

Midwifery Workforce Plan

	Objective or Aim to be delivered	Actions and tasks to achieve the objective or aim	Named Individual responsible	Outcome	Progress Update	Status
Safety Action 5: Birth Rate Plus Midwifery Workforce Recommendations						
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 papers presented to Board in April and September 2022, meeting the requirements of the Maternity Incentive Scheme Year 4. Updated escalation policy ratified at Women's Core Governance in September 2022. All other mitigation to support safe staffing remains in place. Midwifery staffing remains on the risk register and is updated 3 monthly.	Open
Midwifery Recruitment and Retention						
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		International Midwifery recruitment now moving at pace. 1 IM has arrived and has passed her OSCE and can now join the NMC register. 4 further IM's due to arrive in early 2023.	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		Bespoke roles for PNMH and Infant Feeding recruited to during 2022.	Closed
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		Post substantively appointed to in November 2022.	Closed
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		1 fixed term Legacy Midwife in post. 2nd person due to commence post in January 2023	Closed
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. December 2022, ongoing	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
Safety Action 5: Achievement of 100% 1:1 care in labour and mitigation to address shortfalls						
9	Aim to achieve 100% 1:1 care in labour.	Failure to achieve 1:1 care is a red flag event	Sara Hollins/Labour Ward co-ordinators		1:1 care in labour update included in the April and September Bi-annual midwifery staffing papers. Rate monitored monthly and continues to be exception reported to Board when falls below <90%.	Open
	Rates have significantly improved and have been consistently >90% for 18 months.	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				