

1. Responders to the Request

1. Could you tell us the job roles of all the individuals who provided information for this request?

Practice Development Midwife/ Deputy Matron

2. Please provide us with the details of a main clinical point of contact for this request.

We will use this information to follow-up on your organisation's response, ask for feedback, and forward the published report of the national response to this survey.

Name	[REDACTED]
Email	[REDACTED]
Telephone	01384 456111 [REDACTED]
Job Role	Practice Development Midwife/ Deputy Matron
Employing organisation	Dudley NHS Foundation Trust

3. Around how many babies were delivered by your organisation over the last financial year?
-
- More than 4000

2. The Management of Maternity Services Staff Training

1. Which statement most closely resembles how training for staff working within maternity services is prioritised in your organisation?

☐ Training priorities for different staff groups (e.g. for midwifery, obstetrics, obstetric anaesthesia, AHPs) are reviewed and decided separately by training leads in each discipline.

☒ Training priorities for different staff groups are reviewed and decided mostly separately by training leads in each discipline, but with some collaboration between disciplines for specific aspects/topics (e.g. skills drills)

☐ Training priorities for the whole maternity service are reviewed and decided collaboratively by a multi-professional group which includes midwifery, obstetric and anaesthetic representatives as a minimum.

2. Please provide the role(s)/job title(s) of those involved in reviewing and deciding training priorities for your maternity service.

Head of Midwifery, Practice development team, matrons, clinical service leads , clinical director

3. What information is considered when deciding training priorities/Training Needs Analyses for maternity services within your organisation?
- (Please select all that apply)*

☒ Serious incidents☒ National guidance☒ Near-misses☒ National reviews of morbidity and mortality☒ Complaints☒ Staff feedback/request☒ Needs identified in local population☒ Local review of outcome data☒ Maternity Incentive Scheme☒ New research/evidence☒ The Core Competency Framework☐ None of the above☐ Other *(please specify)*



4. How often are training priorities reviewed and updated for your maternity service?

Once per year

5. Thinking about time allocated for staff to attend training/CPD activities...

- a. Did your organisation allocate a percentage uplift specifically for midwives to attend CPD training?
(*separate to uplift allocated for sickness/other absences*)

☒ No

☐ Yes (*what percentage was used?*)

%

- b. Did your organisation allocate a percentage uplift specifically for maternity support workers to attend CPD training? (*separate to uplift allocated for sickness/other absences*)

☒ No

☐ Yes (*what percentage was used?*)

%

- c. How many days of study leave were available in your organisation for junior doctors working within obstetrics (at registrar level) to attend CPD training? (*if this varied, please provide an average*)

3 Days per year

- d. How many days of study leave were available in your organisation for consultants working within obstetrics to attend CPD training? (*if this varied, please provide an average*)

2 Days per year

- e. How many hours per week of *supporting professional activities* (SPA) time was allocated in your organisation to consultants working within obstetrics? (*if this varied, please provide an average*)

4 Hours per week

3. The Assessment of Maternity Services Staff Training

1. Is data analysed and course content modified in response to evaluation of training programmes provided to maternity staff at your organisation?

☐ No

☒ Yes (*please give an example below*)

CTG training changed to incorporate more local cases

2. At which time points do you collect evaluation data on your in-house training? (*select all that apply*)

☐ Immediately pre-course

☒ Immediately post-course

☐ After a period of time has passed since training (*please specify e.g. 12 weeks*)



3. Do you evaluate whether any training you provide has an impact on clinical outcomes (e.g. post-partum haemorrhage, hypoxic ischaemic encephalopathy)?

☒ No

☐ Yes (please explain how below)

4. Of the training topics provided to maternity staff by your organisation, what percentage do you evaluate using clinical outcomes?

