The Dudley Group NHS

NHS Foundation Trust

Date: 01/09/2015

FREEDOM OF INFORMATION REQUEST Ref: FOI/012402 – Safe staffing for maternity

NICE published the safe staffing guideline 'Safe midwife staffing for maternity settings' on 27th February 2015. The guideline makes recommendations on supporting, determining and monitoring safe midwife staffing requirements for maternity care provided across all settings. The guideline includes recommendations which are aimed at Trust Boards, senior managers and commissioners, which brings me to the information that we are seeking with this request.

1. Since the publication of 'Safe midwife staffing for maternity settings', has your Trust Board reviewed, as an agenda item, the midwifery staffing establishment for your Trust's maternity services?
☐ *Nursing and Midwifery staffing is a regular agenda item for the Trust Board, the papers for this meeting reference and specify staffing midwifery issues and the actions taken to resolve any issues.*

2. If no, When will the board review the midwifery staffing establishment?
☐ *NICE guideline NG4 is currently under review and benchmarking with our approved policy. A response and action plan is being developed and will be reported to the Chief Nurse for approval at Board level*

3. If yes, what were the main findings of the review.
☐ *As stated this is work in progress and is currently under review, however, an exercise has been completed with the Regional Heads of Midwifery group and agreement made on the calculation methodology/tool that will be used regionally while awaiting NICE accreditation of a midwifery workforce tool*

4. What if any recommendations did the review make about midwifery staffing?
☐ *Final recommendations will be made on completion of the benchmarking exercise. The BR+ table top tool will continue to be used as agreed with the Regional HOM group, to assess current midwifery staffing funding to ensure compliance with the requirement.*

5. What decisions did the Board make in relation to any recommendations arising from the review?
☐ *Paper for the Board is in preparation related to NG4*

6. Does your Trust have in place procedures for monitoring and responding to daily fluctuations in demand for midwives?
☐ Yes

7. If yes, please provide a copy of or details of the procedures that are in place.
☐ *Approved escalation policy in place*
☐ *Daily Rapid Response and Action meeting to review immediate, short and longer term staffing issues*
☐ *Daily midwifery staffing status report via email*
☐ *Monthly reporting of staffing levels for Midwives and support staff, correlated against any reported risk and staffing incident*
☐ *Monthly report to Trust Board (as described above)*
☐ *6 monthly BR+ table top assessment and reporting to the Nursing Quality and Governance Group led by the Chief Nurse*

8. Midwifery red flags are intended to prompt an immediate response from the person in charge of midwifery staffing in a setting or on a night shift. Does you Trust have a list of agreed midwifery red flags?
☐ *A list of 'red flags' are being implemented as agreed with the Regional HOM group*

9. If yes, please provide details of the red flags that have been agreed for your Trust's maternity services?
The following table is used to identify red flags for each shift by the Lead Midwife, analysis of this data is reviewed daily at the Rapid Response and Action meeting/action taken as required