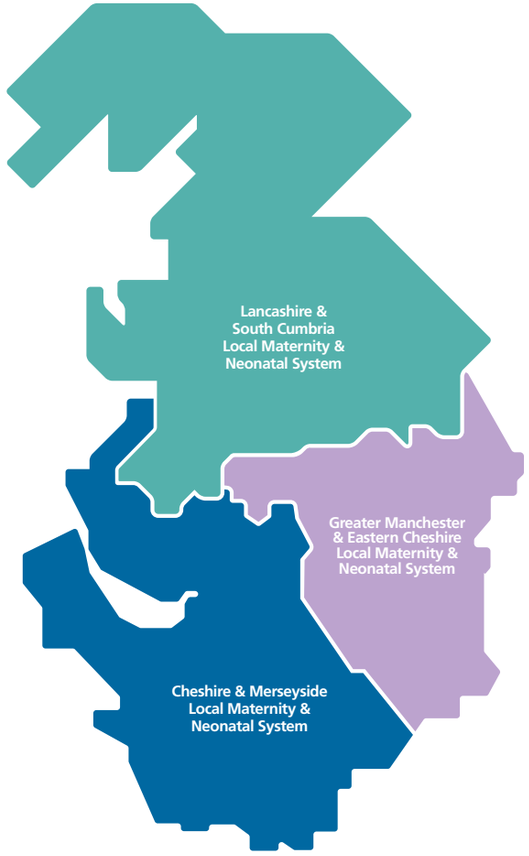


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Life as a midwife in the UK (Cont.)



The North West region offers a wide range of opportunities for those living here. The North West of England combines natural beauty, from the landscape of the Lake District to the coastal areas in Blackpool to the historical richness, across the Ribble Valley and busy city life in Manchester and Liverpool.

People talk about the friendliness, strong community spirit and excellent transport across this diverse and vibrant region, North West has a lot of opportunity for you as a midwife, working across this location. You may wish to access additional support, to allow you to develop your awareness of standards and guidelines that midwives and NHS professionals work to in the NHS.

MATERNITY VOICE PARTNERSHIPS	LINKS
Lancashire and South Cumbria	
Blackpool Teaching Hospitals	
East Lancashire Hospitals	
University Hospitals of Morecambe Bay	

MATERNITY VOICE PARTNERSHIPS	LINKS
Greater Manchester and East Cheshire	

MATERNITY VOICE PARTNERSHIPS	LINKS
Cheshire & Merseyside	
Liverpool	
Wirral	
Chester	
Central Chester	
Southport, Ormskirk & Sefton	
St Helens	
Warrington & Halton	

Take some time to watch this webinar (Midwifery in the UK) and then use the Life as a midwife in the UK section under the Development Goals and Self Assessment tab on the left to reflect on your learning, identifying any future goals or development needs that you have noted.

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Support and wellbeing

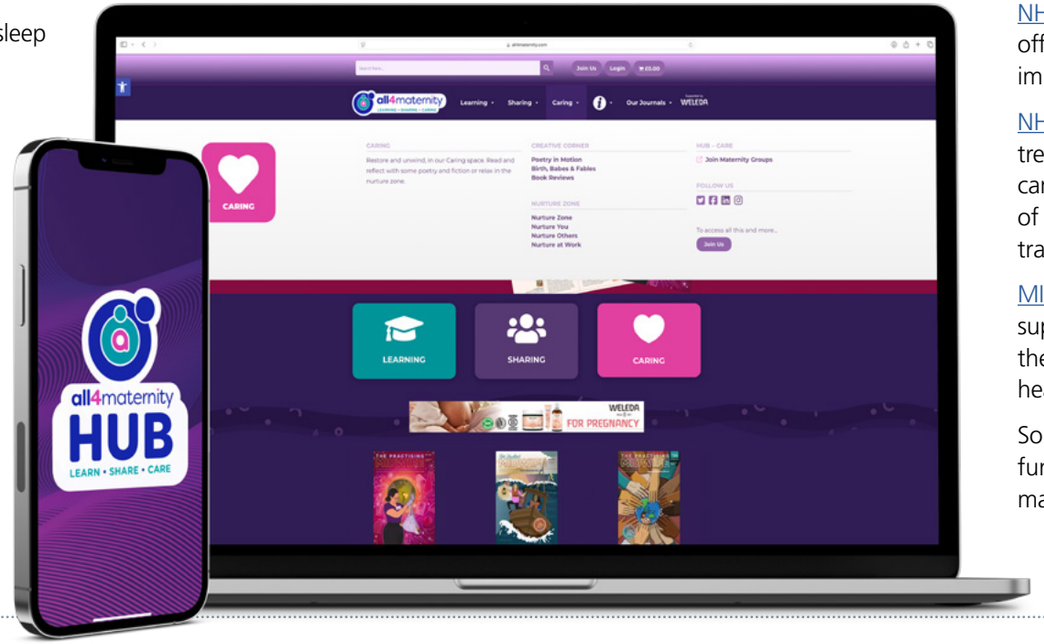
As midwives, we are great at caring for the wellbeing of people accessing our services, but it is also really important to remember to look after ourselves and each other.