None

5. What are the barriers to fully evaluating the maternity training provided within your organisation?

☐ Poor staffing in the practice education team

☒ Lack of guidance/information on assessment methodologies

☐ No barriers identified

☐ Other (please specify)

4. The Delivery of Maternity Services Staff Training

1. Do you involve other specialities in your training by either involving them in delivery of training, or inviting them to attend? *e.g. Involving paramedics in community skills & drills training, or critical care staff in training on management of the acutely unwell woman.*

☐ No

☒ Yes (please give brief examples below)

Paramedics in community skills drills, ODP and theatre staff for obstetric skills drills

2. Have you identified barriers to providing multi-professional training? *i.e. different professionals (obstetricians, midwives, obstetric anaesthetists, etc) in the maternity team training together*

☒ No

☐ Yes (please give brief examples below)

3. Do you tailor your training to allow staff to upskill in topics relating to the specific characteristics of your local pregnant population? *This involves knowing the local demographic and possible vulnerabilities (e.g. aging population, women with multiple disadvantages, specific diseases).*

☐ No

☒ Yes (please give brief examples below)

GDCP2 has been provided for community staff

4. Are staff qualified in examination of the newborn (NIPE) required to attend refresher training?

☒ Yes

☐ No



5. Did you use external providers to deliver any of the training provided to your maternity staff in the last financial year?

☒ No

☐ Yes (please list the providers used below)

5. Attendance at Maternity Services Staff Training

1. With regard to mandatory training, do you audit how often maternity staff attend updates within the time specified by your organisation's guidelines?

☒ Yes

☐ No

If no, please skip to Section 6 "Training Budgets"

2. When audited, what was the rate of timely attendance for all staff at mandatory training/updates?
86-90%

3. What was the rate of timely attendance for midwives?
86-90%

4. What was the rate of timely attendance for consultant obstetricians?
51-75%

5. What was the rate of timely attendance for junior doctors working in obstetrics?
76-85%

6. What was the rate of timely attendance for consultant obstetric anaesthetists?
Not audited

7. What was the rate of timely attendance for junior doctors working in obstetric anaesthesia?
Not audited

8. What was the rate of timely attendance for other staff groups (e.g. ODPs, MSWs)?
Not audited

6. Training Budgets

1. What was the amount (£) spent on direct costs of maternity training provision over the past financial year by your organisation (from any source)? *This might include venue costs, costs of paying external providers, etc.*

£2400 (PMA) No external courses running due to covid

2. Did your organisation budget for backfill of those staff attending training?

☒ No

☐ Yes (please specify how much was spent on this over the past financial year)

£

3. Thinking about the source of these funds, what percentage was provided by each of the following:



Allocated by the organisation	100%
Health Education England	%
Hospital Charity Funds	%
Other (please specify)	% from

4. Within your organisation, do you provide an individual allocated budget for professionals in the following groups to attend CPD training?

- a. An individual CPD budget per midwife?
☒ Yes ☐ No
- b. An individual CPD budget per junior doctor working within maternity services?
☐ Yes ☒ No
- c. An individual CPD budget per consultant working within maternity services?
☐ Yes ☒ No
- d. Do any other staff groups have an individual CPD budget allocated?
☒ No
☐ Yes (please specify which)

7. Training Topics

The following sections will ask you to provide details about which topics of training were provided to maternity staff at your organisation over the past financial year. We will also ask about the content and format of training provided.

Your answers should include training considered mandatory; training provided but considered non-mandatory; training provided in-house; training which was commissioned by the organisation but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

When answering, please include training provided to **any** member of clinical maternity staff.

We will be asking you about training provided under the following topic headings:

1	<u>Emergency skills & drills:</u> Including shoulder dystocia, cord prolapse, eclampsia, hypertensive crisis, antepartum & postpartum haemorrhage, vaginal breech birth, uterine inversion, uterine rupture, amniotic fluid embolism, maternal collapse, water birth/pool drill, covid-19 positive emergency, impacted fetal head, anaesthetic related emergency and intrapartum deinfibulation
2	<u>Fetal monitoring:</u> Including Continuous Electronic Fetal Monitoring (CTG) and Intermittent Auscultation
3	<u>Interpersonal and human factors skills:</u> Including communication, situational awareness, communication/handover tools, cognitive bias, impact of stress/fatigue/workload and escalation
4	<u>Early recognition & management of the acutely unwell woman:</u> Including early recognition, enhanced maternal care, maternal critical care, and assessment and management of a covid-19 positive woman
5	<u>Sepsis:</u> Including recognition and management of maternal sepsis and recognition and management of neonatal sepsis
6	<u>Co-morbidities in pregnancy/management of high-risk pregnancies:</u> Including hypertension, diabetes,



