

Meeting Title	Quality and Patient Safety Academy		
Date	14.12.22	Agenda item	QA.12.22.12

Update to ETM on Maternity Incentive Scheme Year 4 – Safety Action 4. Neonatal Staffing.

Presented by	
Author	Sam Wallis / Sara Hollins
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Purpose of the paper	Maternity Incentive Scheme Year 4 – Safety Action 4. To update Executive and Board on progress with Neonatal workforce planning.
Key control	
Action required	For approval
Previously discussed at/informed by	Maternity Incentive Scheme Year 3 – October 2021. ETM.

Key Options, Issues and Risks

Background

“NHS Resolution is operating year four of the Clinical Negligence Scheme for Trusts (CNST) maternity incentive scheme to continue to support the delivery of safer maternity care.

The maternity incentive scheme applies to all acute Trusts that deliver maternity services and are members of the CNST. As in previous years, members will contribute an additional 10% of the CNST maternity premium to the scheme creating the CNST maternity incentive fund.

*The scheme incentivises ten maternity safety actions as referenced in previous years’ schemes. Trusts that can demonstrate they have achieved **all** of the **ten** safety actions will recover the element of their contribution relating to the CNST maternity incentive fund and will also receive a share of any unallocated funds.*

*Trusts that **do not meet** the ten-out-of-ten threshold will **not** recover their contribution to the CNST maternity incentive fund, but may be eligible for a small discretionary payment from the scheme to help to make progress against actions they have not achieved. Such a payment would be at a much lower level than the 10% contribution to the incentive fund.”*



MIS-year-4-relaunch
-guidance-May-2022-

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

Update on the other Safety Actions will be provided by the Maternity Team but specific to Neonatal medical workforce -

Neonatal medical workforce

“The Trust is required to formally record in Trust Board minutes whether it meets the recommendations of the neonatal medical / nursing workforce. If the requirements are not met, Trust Board should evidence progress against the action plan developed in year 3 of MIS to address deficiencies.”

Staffing is non compliant with national service specification with respect to

- Junior / medical grade cover
 - o Insufficient numbers of medical trainees to fill rotas
- Nursing numbers
 - o Insufficient numbers to meet demand
- Nurses qualified in speciality (QiS)
 - o Insufficient numbers to provide sufficient intensive care activity required of a NICU

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As a result, a detailed staffing paper and action plans were approved in 2021



NNU nursing action
plan October 2021.doc



NNU medical AHP
action plan October 2



Bradford Neonatal
Staffing Gap Analysis

Analysis

Significant progress has been made in the last year

- Appointment of new Matron
- Appointment of an additional Consultant
- Improved nurse recruitment
- Nursing education / professional development plan
- Funding secured to employ multiple Allied Health Professionals (Psychologist, Physiotherapists, OT, Dietitian), which now means we are at near full compliance in this area
- Appointment of 2 trainee Advanced Nurse practitioners and a number of short term staff grade doctors
- Additional Consultant Paediatric Ophthalmology hours to partially mitigate gap due to retirement.

Ongoing challenges remain, particularly with regard to junior medical, and nurse staffing.

Action plans have been updated November 2022 which provide more detail.



MIS Action log
Nursing Nov 22.xls



MIS Action log
Medical and AHP Upd:

In addition, Neonatal Nurse staffing and Paediatric Ophthalmology is on the CSU Risk Register. There is a regular Nurse Staffing Establishment review with the Chief Nurse.

Recommendation

Proposal

Approval of attached plans by Trust Board – to meet compliance for MIS Safety Action 4. Neonatal staffing.

Risk assessment

Strategic Objective	Appetite (G)					
	Avoid	Minimal	Cautious	Open	Seek	Mature
To provide outstanding care for patients						
To deliver our financial plan and key performance targets						
To be in the top 20% of NHS employers						

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To be a continually learning organisation						
To collaborate effectively with local and regional partners						
The level of risk against each objective should be indicated. Where more than one option is available the level of risk of each option against each element should be indicated by numbering each option and showing numbers in the boxes.	Low	Moderate	High	Significant		
	Risk (*)					
Explanation of variance from Board of Directors Agreed General risk appetite (G)						

Benchmarking implications (see section 4 for details)	Yes	No	N/A
Is there Model Hospital data relevant to the content of this paper?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is there any other national benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Is the Trust an outlier (positive or negative) for any benchmarking data relevant to the content of this paper?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Risk Implications (see section 5 for details)	Yes	No
Corporate Risk register and/or Board Assurance Framework Amendments	<input type="checkbox"/>	<input type="checkbox"/>
Quality implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Resource implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal/regulatory implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Diversity and Inclusion implications	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Performance Implications	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Regulation, Legislation and Compliance relevance
NHS Improvement: (please tick those that are relevant)
<input type="checkbox"/> Risk Assessment Framework <input type="checkbox"/> Quality Governance Framework
<input type="checkbox"/> Code of Governance <input type="checkbox"/> Annual Reporting Manual
Care Quality Commission Domain: Safe
Care Quality Commission Fundamental Standard: Staffing
NHS Improvement Effective Use of Resources: Clinical Services
Other (please state):

Relevance to other Board of Director's Committee: (please select all that apply)					
Workforce	Quality	Finance & Performance	Partnerships	Major Projects	Other (please state)
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>