

Board of Directors - Cover Sheet

All reports **MUST** have a cover sheet

Subject:	Maternity Services Workforce Strategy	Date: 3 March 2022								
Prepared By:	Lisa Gowan, General Manager, Women & Children's									
Approved By:	Julie Hogg, Chief Nurse									
Presented By:	Julie Hogg, Chief Nurse									
Purpose										
The purpose of this paper is to update Trust Board colleagues on the development of a maternity workforce strategy that responds to the latest national guidance.		<table border="1"> <tr> <td>Approval</td> <td></td> </tr> <tr> <td>Assurance</td> <td></td> </tr> <tr> <td>Update</td> <td>X</td> </tr> <tr> <td>Consider</td> <td>X</td> </tr> </table>	Approval		Assurance		Update	X	Consider	X
Approval										
Assurance										
Update	X									
Consider	X									
Strategic Objectives										
To provide outstanding care	To promote and support health and wellbeing	To maximise the potential of our workforce	To continuously learn and improve	To achieve better value						
x	X		x							
Overall Level of Assurance										
	Significant	Sufficient	Limited	None						
		x								
Risks/Issues										
Financial	x									
Patient Impact	X									
Staff Impact	X									
Services	X									
Reputational	X									
Committees/groups where this item has been presented before										
None										
Executive Summary										
<p>The Maternity services workforce strategy will form part of the wider Women & Children's Workforce strategy which develops a plan that maximises the potential of our workforce and ensures that we have the right people with the right skills to deliver safe care to our women and their families.</p> <p>Whilst this plan is dominated by the midwifery workforce plan, there is also recognition that the medical workforce and succession planning needs refining. This plan is iterative in nature and needs to consider the impact on the neonatal workforce both nursing and medical.</p> <p>This Workforce Strategy has been developed to ensure that we are recruiting, retaining, developing, motivating, and deploying our maternity workforce effectively in order to respond to the following key drivers:</p> <ul style="list-style-type: none"> ▪ Ockenden Review of Maternity Service (2020) ▪ Kirkup Report (2015) ▪ National Maternity Review: Better Births (2016) ▪ NHS Resolution Maternity Incentive Scheme ▪ Medical Contract Reform 2021 ▪ HEE Maternity Support Worker transformation agenda ▪ SFHT Maternity Workforce Profile <p>Recommendations:</p> <ul style="list-style-type: none"> • Trust Board are asked to note that this is a live document 										

- Trust Board are asked to support the approach taken by the division and the governance in place to monitor progress
- The obstetric workforce component needs further strengthening
- Neonatal developments need to be scoped and included