	<i>obesity/women post bariatric surgery, thromboembolism, cardiovascular disease, epilepsy, advanced maternal age, teenage pregnancy, twin pregnancy, stroke, malignancy</i>
7	<u>Adult/maternal life support</u>
8	<u>Newborn life support</u>
9	<u>Learning from adverse events:</u> <i>Including incident reporting, learning from adverse events, candour, and family engagement</i>
10	<u>Informed consent</u>
11	<u>Other professional issues:</u> <i>Including documentation of care, raising concerns/whistleblowing, and personalised care</i>
12	<u>Reducing smoking in pregnancy</u>
13	<u>Screening for fetal growth:</u> <i>Including measurement of symphysis fundal height (SFH), plotting and interpretation of SFH using local charts and when to refer</i>
14	<u>Preterm birth:</u> <i>Including recognition of women at risk, appropriate referral/preventative strategies, and optimisation of perinatal care for the extremely preterm infant</i>
15	<u>Management of reduced fetal movement</u>
16	<u>Ongoing antenatal and peripartum risk assessment:</u> <i>Including antenatal & intrapartum risk assessment, planning place of birth, appropriate transfer, appropriate referral/shared-care, and reducing risk of transmission of serious infection to the fetus/neonate</i>
17	<u>Assessment, management and prevention of perineal trauma:</u> <i>Including management of first, second, third and fourth degree tears, and prevention</i>
18	<u>Perinatal mental health</u>
19	<u>Bereavement care</u>
20	<u>Newborn care:</u> <i>Including neonatal hypoglycaemia, neonatal jaundice, thermoregulation, procedures and positioning for safe skin-to-skin care, newborn feeding, and examination of the newborn</i>
21	<u>Care of women following operative interventions</u>
22	<u>Induction and augmentation of labour</u>
23	<u>Instrumental and assisted delivery:</u> <i>Including forceps delivery, ventouse delivery, and manual rotation</i>
24	<u>Pain relief during labour and birth:</u> <i>Including safety, choice, access, and consent, and care of epidurals</i>
25	<u>Cultural competency</u>
26	<u>Safeguarding adults:</u> <i>Including handling disclosure and domestic and sexual violence</i>
27	<u>Resilience/wellbeing for healthcare professionals</u>
28	<u>Promoting normality in childbirth</u>
29	<u>Complementary therapies</u>
30	<u>Family planning and contraception</u>
31	<u>Safeguarding children and young people</u>
32	<u>Substance misuse</u>
33	<u>Other maternity training</u>



8. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 1

1a. Did your organisation offer **emergency skills & drills** training to maternity staff in the last financial year?

Including shoulder dystocia, cord prolapse, eclampsia, hypertensive crisis, antepartum & postpartum haemorrhage, vaginal breech birth, uterine inversion, uterine rupture, amniotic fluid embolism, maternal collapse, water birth/pool drill, covid-19 positive emergency, impacted fetal head, anaesthetic related emergency and intrapartum deinfibulation.

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 9 (Topic 2).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- | | |
|--|--|
| <input checked="" type="checkbox"/> Shoulder dystocia | <input type="checkbox"/> Amniotic fluid embolism |
| <input type="checkbox"/> Cord prolapse | <input checked="" type="checkbox"/> Maternal collapse |
| <input checked="" type="checkbox"/> Eclampsia | <input type="checkbox"/> Water birth/pool drill |
| <input type="checkbox"/> Hypertensive Crisis | <input checked="" type="checkbox"/> Covid-19 positive emergency |
| <input type="checkbox"/> Antepartum haemorrhage | <input type="checkbox"/> Impacted fetal head |
| <input checked="" type="checkbox"/> Postpartum haemorrhage | <input type="checkbox"/> Intrapartum deinfibulation |
| <input checked="" type="checkbox"/> Vaginal breech birth | <input type="checkbox"/> Maternal collapse due to anaesthetic intervention |
| <input type="checkbox"/> Uterine inversion | |
| <input type="checkbox"/> Uterine rupture | |
| <input type="checkbox"/> Other <i>(please specify)</i> | |

1c. Did your organisation provide **emergency skills & drills** training which was specific to the pre-hospital setting (i.e. specifically for community midwives)?

- ☒ Yes ☐ No

1d. Did training in this topic include consideration of the impact of 'human factors' in emergency scenarios (e.g. communication/situational awareness)?

- ☒ Yes ☐ No

1e. Did **emergency skills & drills** training include simulation of unit-specific emergency escalation/communication protocols?

