

Maternity Workforce Planning

We are asking providers to undertake a maternity work-force gap analysis, to have a plan in place to meet the Birthrate Plus (BR+) (or equivalent) standard by the 31st January 2020 and to confirm timescales for implementation.

Link to Maternity Safety actions:

Action 4: Can you demonstrate an effective system of clinical workforce planning to the required standard

Action 5: Can you demonstrate an effective system of midwifery workforce planning to the required standard?

What process have we undertaken?	How have we assured that our plans are robust and realistic?	How will we ensure oversight of progress against our plans going forwards?	What further action do we need to take?	Who and by when?	What resource or support do we need?	How will we mitigate risk in the short term?
<p>Birthrate+ review was undertaken in 2019, with recommendation for additional midwives above the current establishment.</p> <p>Medical workforce tool for RCOG has been used to assess adequacy of medical workforce in line with national guidance, and in accordance with the Trust annual medical job planning, inclusive of both Obstetrics and Gynaecology.</p>	<p>A business case to establish 24 wte additional midwife posts has been approved by the Women and Children's Division and has been reviewed by the Trust Investment Committee.</p> <p>This was subsequently approved at the Board of Directors and a confirmed £1.4m of investment has been agreed to increase midwifery establishment to meet Birthrate+ rates.</p> <p>Recruitment will be staggered over 18 months to enable recruitment, induction and professional development.</p>	<p>Monthly reports to Divisional Board and quarterly reports to the Patient Safety and Clinical Effectiveness Group; Quality & Patient Safety Board Assurance Committee; and the Board.</p>	<p>In line with the Ockenden Report, a review of Consultant job plans will be undertaken.</p> <p>The review will take into account the requirements of both Obstetrics and Gynaecology and consider the allocation of time for Consultant support to deliver the Maternity & Trust Quality & Safety agenda as well as regional and national requirements.</p>	<p>Divisional Management Team, April 2021</p>	<p>Resource to be determined based on the outcome of the review of job plans and any subsequent business planning.</p>	<p>Use of Locum Agency and NHS Professionals to fill rota gaps.</p> <p>Regionally, increasing Maternity Support Worker workforce to further support midwives - upskilling MSWs</p>