With regard to supporting your own wellbeing there is a wide variety of self-help measures. These range from usual day-to-day activities, to additional tools to utilise.

Examples of self-help include:

- Regular exercise
- Eating a well-balanced diet
- Spending time outdoors
- Ensuring you get enough sleep
- Relaxation

As part of your All4Maternity membership, you will have access to the Nurture Zone, where there is a dedicated caring space. This nurturing space, which aims to create a supportive environment to encourage and care for the health and wellbeing of our members, aims to foster a sense of belonging through connection, compassion, empathy, and understanding. In this space, you will find a range of resources to support your mental and physical wellbeing.



Regardless of your current circumstances and experience, we all encounter challenging times in our life. It is okay to not be okay, but it is important to recognise when something is not quite right and to seek any support you need.

Remember you can access local support from your peers, managers, practice development team, and your local professional midwifery advocates.

In addition to services and facilitates at a local level, a number of national organisations and charities offer support. These include:

NHS health and wellbeing online support The NHS website offers a wide variety of information, including ways of improving your mental wellbeing and overcoming stress.

NHS talking therapies are effective and confidential treatments delivered by fully trained practitioners. They can help if you are struggling with things like feelings of depression, excessive worry, social anxiety or post-traumatic stress disorder (PTSD).

MIND is a mental health charity, providing advice and support to anybody experiencing a mental health problem, the phone line and website offer confidential mental health support.

Some of these (and other) organisations offer courses to further equip you to support the wellbeing of others. This may be something you wish to independently explore.

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Career development in the UK

It is essential to our region, that we ensure pastoral support continues following your NMC registration, to support you and to encourage social integration into your workplace, together with consolidation of skills as an NMC registered midwife.

Like any health and social care organisation, there may be challenges. However we pledge to work together with you to support you to thrive in the UK.

We recognise that clinical supervision is an essential pastoral element of support, as it offers a safe environment to discuss difficult emotional and social issues and offers a safe space to reflect on different cultural experiences in practice. Your support person will be able to support and offer feedback on your practice, as well as working with you to support your learning and develop your skills.

Use this document to make a note of the people supporting your needs and any notes/actions you wish to share with them.

Name		**Date**	
Notes/Actions	**Discussed With** (add name)	**Date**	

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Personal development goals

Personal development planning will help you to focus on your learning and development needs and will provide you with a clear sense of focus.

A plan will help you map out a path towards your goals, enabling you to achieve them through actionable steps within an agreed timeframe for completion. Focussing your goals into a plan helps you maintain your vision, keep on track to achieve your targets, and reflect on your progress. This helps you to build a clear understanding of what you want to achieve and how you are going to achieve it.

Your personal development plan is for you. It will help you to develop in your clinical practice and towards your personal and professional development goals. It will also support your positive mental wellbeing improving your professional job satisfaction. It will enable a sense of direction, purpose and a feeling of success as you fulfil your potential.

Use the **SMART** tool to ensure that your goals are achievable, this allows you to be realistic and confident in achieving the goal: to understand and recognise your unique attributes and the external factors that might affect your development:

Overall Goal (Specific)	What will success look like? (Measurable)	What will I do to achieve this? (Achievable)	What purpose does it have? (Relevant)	Target date for completion (Time-Bound)
Name your overall goal. Be explicit.	How will you measure your success? What will it look like?	What specific actions will you take and resources will you need?	How does your goal link to professional requirements?	What date/time do you want to complete this by?