- ☒ Yes ☐ No

1f. Do you use real-life scenarios and cases in your **emergency skills & drills** training? *(e.g. MBRRACE-UK vignettes)*

- ☒ Yes ☐ No

1g. Did training provided include developing an awareness of indications and use for cell salvage?

- ☒ Yes ☐ No

1h. Does training in **emergency skills & drills** include scenarios involving women whose first language is not English?

☐ Yes ☒ No

- 1i. Did training in **emergency skills & drills** include identification of clinical signs in people with black and brown skin?

☐ Yes ☒ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

More than 5 hours - 6 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>	
Online Interactive Team Simulation	<input checked="" type="checkbox"/>	
Non-Live Online Simulation	<input checked="" type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input checked="" type="checkbox"/>	

☐ Other (please specify)

- 8a. Did you evaluate the training delivered on this topic?

☒ Yes ☐ No

8b. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.

- ☐ I have attached an evaluation form
☒ I do not have an evaluation form

9. If you have anything you would like to add which is relevant to this topic, please comment below

9. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 2

1a. Did your organisation offer [fetal monitoring](#) training to maternity staff in the last financial year? *Including continuous electronic fetal monitoring (CTG) and intermittent auscultation.*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 10 (Topic 3).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☒ Continuous Electronic Fetal Monitoring (CTG) ☒ Fetal Physiology
☒ Intermittent Auscultation ☒ Considering the wider clinical picture
☒ Situational awareness/human factors ☒ Systems for review and escalation of fetal wellbeing
☒ Antenatal CTG
☐ Other *(please specify)*

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Continuous Electronic Fetal Monitoring (CTG)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intermittent Auscultation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Every 6 months (twice per year)

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

More than 2 hours - 3 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic



6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>
eLearning Module	<input checked="" type="checkbox"/>
Printed Material	<input checked="" type="checkbox"/>

☐ Other (please specify)

8a. At your organisation, was competency in fetal monitoring assessed?

☐ No

☒ Yes *(please specify how it was assessed)*

8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?

☒ Yes

☐ No

8c. Did you evaluate the training delivered on this topic?

☒ Yes

☐ No

8d. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.

☐ I have attached an evaluation form

☒ I do not have an evaluation form

9. If you have anything you would like to add which is relevant to this topic, please comment below

Evaluation Question 1. What did you enjoy, 2.What could be improved, 3. 1 thing that you have learnt from the session

10. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 3



- 1a. Did your organisation offer [interpersonal and human factors skills](#) training to maternity staff in the last financial year? *Including communication, situational awareness, communication/handover tools, cognitive bias, impact of stress/fatigue/workload and escalation*

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 11 (Topic 4).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☒ Communication ☒ Cognitive bias
☒ Situational awareness ☒ Impact of stress/fatigue/workload
☒ Tools to aid communication/handover ☒ Escalation
☐ Other *(please specify)*

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
More than 5 hours - 6 hours
5. If more than one professional group attended this training, did they attend it together?
No, different professional groups attended training separately
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)



7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input checked="" type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?

☒ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

11. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 4

1a. Did your organisation offer training on [early recognition and management of the acutely unwell woman](#) to maternity staff in the last financial year? *Including early recognition, enhanced maternal care, maternal critical care, and assessment and management of a covid-19 positive woman*

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 12 (Topic 5).



1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☒ Early recognition of the acutely unwell woman
- ☒ Enhanced Maternal Care
- ☒ Maternal Critical Care, including:
 - ☒ the use of maternal critical care observation charts
 - ☒ structured review proformas
 - ☒ deterioration & escalation thresholds
 - ☒ timing of birth
 - ☒ postnatal care
- ☒ Assessment and management of a covid-19 positive woman
- ☐ Other *(please specify)*

1c. Did training in this topic include appropriate use of maternal early warning systems (MEOWS or similar)?

- ☒ Yes ☐ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

More than 3 hours - 4 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)



7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>	
Online Interactive Team Simulation	<input checked="" type="checkbox"/>	
Non-Live Online Simulation	<input checked="" type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input checked="" type="checkbox"/>	

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?

