

Swansea Bay University Health Board Targeted Intervention Review Meeting

24th April 2024

Maternity & Neo-natal Services

Maternity and Neonatal HIW Update

IMMEDIATE IMPROVEMENT PLAN

Current position:

- a total of 34 actions have been completed,
- 7 actions in progress

Mandatory training:

4 actions relate to demonstrating improved outcomes (through achievement of target compliance levels;) – This is for completion May 2024.

- Medical – Obstetric: 74.66% (note will not include Junior Doctors employed by HEIW)
- Additional Clinical Services: 85.83%
- Nursing and Midwifery: 92.63%

1 action related to ward managers having access to ESR – will be completed by 26th April 2024.

Security:

All immediate changes have been implemented, further security cameras in place at the back exits of ward 19 and labour ward.

All clinical areas are accessed by key card

Abduction policy being updated to reflect changes made to be improved, then can be closed.

Options review of Radio Frequency Identification Device completed (RFID).

SALTO door entry System to be implemented.

Actions due – thematic heading	Number Actions Due	Number Implemented	Number Remaining
Staffing levels	10	10	-
Mandatory training	9	4	5
Equipment	2	2	-
Security (premises/abduction)	9	7	2
Handovers	2	2	-
IPC	5	5	-
Security of Fluids	4	4	-
Actions not yet due	1 (July 2024)	Tbc	Tbc
TOTAL	41		

Maternity and Neonatal Birth Centre Update

Re-instatement of community services (Inc. Neath/Port Talbot Hospital Birthing Centre) are being assessed via a Gateway Process to ensure safety

Identified Gateways are:

- Stable clinical establishment (on track)
- Clinical leadership, appointment of 8 Community Team Managers (band 7) **(gateway not yet met although with a recent recruitment drive, expect to be at this completed by the middle of May 2024)**
- Midwifery proficiency assessment (on track)
- Environmental and operational assurance (on track)
- Phased reopening of the FMU, prior to home birth services (on track)
- A sustainable solution for the managing the obstetric unit at times of high acuity (Managed as part of the Obstetric Unit OCP).

Plan for re-instatement will be taken to Health Board Management Board and Health Board at the end of May 2024 for approval

Maternity and Neonatal Workforce

Midwifery – Obstetric Unit

Band	Establishment (WTE)	Vacancy (WTE)
7	12.94	0
6 / 5	73.92	0
4	8.53	0

Neonatal Nursing

Band	Establishment (WTE)	Vacancy (WTE)
7	11.92	2.32
6	32.09	9.47
5	36.14	8.78
4	4.25	0.8

Midwifery – community

Band	Establishment (WTE)	Vacancy (WTE)
RM	51.64	2.36

- Substantively recruited to the Head of Midwifery and Clinical Director of Midwifery posts
- Currently no Registered or Unregistered vacancies within the inpatient Maternity Service
- 2.3 wte Registered vacancies in the Community Maternity Service
- Workforce plan for NICU completed alongside a workforce business case to meet with BAPM standards
- Ongoing discusses with WHSCC re cot configuration and staffing required
- Detail workforce position paper presented to Quality and Safety group, and Workforce and OD Committee for assurance around current recruitment and retention plans.
- Robust recruitment plan in place, which includes recruiting Overseas nurses (15 recruited in 23/24)
- Streamlining has identified 19 newly qualified nurses who want to join the service in 2024
- All the clinical teams work flexibly to manage and cover any gaps in the rota.
- Bank and Agency (up to vacancy level) are also utilised

Maternity and Neonatal Medical Workforce

Obstetric & Gynaecology Medical Staffing including Gynae-oncology

Grade	Establishment (WTE)	Vacancy
Consultant	22.7	1.6
Speciality Registrar	12	2.4

Neonatal Medical Staffing

Grade	Establishment (WTE)	Vacancy
Consultant	11	0
Speciality Registrar	15	0
8B Nurse Practitioner	2	0
8A Nurse Practitioner	4	0

Maternity and Neonatal - Independent Review

- Chair of the Oversight Panel appointed
- Oversight Panel has been appointed
- Expanded draft Terms of Reference (ToRs) received from the Chair of the Oversight Panel
- Currently out for comments
- Deadline for comments for ToRs - 10th May 2024