

Dear Sir/Madam

This is a request under the Freedom of Information Act

NICE published the safe staffing guideline 'Safe midwife staffing for maternity settings' on 27th February 2015. The guideline makes recommendations on supporting, determining and monitoring safe midwife staffing requirements for maternity care provided across all settings. The guideline includes recommendations which are aimed at Trust Boards, senior managers and commissioners, which brings me to the information that we are seeking with this request. In order to better understand how the guideline is being implemented at Trust level I would be grateful if you could provide the following information.

Information for the period 1st July 2016 to 31st December 2016

1. For the period 1st July 2016 to 31st December 2016, when did your Trust Board last review, as an agenda item, the midwifery staffing establishment for your Trust's maternity services? **Midwifery staffing is reviewed monthly via the workforce section of the board integrated performance report. Following the publication of the safe midwife staffing for maternity settings in 2015 PHT maternity service undertook a review of staffing using the Birthrate + analysis.**
2. What were the main findings of this review? **The analysis of staffing for maternity on a daily basis sits between 90-96% to the required level as indicated by Birthrate +**
3. What if any recommendations did the review make about midwifery staffing? **The service has received no recommendations concerning midwifery staffing. The service was given additional funding in 2016 for midwifery and maternity support workers by the board following analysis by Birthrate + in late 2015.**
4. What decisions did the Board make in relation to any recommendations arising from the review? **Increase to midwifery establishment based on Birthrate + findings**
5. Please specify the name of any workforce planning tool that was used to inform the review? **Birthrate +review was undertaken**

6. Did the review include analysis of any midwifery red flag events that may have occurred in this period? **No**
7. If so, how many and what type of midwifery red flag events were reported to the Board? **N/A**
8. During this period how many red flag events were initially reported by service users and how many by maternity services staff? **2 red flags reported by staff**
9. What if any actions did the Board agree on in response to the reported midwifery red flag events? **N/A**
10. Did the Head of Midwifery or Director of Midwifery present to the Board in person as part of the review? **Birthdate + analysis and findings was presented in a business case to the board and the Service Investment Group which consisted of board members this was presented by the director of midwifery and deputy**

Information for the period 1st January 2016 to 30th June 2016

11. For the period 1st January 2016 to 30th June 2016, when did your Trust Board last review, as an agenda item, the midwifery staffing establishment for your Trust's maternity services? **Midwifery staffing is reviewed monthly via the workforce section of the board integrated performance report. Following the publication of the Safe midwife staffing for maternity settings in 2015 PHT maternity service undertook a review of staffing using the Birthrate + analysis.**
12. What were the main findings of this review? **The trust board supported the review of maternity staffing using the Birthrate + tool**
13. What if any recommendations did the review make about midwifery staffing? **The board supported the business case for the Birthrate + review and funding was allocated.**
14. What decisions did the Board make in relation to any recommendations arising from the review? **As above**
15. Please specify the name of any workforce planning tool that was used to inform the review? **Birthrate + tool was used**

16. Did the review include analysis of any midwifery red flag events that may have occurred in this period? **No**
17. If so, how many and what type of midwifery red flag events were reported to the Board? **N/A**
18. During this period how many red flag events were initially reported by service users and how many by maternity services staff? **14 red flags reported by staff**
19. What if any actions did the Board agree on in response to the reported midwifery red flag events? **N/A**
20. Did the Head of Midwifery or Director of Midwifery present to the Board in person as part of the review? **The director of midwifery has a weekly meeting with the director of nursing who is the board representative for Midwifery and nursing where staffing issues would have been raised**

General Secretary: Professor Cathy Warwick, CBE, DSc (Hon) MSc, PGCEA, ADM, RM, RN
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