☒ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

12. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 5

1a. Did your organisation offer training on [sepsis](#) to maternity staff in the last financial year? *Including recognition and management of maternal sepsis and recognition and management of neonatal sepsis*

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 13 (Topic 6).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☐ Recognition of neonatal sepsis ☐ Management of neonatal sepsis
☒ Recognition of maternal sepsis ☒ Management of maternal sepsis
☐ Other *(please specify)*

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?



Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Yearly
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
Less than 1 hour
5. If more than one professional group attended this training, did they attend it together?
No, different professional groups attended training separately
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)
7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?
☒ Yes ☐ No
9. If you have anything you would like to add which is relevant to this topic, please comment below

13. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 6



- 1a. Did your organisation offer training on [co-morbidities in pregnancy/management of high-risk pregnancies](#) to maternity staff in the last financial year? *Including hypertension, diabetes, obesity/women post bariatric surgery, thromboembolism, cardiovascular disease, epilepsy, advanced maternal age, teenage pregnancy, twin pregnancy, stroke, malignancy*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 14 (Topic 7).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- | | |
|---|--|
| <input type="checkbox"/> Hypertension | <input type="checkbox"/> Advanced maternal age |
| <input type="checkbox"/> Diabetes | <input type="checkbox"/> Teenage Pregnancy |
| <input type="checkbox"/> Obesity/women post bariatric surgery | <input type="checkbox"/> Twin Pregnancy |
| <input type="checkbox"/> Thromboembolism | <input type="checkbox"/> Stroke |
| <input type="checkbox"/> Cardiovascular disease | <input type="checkbox"/> Malignancy |
| <input type="checkbox"/> Epilepsy | |
| <input type="checkbox"/> Other <i>(please specify)</i> | |

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>



Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
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Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

14. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 7

1. Did your organisation offer training on [adult/maternal life support](#) to maternity staff in the last financial year?

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 15 (Topic 8).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

Less than 1 hour



5. If more than one professional group attended this training, did they attend it together?

Attended by one professional group only

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☒ No

9. If you have anything you would like to add which is relevant to this topic, please comment below



15. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 8

1a. Did your organisation offer training on [newborn life support](#) to maternity staff in the last financial year?

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 16 (Topic 9).

1b. Did training on this topic include skills/simulation training with the neonatal team?

- ☒ Yes ☐ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

Less than 1 hour

5. If more than one professional group attended this training, did they attend it together?

Attended by one professional group only

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)



7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☒ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

16. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 9

1a. Did your organisation offer training on [learning from adverse events](#) to maternity staff in the last financial year? *Including incident reporting, learning from adverse events, candour, and family engagement*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 17 (Topic 10).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☐ Incident reporting ☐ Candour
☐ Learning from adverse events ☐ Family engagement in incident investigations
☐ Other *(please specify)*

1c. Did you provide specific training on conducting serious incident investigations for staff directly involved in this activity?

☐ Yes ☐ No



If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Choose an item.

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)

Choose an item.

5. If more than one professional group attended this training, did they attend it together?

Choose an item.

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Choose an item.

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

17. Thinking about training offered to maternity staff by your organisation over the last financial year...



Topic 10

1. Did your organisation offer training on [informed consent](#) to maternity staff in the last financial year?
- ☐ Yes, and it was mandatory training for some/all staff
- ☐ Yes, but it was not part of mandatory training
- ☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 18 (Topic 11).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
5. If more than one professional group attended this training, did they attend it together?
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?



7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

18. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 11

1a. Did your organisation offer training on [other professional issues](#) to maternity staff in the last financial year? *Including documentation of care, raising concerns/whistleblowing, and personalised care*

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 19 (Topic 12).

1b. What specific training was provided as part of this topic? *(please tick all those provided)*

- ☒ Documentation of Care
☒ Raising concerns/whistleblowing
☒ Personalised care

If you provided this topic, but it was not part of mandatory training, please skip to Section 19 (Topic 12).



2. If you indicated that training on this topic was considered mandatory, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Documentation of Care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raising concerns/whistleblowing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personalised care	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 12

1. Did your organisation offer training on reducing smoking in pregnancy to maternity staff in the last financial year?
- ☒ Yes, and it was mandatory training for some/all staff
- ☐ Yes, but it was not part of mandatory training
- ☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 20 (Topic 13).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Yearly
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
Less than 1 hour
5. If more than one professional group attended this training, did they attend it together?
Attended by one professional group only
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)
7. How was this training delivered? (Please select all that apply)

Live Training

Face-to-Face

Online



Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?

