

## Appendix 11 Maternity Incentive Scheme action plan including recruitment and retention

	Objective or Aim to be delivered	Actions and tasks to achieve the objective or aim	Named Individual responsible	Outcome	Progress Update	Status
<b>Safety Action 5: Birth Rate Plus Midwifery Workforce Recommendations</b>						
1	Achieving the Birth Rate Plus 2021 recommended increase to establishment	Birth Rate Plus paper and recommendation presented to Executive Team Meeting 17 May 2021.	Sara Hollins	ETM requested that the paper and recommendations be revised if required and resubmitted following confirmation of the national maternity funding bid submission. Complete September 2021.	Outcome of national funding bids not announced as of 29/06/2021. 09/08/21 awarded 33.6 WTE from the national bid. Birth rate plus paper to be re-presented to Board in September. Revised paper submitted to Board as an appendix to the Nursing and Midwifery staffing review. Approved.	Closed
2	Mitigation in place to maintain safe staffing levels until recommended increase to establishment is achieved.	Escalation policy in place Use of Bed Manager role Monday to Friday Senior Midwife On Call rota out of hours in place Staffing red flag system 6 monthly Midwifery workforce staffing paper presented to Board	Sara Hollins/Senior Midwifery team		Bi-annual midwifery workforce staffing paper submitted as an appendix to the Nursing and Midwifery staffing review September 2021 Board. Further paper will be presented to April Quality and Safety Academy and will go as an appendix to the overarching Nursing and Midwifery Staffing Paper to May Board.	Open
<b>Midwifery Recruitment and Retention</b>						
3	Increase midwifery workforce through international recruitment.	Successful HEE funding Bid for 4 International Midwives. Work alongside International Nurse recruitment team to support the process	S Hollins/ S Barker/Claire Bromley		Progress has been slow to date due to provider issues. Will be working with York, introductions made.	Open
4	Increase number of NQM/Band 5/Band 6 midwives choosing BTHFT as place to work	Consider national advertising campaign	S Hollins			Open
		Offer bespoke roles/tailor made experience packages	Matrons		Numerous adverts offering bespoke roles including midwives with a special interest in PNMH/Infant feeding have generated some interest	Open
5	Band 7 Pastoral Support Midwife to be included in the structure as a substantive post.	Include in 2022/23 Budget setting	S Hollins/H Ackroyd		Bid submitted for 2022/23 NHSE Workforce funding for midwifery retention	
6	Appointment of Band 6 'Legacy Midwives' to ensure that experience and knowledge of midwives approaching retirement is not lost, and that they can support NQM at the start of their careers	Advertise and recruit to posts	S Hollins		Job description and person specifications written prior to seeking vacancy approval	Open
7	Work with the University of Bradford to consider development of training roles and joint appointments		S Hollins/K Khan		Initial meeting to look discuss joint appointments and possibility of developing short training course/apprenticeship posts etc. Further discussions planned	Open
8	Increase number of Maternity Support Workers as a short to medium term measure to release midwifery time. This is not intended to replace Midwives but mitigate some of the risk during the current national recruitment challenges	Provide MSW's with specific training to relieve some of the midwifery workload, including: Infant feeding support/Postnatal information giving/Smoking cessation	S Hollins/Matrons		Head count of MSW's has increased and pro-active recruitment continues	open
<b>Safety Action 5: Achievement of 100% 1:1 care in labour and mitigation to address shortfalls</b>						
9	Aim to achieve 100% 1:1 care in labour.  Rates have significantly improved and have been consistently >90% for 18 months.	Failure to achieve 1:1 care is a red flag event  Monthly rate <90% is investigated by Labour ward co-ordinators  Monthly rate <90% is exception reported to Board/Quality academy via monthly maternity update paper including reasons and actions to improve	Sara Hollins/Labour Ward co-ordinators		1:1 care in labour update included in the Bi-annual midwifery staffing paper presented to Quality and Safety Academy in April 2022 and will go as an appendix to the overarching Nursing and Midwifery Staffing Paper to May Board.	Open