See the following for an example of applying the SMART tool:

SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANT	TIME-BOUND
I will improve my ability to interpret and document electronic fetal monitoring (EFM), focusing on key patterns and necessary interventions.	**I will complete appropriate EFM modules, attend a workshop, and score at least 90% on an assessment within 3 months.**	**I have access to training resources, a practice development lead, and can dedicate 4 hours weekly to study and practice.**	**Proficiency in EFM is critical for providing safe, high-quality maternity care in my clinical role.**	**I will complete training by Week 8 and pass the assessment by Week 12.**

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Personal SMART goal setting

Overall Goal (Specific)	What will success look like? (Measurable)	What will I do to achieve this? (Achievable)	What purpose does it have? (Relevant)	Target date for completion (Time-Bound)
Name your overall goal. Be explicit.	How will you measure your success? What will it look like?	What specific actions will you take and resources will you need?	How does your goal link to professional requirements?	What date/time do you want to complete this by?

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Self-assessment SWOT analysis

You can use a SWOT analysis tool to help you identify your personal development needs.

A SWOT analysis is a structured approach to assessing your position and planning for growth by identifying your internal Strengths, Weaknesses and the external Opportunities, and Threats. By distinguishing between internal reflections (Strengths and Weaknesses) and external influences (Opportunities and Threats), you can gain a clear understanding of your current position and create targeted strategies for personal and professional development. Use the figure and example below to guide you in completing your own SWOT analysis.

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
What are you good at?	What areas could you improve on?	What might help you?	What might get in the way?
Reflect on your personal attributes, skills, knowledge, and experiences that give you an advantage. These are the areas you can build on to succeed.	Identify personal challenges or gaps in skills, knowledge, or confidence that may hold you back. These are areas to improve or address.	Look at external factors in your environment, workplace, or industry, such as resources, mentorship, or new roles, that could help you grow or succeed.	Recognise external challenges, such as workplace barriers, industry changes, or societal issues, that could impact your progress. Plan to navigate or mitigate these.
S	W	O	T

STRENGTHS (INTERNAL)

Knowledge: Solid understanding of fetal physiology and monitoring basics.

Skills: Previous experience interpreting fetal heart rate patterns.

Attributes: Motivation to learn new technologies.

Experience: Work in diverse maternity care settings.

WEAKNESSES (INTERNAL)

Knowledge: Limited familiarity with local guidelines (e.g., NICE).

Skills: Challenges interpreting advanced EFM tracings.

Attributes: Low confidence in team discussions due to language barriers.

Experience: Minimal exposure to advanced EFM systems.

OPPORTUNITIES (EXTERNAL)

Workplace: Training programs and mentorship available.

Community: Webinars, CPD courses, and certification options.

Technology: Online EFM tutorials and self-assessment tools.

Policy: Global focus on reducing perinatal harm increases demand.

THREATS (EXTERNAL)

Workplace: Limited time for supervised practice due to staffing.

Community: Bias against internationally educated midwives.

Regulations: Complex credentialing processes.

Wider Context: Variation in fetal surveillance practices across settings.

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Self-assessment SWOT analysis (Cont.)

Please use the following table to complete your own SWOT analysis. This can be related to specific skills, practice areas, or career goals.

STRENGTHS What are you good at?	WEAKNESSES What areas could you improve on?	OPPORTUNITIES What might help you?	THREATS What might get in the way?

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Development opportunities

When using this development document tool, it is also helpful to explore the wide range of clinical learning opportunities that are available within the NHS trust that you are employed by.

Here are some of the possible learning opportunities throughout midwifery – presented in alphabetical order. This list is not exhaustive and has been created to be used as a tool to support you with identifying any areas for development. Tick boxes have been included to enable you to keep track of these. There is no expectation to complete a set number of these during your induction however you should feel confident with these as a Band 6 midwife.