☒ Yes ☒ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

20. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 13

1a. Did your organisation offer training on [screening for fetal growth](#) to maternity staff in the last financial year? *Including measurement of symphysis fundal height (SFH), plotting and interpretation of SFH using local charts and when to refer*

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 21 (Topic 14).

1b. If you indicated that training on [screening for fetal growth](#) was provided by your organisation, what specific training was provided as part of this topic? *(please tick all those provided)*

- ☒ Measurement of symphysis fundal height
☒ Plotting and interpretation of symphysis fundal height using local charts
☒ When to refer
☐ Other (please specify)

1c. Did relevant staff receive training on ultrasound scanning for fetal growth and uterine artery doppler measurement?



☐ Yes ☒ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
More than 2 hours - 3 hours
5. If more than one professional group attended this training, did they attend it together?
Attended by one professional group only
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
External Providers (including external eLearning packages)
7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input checked="" type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

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- 8a. At your organisation, was competency in processes for screening for fetal growth assessed? (as relevant to staff role, including measurement of SFH, use and interpretation of charts, ultrasound scanning for growth and uterine artery doppler measurement)
- ☒ No
- ☐ Yes (please specify what was assessed and how it was assessed)



8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?

☐ Yes ☐ No

8c. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

21. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 14

1a. Did your organisation offer training on [preterm birth](#) to maternity staff in the last financial year? *Including recognition of women at risk, appropriate referral/preventative strategies, and optimisation of perinatal care for the extremely preterm infant*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 22 (Topic 15).

1b. If you indicated that training on [preterm birth](#) was provided by your organisation, what specific training was provided as part of this topic? *(please tick all those provided)*

- ☐ Recognition of women at high risk of preterm birth
☐ Appropriate referral of at-risk women to specialist services and/or preventative strategies
☐ Optimising perinatal care for the extremely preterm infant (as per BAPM framework for practice)
☐ Training for relevant staff in transvaginal US cervix scanning and interpretation in **asymptomatic** women at high risk of preterm birth.
☐ Training for relevant staff in the application and interpretation of transvaginal US cervix scanning **and/or** other near-patient tests (such as fibronectin) in **symptomatic** women at high risk of preterm birth.
☐ Training for relevant staff on strategies for preventing preterm birth (such as cerclage, arabin pessary insertion, or use of vaginal progesterone administration).
☐ Other training on preterm birth *(please specify)*

1c. Did maternity staff have the opportunity to attend multidisciplinary training on optimising perinatal care for the extremely preterm infant with the neonatal team?

☐ Yes ☐ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.



2. If you indicated that training on **preterm birth** was considered mandatory, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Recognition of women at high risk of preterm birth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate referral of at-risk women to specialist services and/or preventative strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Optimising perinatal care for the extremely preterm infant (as per BAPM framework for practice)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Choose an item.

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

Choose an item.

5. If more than one professional group attended this training, did they attend it together?

Choose an item.

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Choose an item.



7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

22. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 15

1. Did your organisation offer training on [management of reduced fetal movement](#) to maternity staff in the last financial year?

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 23 (Topic 16).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?



Choose an item.

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

Choose an item.

5. If more than one professional group attended this training, did they attend it together?

Choose an item.

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Choose an item.

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below



23. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 16

- 1a. Did your organisation offer training to maternity staff on [ongoing antenatal and peripartum risk assessment](#) in the last financial year? *Including antenatal & intrapartum risk assessment, planning place of birth, appropriate transfer, appropriate referral/shared-care, and reducing risk of transmission of serious infection to the fetus/neonate*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 24 (Topic 17).

- 1b. What specific training was provided to staff at your organisation as part of this topic? *(please tick all those provided)*

- ☐ Antenatal Risk Assessment
☐ Planning Place of Birth
☐ Intrapartum Risk Assessment
☐ Appropriate Transfer
☐ Appropriate/timely referral to other specialities and shared-care *(e.g. neurology input for women with epilepsy).*

- Did training include risk-factors for transmission (and strategies for reducing risk) of serious infection to the fetus/neonate during pregnancy, birth, and postnatally?

