

Maternity & Neonatal Safety Champions

September
2022

Ward to Board:-listening to staff and working together to improve safety

You said

- Staff concerned re challenges with visiting and their personal safety, particularly verbal aggression
- Widespread concern about pay and ending of enhanced TNR payments
- Community midwifery mileage payments/ vehicle wear & tear, staff are out of pocket
- Homebirth provision and community midwifery teams impacted when on call team diverted to staff unit
- MAC environment, negative impact on staff and women. BSOTS, waiting times, privacy/dignity. Delays with phone calls waiting times.
- Team working, kindness and civility in the workplace
- Extra-ordinary safety champion forum for band 6's and below well attended with lots of suggestions

Listening & working
together to make
improvements

We Did

- New visiting arrangements agreed with staff and approved by Trust, now published and commenced
- Super surge pay rate approved, with ongoing review
- Escalated to HR.. Pre-paid cards being explored as an option
- Temporary pause of intrapartum continuity, released 6 midwives into the unit.
- Approval achieved for ground floor building upgrade, but big project and will take time. MAC a priority. New phone system awaited
- Targeted support for teams. Local staff surveys and open forums
- Recirculated TNR rates/ twilight shifts created/MAC devising SBAR escalation process-working with Matron and OMS to trial Amber Risk Assessment tool. Safety champion meetings with teams and departments

Some things we are still working on towards completion

- ❖ Ongoing recruitment to improve staffing across maternity & Neonatal services
- ❖ Working together to find ways to support staff, improve environments and recruit
- ❖ Plan a day in 2023 to look at all thing midwifery continuity, for women of Bradford

Feedback & findings:

Team/department safety champion meetings requested.

Two areas visited so far, MAC and Acorn team. Further community team visits being planned in near future.