GENERAL

- ☐ Admission processes
- ☐ Baby Friendly Care
- ☐ Bereavement care
- ☐ Cannulation
- ☐ Care plans – development and implementation
- ☐ Continuity of care and carer
- ☐ Digital systems
- ☐ Discharge processes
- ☐ Documentation
- ☐ Equality, diversity and inclusion (EDI)
- ☐ Equipment/routine checks
- ☐ Fluid balance
- ☐ Handover of care – such as SBAR
- ☐ Incident reporting
- ☐ Individualised care planning
- ☐ Interpretation of results
- ☐ Medicines management
- ☐ Neurodiversity
- ☐ Pain management
- ☐ Raising and escalating concerns
- ☐ Referral processes
- ☐ Research
- ☐ Screening
- ☐ Smoking cessation
- ☐ Structured communication
- ☐ Telephone assessment
- ☐ Undertaking risk assessments
- ☐ Venepuncture
- ☐ Venous Thromboembolism (VTE) assessments
- ☐ Wider determinants of health

ANTENATAL CARE

- ☐ Additional antenatal care
- ☐ Antenatal colostrum harvesting
- ☐ Antenatal infant feeding conversations
- ☐ Antenatal education
- ☐ Aromatherapy service
- ☐ Assessment for ruptured membranes
- ☐ Booking appointments
- ☐ Discussions regarding place of birth
- ☐ Early pregnancy assessment unit
- ☐ FCTG interpretation (including computerised)
- ☐ Fetal anomalies and fetal medicine
- ☐ Fetal growth surveillance – including concerns
- ☐ Following up non attenders
- ☐ Hyperemesis gravidarum
- ☐ Induction of labour (IOL)
- ☐ Intrahepatic cholestasis of pregnancy
- ☐ Management of preterm ruptured membranes
- ☐ Management of prolonged rupture of membranes
- ☐ Membrane sweeps
- ☐ Multiple pregnancy
- ☐ Oral Glucose Tolerance Tests (OGTTs)
- ☐ Outpatient management of hypertensive disorders
- ☐ Placenta and vasa praevia
- ☐ Prematurity predictor swabs
- ☐ Preparation and assessment for home birth
- ☐ Preparing for and running clinics
- ☐ Reduced fetal movements
- ☐ Speculum examinations
- ☐ Steroid administration and pathways
- ☐ Universal antenatal care
- ☐ Vaccinations in pregnancy
- ☐ Vaginal examinations

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Development opportunities (Cont.)

INTRAPARTUM CARE

- [ ] Active birth
- [ ] Additional intrapartum care
- [ ] Artificial rupture of membranes (ARM)
- [ ] Augmentation of labour
- [ ] Bladder care
- [ ] Caesarean section (elective or emergency)
- [ ] Epidural
- [ ] Episiotomy
- [ ] Fetal scalp electrode (FSE)
- [ ] FCTG interpretation
- [ ] Home birth
- [ ] Induction of labour (IOL)
- [ ] Intermittent auscultation
- [ ] Interpretation of cord gas results
- [ ] Intrapartum analgesia
- [ ] Intrapartum documentation
- [ ] Intrauterine transfer
- [ ] Latent labour
- [ ] Multiple birth
- [ ] Operative vaginal birth (ventouse/forceps)
- [ ] Oxytocin infusion regime for induction
- [ ] Partogram interpretation
- [ ] Perineal inspection
- [ ] Perineal suturing
- [ ] Pre-eclampsia
- [ ] Preterm birth
- [ ] Remifentanil
- [ ] Third stage management
- [ ] Universal intrapartum care
- [ ] Vaginal examinations
- [ ] Waterbirth

POSTNATAL CARE

- [ ] Additional postnatal care
- [ ] Bladder care
- [ ] Blood transfusion
- [ ] Care following post partum haemorrhage (PPH)
- [ ] Detection and management of tongue tie
- [ ] Hyperbilirubinemia – recognition and management
- [ ] Infant feeding challenges
- [ ] Infant feeding support
- [ ] Medications & vaccinations
- [ ] Nasogastric tube Feeding
- [ ] Neonatal blood glucose monitoring
- [ ] Neonatal bloods
- [ ] Neonatal hypoglycaemia
- [ ] Newborn and Infant Physical Examination (NIPE)
- [ ] Newborn Blood Spot Test (NB BST)
- [ ] Pelvic floor health
- [ ] Perineal care
- [ ] Phototherapy
- [ ] Post-operative care
- [ ] Skin-to-skin contact
- [ ] Storage and expression of breast milk
- [ ] Supporting parents of babies on neonatal unit
- [ ] Thermoregulation
- [ ] Universal postnatal care
- [ ] Weight loss calculation
- [ ] Weight loss management

ADDITIONAL MATERNAL CARE

- [ ] Bereavement care
- [ ] Comorbidities
- [ ] Domestic abuse
- [ ] Enhanced maternal care
- [ ] Hyperglycaemia
- [ ] Hypoglycaemia
- [ ] Insulin preparation & administration
- [ ] Magnesium Sulphate Infusion
- [ ] Mental health
- [ ] Outpatient management
- [ ] Recognition, escalation, and care of deteriorating patient
- [ ] Risk management
- [ ] Safeguarding

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Development opportunities (Cont.)