- ☐ Yes, general risk factors
☐ Yes, specific information about Group-B Streptococcus (GBS)
☐ Yes, specific information about Herpes Simplex Virus (HSV)
☐ Yes, specific information about Cytomegalovirus (CMV)

- ☐ Other training relating to ongoing risk assessment or specific information about other infections not mentioned above *(please specify)*

If you provided this topic, but it was not part of mandatory training, please skip to please skip to Section 24 (Topic 17).



2. If you indicated that training on [ongoing antenatal and peripartum risk assessment](#) was considered mandatory, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Antenatal risk assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning place of birth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intrapartum risk assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate transfer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate referral and shared-care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reducing risk of transmission of serious infection to the fetus/neonate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 17

- 1a. Did your organisation offer training on [assessment, management and prevention of perineal trauma](#) to maternity staff in the last financial year? *Including management of first, second, third and fourth degree tears, and prevention*
- ☐ Yes, and it was mandatory training for some/all staff
- ☐ Yes, but it was not part of mandatory training
- ☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 25 (Topic 18).

- 1b. What specific training was provided to staff at your organisation as part of this topic? *(please tick all those provided)*
- ☐ Prevention of perineal trauma
- ☐ Assessment and management of first degree tears
- ☐ Assessment and management of second degree tears
- ☐ Assessment and management of third degree tears
- ☐ Assessment and management of fourth degree tears

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.



2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below



25. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 18

1. Did your organisation offer training on [perinatal mental health](#) to maternity staff in the last financial year?

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 26 (Topic 19).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
More than 6 hours - 7 hours
5. If more than one professional group attended this training, did they attend it together?
Attended by one professional group only
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)



7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

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8. Did you evaluate the training delivered on this topic?

☒ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

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26. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 19

1. Did your organisation offer training on [bereavement care](#) to maternity staff in the last financial year?

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 27 (Topic 20).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



3. If mandatory, how often is it required that relevant staff complete this training?
Yearly
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
1 hour - 2 hours
5. If more than one professional group attended this training, did they attend it together?
Attended by one professional group only
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)
7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

☐ Other (please specify)

8. Did you evaluate the training delivered on this topic?
☒ Yes ☒ No
9. If you have anything you would like to add which is relevant to this topic, please comment below



27. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 20

- 1a. Did your organisation offer training on [newborn care](#) to maternity staff in the last financial year? *Including neonatal hypoglycaemia, neonatal jaundice, thermoregulation, procedures and positioning for safe skin-to-skin care, newborn feeding*
- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 28 (Topic 21).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☐ Neonatal hypoglycaemia ☒ Newborn feeding
☐ Neonatal jaundice ☒ Procedures and positioning for safe skin-to-skin care
☐ Thermoregulation
☐ Other *(please specify)*

- 1c. Did training in this topic include appropriate use of neonatal early warning systems?

- ☐ Yes ☒ No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?

No, different professional groups attended training separately

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

Live Training Face-to-Face Online



Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

☐ Other (please specify)

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8. Did you evaluate the training delivered on this topic?

☒ Yes ☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below

--

28. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 21

1. Did your organisation offer training on [care of women following operative interventions](#) to maternity staff in the last financial year?

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 29 (Topic 22).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.



2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

☐ Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

☐ Yes

☐ No

9. If you have anything you would like to add which is relevant to this topic, please comment below



29. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 22

1. Did your organisation offer training on [induction and augmentation of labour](#) to maternity staff in the last financial year?

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training or if it was not part of mandatory training, please skip to Section 30 (Topic 23).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 23

- 1a. Did your organisation offer training on [instrumental and assisted delivery](#) to maternity staff in the last financial year? *Including forceps delivery, ventouse delivery, and manual rotation*

- ☐ Yes, and it was mandatory training for some/all staff
☒ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 31 (Topic 24).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☒ Forceps Delivery
☒ Ventouse Delivery
☐ Rotational Forceps
☐ Manual Rotation
☐ Other *(please specify)*

--

If you provided this topic, but it was not part of mandatory training, please skip to Section 31 (Topic 24).



2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

31. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 24

- 1a. Did your organisation offer training on [pain relief during labour and birth](#) to maternity staff in the last financial year? *Including safety, choice, access, and consent, and care of epidurals*

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 32 (Topic 25).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☐ Safety
☐ Choice, access, and consent
☐ Care of epidurals
☐ Other *(please specify)*

--

If you provided this topic, but it was not part of mandatory training, please skip to Section 32 (Topic 25).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



32. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 25

1. Did your organisation offer training on [cultural competency](#) to maternity staff in the last financial year?

- ☐ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☒ No, this topic was not offered to staff by the organisation

If you did not provide this topic, or it was not part of mandatory training, please skip to Section 33 (Topic 26).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 26

- 1a. Did your organisation offer training on [safeguarding adults](#) to maternity staff in the last financial year?

