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| <b>Meeting Title</b>           | Mid and South Essex Acute Trusts Board Meetings in Common (public session)  |                  |    |
| <b>Meeting Date</b>            | 12 <sup>th</sup> June 2019  | <b>Agenda No</b> | 14 |
| <b>Report Title</b>            | Birth Rate Plus – Maternity Staffing Review   |                  |    |
| <b>Lead Executive Director</b> | Diane Sarkar – Chief Nursing Officer  |                  |    |
| <b>Report Author</b>           | Diane Sarkar – Chief Nursing Officer  |                  |    |
| <b>Action Required</b>         | Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Monitoring <input type="checkbox"/> ( <i>please tick</i> )   |                  |    |
| <b>Background / Context</b>    | <p>High quality patient care with maximised outcomes is reliant on the workforce. To ensure we safely staff all of our clinical services we refer to nationally recommended evidence-based tools. For maternity services we rely on Birthrate Plus® (BR+) which is a framework for workforce planning and strategic decision-making and has been in use in UK maternity units for a significant number of years.</p> <p>It is based upon an understanding of the total midwifery time required to care for women and on a minimum standard of providing one-to-one midwifery care throughout established labour. The principles underpinning the BR+ methodology is consistent with the recommendations in the NICE safe staffing guideline for midwives in maternity settings and have been endorsed by the Royal College of Midwives (RCM) and Royal College of Gynaecologists (RCOG).</p> <p>The RCM strongly recommends using Birthrate Plus® (BR+) to undertake a systematic assessment of workforce requirements, as BR+ is the only recognised national tool for calculating midwifery staffing levels. Birth outcomes are not influenced by staff numbers alone. Nevertheless, a recognised and well-used tool like BR+ is crucial for determining the number of midwives and support staff required to ensure each woman receives one-to-one care in labour.</p> <p>Birthrate Plus has been carried out on all three sites and the reports are attached as appendix.</p> |                  |    |
| <b>Key Issue 1</b>             | <ul style="list-style-type: none"> <li>• In conclusion, the nationally recognised and recommended framework, Birthrate Plus tool, has been used consistently across the group to confirm the current funded establishment and the detailed findings and recommendations have been presented locally, at the appropriate site forums.</li> <li>• The exercise has highlighted there is a consistent case mix which is in line with the 54 other maternity units BR+ have reported on.</li> <li>• The Group's Skill mix ratio is in keeping with that recommended by the Royal College of Midwives.</li> <li>• In terms of establishment the Group has been assessed as having 42 clinical staff short (Registered Midwives and Midwifery Support Workers) representing 8% of the total recommended establishment.</li> </ul>   |                  |    |

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|  | <ul style="list-style-type: none"> <li>For non-clinical staff there is a 28% (13wte) shortfall against recommended establishment which will have an impact on the Clinical establishment, and overall oversight.</li> <li>Professional judgement and review has yet to be considered</li> </ul> |
| <b>Timescale for Benefits to be Realised</b> | Monthly   |
| <b>Assessment of Implications</b>            |   |
| <b>Financial</b>                             | Does this proposal have <u>revenue</u> (recurrent or non-recurrent) implications for the Trusts?<br>potential   |
| <b>Risk</b>                                  | Deterioration in quality of patient care<br>Increased regulation non compliance   |
| <b>Freedom of Information</b>                | <i>No exemptions apply (i.e., information is in the public domain)<br/>OR The following exemption(s) apply to this paper :</i>  |
| <b>Recommendation</b>                        | The Boards of MEHT, SUHT and BTUH are invited to: <ul style="list-style-type: none"> <li>Note the reports and summary and the next steps identified</li> </ul>  |