ADDITIONAL MATERNAL CARE (Cont.)

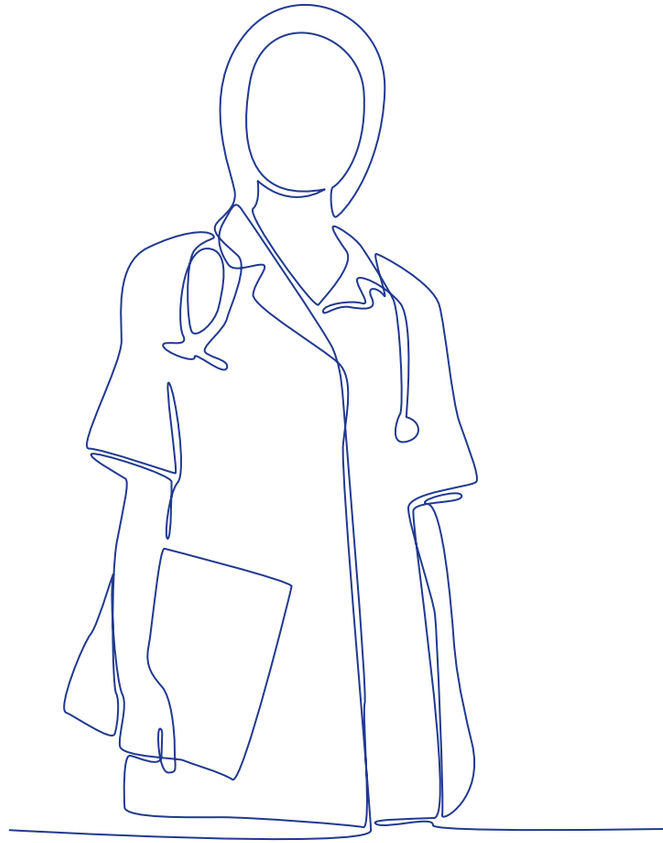
- ☐ Sepsis and the septic bundle
- ☐ Sliding scale after steroid administration
- ☐ Sliding scale during labour
- ☐ Sliding scale prior to elective caesarean
- ☐ Substance misuse
- ☐ Transfer of care

EMERGENCIES

- ☐ Antepartum haemorrhage (APH)
- ☐ Amniotic fluid embolism (AFE)
- ☐ Breech presentation
- ☐ Calling for help
- ☐ Cord prolapse
- ☐ Eclampsia
- ☐ Emergency documentation
- ☐ Emergency transfers
- ☐ Fetal bradycardia
- ☐ Maternal collapse and resuscitation
- ☐ Neonatal resuscitation
- ☐ Placental abruption
- ☐ Postpartum haemorrhage (PPH)
- ☐ Shoulder dystocia
- ☐ Uterine inversion

ANY OTHER DEVELOPMENT OPPORTUNITIES PERSONAL TO YOU:

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Communication and documentation

Effective communication is essential, to ensure that we are providing exceptional care to women and their families.

In maternity care, clear and compassionate communication is not only essential for building trust between healthcare providers and their clients, but also for ensuring the safety and wellbeing for women and their families.

Midwives must be able to demonstrate effective communication, to care for women and families with care, compassion and safety at the heart of communication. Midwives should practice the ability to listen with empathy and be able to respond warmly and positively to all people, regardless of their communication needs and background.

Improved psychological care of those in the healthcare system is closely linked to improved outcomes. Positive communication and interactions throughout the birthing journey significantly affect the woman's experience, which in turn can affect both her mental and physical health. Involving childbearing women and people in developing and reviewing their intrapartum care plan enables them to discuss and make choices about their care. It allows them to be given information and opportunities for discussion to support shared decision making.