Including handling disclosure and domestic and sexual violence

- ☒ Yes, and it was mandatory training for some/all staff
☐ Yes, but it was not part of mandatory training
☐ No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 34.

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- ☒ Handling disclosure
☒ Female genital mutilation
☒ Domestic and sexual violence



34. Thinking about training offered to maternity staff by your organisation over the last financial year...

Did your organisation provide training to maternity staff on the following topics, in the last financial year?

		Provided and mandatory training for some/all staff	Provided but not part of mandatory training	This topic was not offered
Topic 27	Resilience/wellbeing for healthcare professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Topic 28	Promoting normality in childbirth	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Topic 29	Complementary therapies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Topic 30	Family planning and contraception	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Topic 31	Safeguarding children and young people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Topic 32	Substance misuse	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

35.

Topic 33

Did your organisation offer any other training in the last financial year which is provided specifically to staff working in maternity services?

☒ No

☒ Yes (please specify)

Professional Midwifery Advocacy



36. Learning During a Pandemic

- 1a. Did you provide tailored training to staff who, due to the pandemic, were redeployed to an area within maternity services that differed to their usual role, during the past financial year?

☐ Yes ☒ No

- 1b. If yes, did you assess whether these staff were competent in necessary skills prior to them practicing independently in a new area?

☐ No
☐ Yes (how?)

NA no redeployment

- 2a. Have you/do you intend to provide tailored training to staff who, due to the pandemic, have been unable to fulfil their usual role due to a period of shielding, and have/are planning to return to their usual place of work?

☒ Yes ☐ No

- 2b. If yes, did you/do you plan to assess whether these staff are competent in necessary skills prior to them practicing independently on their return?

☐ No
☒ Yes (how?)

In house competency assessment

- 3a. Did this year's Covid-19 pandemic cause you to provide any other training that was additional to what you had planned, specifically delivered to help maternity staff meet the potential additional needs of/risks to women during the pandemic?

☐ No
☒ Yes (please specify)

Care of the critically ill woman, Covid 19 in pregnancy, Donning and Doffing , additional IPC

- 3b. Did this year's Covid-19 pandemic cause you to adapt the training you would have otherwise provided in any other way? (this includes method of delivery, duration, evaluation etc.)

☐ No
☒ Yes (please describe the adaptations that were made)

All training provided virtually via Microsoft teams

- 3c. If you adapted the training offered, are there any changes that you plan to retain when prioritising and delivering training in the future (i.e. when pandemic restrictions are no longer in place)?

☐ No
☒ Yes (please specify what they are and the rationale for retaining these changes)

Some training will remain online / virtual



37. Final Thoughts

1. In your organisation, have you identified barriers to providing training? If so, what were they? *(Please select all that apply)*

- | | |
|--|--|
| <input checked="" type="checkbox"/> Staffing | <input type="checkbox"/> Facilitator availability |
| <input type="checkbox"/> Financial | <input type="checkbox"/> Location of relevant training courses |
| <input type="checkbox"/> Equipment | <input checked="" type="checkbox"/> The COVID-19 pandemic |
| <input checked="" type="checkbox"/> Venue restrictions | <input type="checkbox"/> No barriers identified |
| <input type="checkbox"/> Venue availability | |
| <input type="checkbox"/> Other <i>(please specify)</i> | |

2. In your organisation, have you identified barriers to staff attendance at scheduled training? If so, what were they? *(Please select all that apply)*

- | | |
|--|---|
| <input checked="" type="checkbox"/> Staffing | <input type="checkbox"/> Communication |
| <input checked="" type="checkbox"/> Sickness | <input checked="" type="checkbox"/> The COVID-19 pandemic |
| <input type="checkbox"/> No barriers identified | |
| <input type="checkbox"/> Other <i>(please specify)</i> | |

3. About how long did it take to compile your organisation's responses to questions in this survey?
Less than 3 hours

4. Do you have any further comments, questions or concerns?