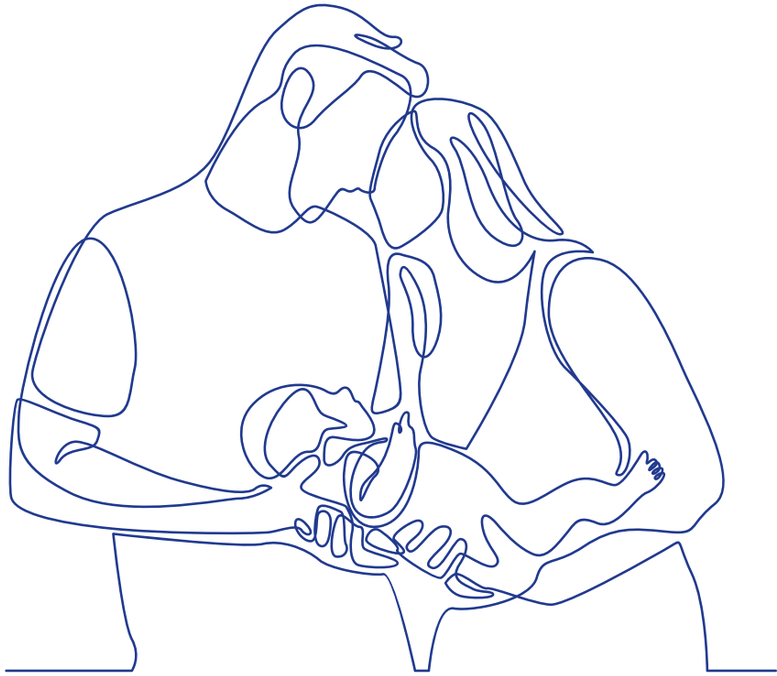
Involvement of service-users allows care plans to be tailored to their conditions and preferences for labour and birth. Service-users should be involved in updating their care plans during pregnancy, labour and the postnatal period.

Effective collaboration between multidisciplinary teams, the woman, person and family are an essential element in good quality and safe healthcare. This is especially important in the context of maternity care, where most women have straightforward labour and birth experiences, but some may require multidisciplinary input in a range of birth settings.

In cases such as this, professionals should be working together across boundaries to ensure access for families, to the right care in the right place.

Take some time to watch this webinar (Midwifery in the UK - Communication) and then complete this course, supporting you with any communication and documentation skills you may need. Communication part 2: Effective communication for safe and quality care – All4Maternity Hub

Take the time to complete the workbook, embedded in the webinar, to reflect and identify any personal development needs.



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INTRODUCTION AND WELCOME
LIFE AS A MIDWIFE IN THE UK
SUPPORT AND WELLBEING
CAREER DEVELOPMENT IN THE UK
PERSONAL DEVELOPMENT GOALS
SELF-ASSESSMENT SWOT ANALYSIS
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SAFE AND QUALITY CARE
FETAL MONITORING
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Safe and quality care

As a midwife, you play a vital role in ensuring safe, high-quality care for childbearing women, people, newborns and families. With over 600,000 births annually in the UK, your decisions and actions will impact on outcomes and experiences of those using maternity and perinatal services. Ensuring a focus on safety and quality is essential.

National reports such as the Ockenden Review, Kirkup Report, and MBRRACE-UK audits have revealed where care has fallen short and what needs to change. These reports highlight avoidable harm, communication failures, and missed opportunities to act. By staying aware of their findings, you can learn from past events to improve the future of midwifery and maternity care.

You have a professional responsibility to keep your knowledge up-to-date. That means engaging with current evidence, clinical guidelines, research, and national priorities. It involves reflecting on what works, what needs to improve, and how you can contribute to a culture of continuous learning and improvement. You can use this career development pack to support you.

When you stay informed, you are not just meeting professional standards— you are facilitating optimal care for all.

Care that is evidence-based, personalised, and responsive to the needs of each childbearing woman, person and baby. You're also strengthening your voice as an advocate and leader in a complex, evolving maternity system.

Everyday safety and quality depends on you. By staying informed and curious, you help create a maternity service that is safer, kinder, and more effective—for everyone.

Take some time to watch this webinar (Midwifery in the UK - Safe and quality care) and then complete this course, The three year delivery plan; listening to and working with families – All4Maternity Hub, supporting you to understand the three year maternity and neonatal delivery plan and the impact for families and the NHS workforce.

Stay up-to-date by accessing the information shared by the following organisations:

- Nursing and Midwifery Council (NMC)
- Royal College of Midwives (RCM)
- Royal College of Obstetricians and Gynaecologists (RCOG)
- Royal College of Nursing (RCN)
- National Institute for Health and Care Excellence (NICE)
- Cochrane Pregnancy and Childbirth
- MBRRACE-UK (Mothers and Babies: Reducing Risk through Audits and Confidential Enquiries)
- Birthrights
- Make Birth Better
- Association for Improvements in the Maternity Services (AIMS)
- All4Maternity



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Fetal monitoring

Use this link below, to access and complete the two courses:

- Fetal heart auscultation: Exploring the evidence
- Fetal heart auscultation: Practice considerations

Fetal heart monitoring during pregnancy and labour is a tool for midwives and maternity birth workers to check the wellbeing of the fetus.

This monitoring, whether intermittent or continuous, allows midwives and maternity birth workers to assess the fetal heart rate and identify any deviations from the usual heart rate.

Fetal heart monitoring during pregnancy and labour, should not be used alone, to assess fetal and maternal wellbeing or progress through labour. It should be used as part of the holistic approach to care during pregnancy and labour and used as a tool to support women/birthing people to make an informed decision around their care.

Historically, continuous electronic fetal monitoring in labour was introduced as a standard part of maternity care in the UK as it was believed that its use would reduce the mortality rate and the intrapartum stillbirth rate.

However, research has found no evidence to confirm this, and the evidence is still needed to support the overall impact on the woman's birth experience, particularly around the woman's choices, birth experience and the resources that tend to be focused on the CTG and not on the needs of a woman in labour.

Addressing these challenges involves balancing the benefits of continuous monitoring with the potential risks and ensuring that its use is guided by best practices and evidence-based protocols.

Using and reviewing a CTG, takes time and practice. This may be a new skill that you are learning since working in the UK, and an area you may wish to develop one.

Use SMART to document your goals and use the SWOT analysis tool to help you create your professional development needs around the use and review of a CTG:

Overall Goal (Specific)	What will success look like? (Measurable)	What will I do to achieve this? (Achievable)	What purpose does it have? (Relevant)	Target date for completion (Time-Bound)
Name your overall goal. Be explicit.	How will you measure your success? What will it look like?	What specific actions will you take and resources will you need?	How does your goal link to professional requirements?	What date/time do you want to complete this by?

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Personal and professional review

Use this link below, to access the webinar recording:

WEBINAR - PROFESSIONAL AND PERSONAL DEVELOPMENT

Personal development and career planning support the concept that learning is a lifelong activity and that setting goals can help individuals to achieve career and personal aspirations.

Personal development planning helps strengthen the capacity of learners to reflect upon their own learning and achievement and to plan for their own personal, educational and career development; it also motivates them to improve their skills which ultimately supports improvements in the quality of person-centred care.

Across the North West region, we will commit to offering learning and development opportunities for all our staff, providing access to training to extend individual's range of skills and knowledge to support staff in taking on new responsibilities to support career progression.

As part of this process, your should be offered an annual personal development review and a personal development plan will be agreed between you and the person conducting your development review.

Take some time to watch this webinar (Midwifery in the UK - Personal and professional development) and then take the time to complete your personal and professional development plan.

This time, focus on your long-term goals for your future career, taking inspiration from some of the midwifery opportunities you have seen in the webinar.

Remember to look back at the plan you created at the start of your clinical employment and when you first used this document. Take the time to review your goals and see what you have achieved.

Use **SMART** to document your goals and use the **SWOT** analysis tool to help you create your professional development needs. You can use these four areas as a framework to identify what could help or hinder your personal development.

Date of review	Reviewer name	What goals have been achieved?	What goals are outstanding?	Identified strengths and areas to improve	Identified opportunities and threats	Identify needs and next steps planning

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Personal and professional review (Cont.)

You can use the following table to capture future and ongoing personal and professional reviews.

Date of review	Reviewer name	What goals have been achieved?	What goals are outstanding?	Identified strengths and areas to improve	Identified opportunities and threats	Identify needs and next steps planning

NHS England



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Lancashire and South Cumbria
Local Maternity and Neonatal System
What matters to you, matters to us

LMNS Greater Manchester and Eastern Cheshire
Local Maternity and Neonatal System

Improving me
Women's health and maternity experiences

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