

Report title: Maternity Services at ESNEFT	
Report to: Health Overview Policy and Scrutiny Committee	
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County Divisions affected: Not applicable	

1. Introduction

This paper provides an update to the Committee further to the briefing provided at the meeting of 2 September 2021 and the information paper provided to the Committee on 19 March.

2. Background

- 2.1 Between 30 March and 7 April 2021, the Care Quality Commission (CQC) undertook unannounced inspections of East Suffolk and North Essex NHS Foundation Trust's (ESNEFT) maternity services at the two main units. Feedback included that there were no urgent concerns about the safety of women or their babies. As a result of this inspection, in January 2021, the Trust's CQC rating for maternity services changed from 'Good' to 'Requires Improvement'. No restrictions placed on ESNEFT's CQC registration.
 - 2.2 The full reports can be seen at:
 - **Colchester Hospital:** <https://api.cqc.org.uk/public/v1/reports/c12a4b80-6263-42f2-8c5d-336db4a3348d?20210621104708>
 - **Ipswich Hospital:** <https://api.cqc.org.uk/public/v1/reports/bcefa105-afe2-449b-963b-373f3a376456?20210621104708>
 - 2.3 Following the CQC inspection, and including the Trust's own existing internal work which included responses to the Ockenden Report, the Every Birth Every Day (EBED) Programme was set up to deliver a series of recommendations to support elements of the maternity services. The Programme is organised around four work streams addressing organisational development, safety culture, governance, and staffing and workforce.
- ## 3. Main progress since last update
- The EBED Programme Board has continued to meet every month and is overseeing swift progress on all elements of its work plan, including the development of a Maternity Strategy. In our last paper in January, we told the Committee about developments in leadership and engagement. This paper focuses more on the development of and support for our maternity workforce.
- ## 4. Developing and increasing the resilience of our maternity workforce
- 4.1 In our medical workforce, our three new consultant Obstetricians will begin

working with ESNEFT on 1 April. Importantly, both of these individuals have backgrounds in foetal medicine, which will provide valuable additional knowledge in our teams for both service users and their unborn children.

- 4.2 Of our pool of 17 additional midwives who we have successfully recruited from other countries, we are pleased that two have begun working with us this month, and that the other colleagues from overseas will be starting work with us over the coming months. These staff will bring significant experience and increase the breadth of knowledge within our teams.
- 4.3 We have put in place a 'Recruitment and Retention Midwife' who is a midwife with a special interest in understanding any barriers we may have to recruitment or any issues we may have that may be causing midwives to want to leave. They will also be supporting our international recruitments as they settle in to their roles. The post-holder will report to the Deputy Heads of Midwifery and be tasked with implementing a robust induction process to develop an increasingly supportive environment for our midwifery colleagues.
- 4.4 We are pleased to say that we currently have 23 trainee midwives who are about to qualify and who wish to stay with ESNEFT.
- 4.5 We have plans to implement the Advanced Midwifery Practitioners role across ESNEFT as part of a national pilot. These colleagues are already highly experienced midwives, and this designation will enable them to have advanced skills which will support our various departments within maternity eg triage, outpatient clinics and assist with surgical delivery amongst other things.
- 4.6 In order to create a clear career and succession plan for our workforce, we are also creating two Maternity Support Workers who will provide support and teaching for our less experienced colleagues such as maternity care assistants. In this way, these colleagues will be able to see a clear progression path for them, and a possible way into direct midwifery, should they themselves wish to qualify.
- 4.7 There has been significant time invested since the CQC reports in developing the working environment for staff and in supporting them to deal with the many challenges associated with working in high-pressure roles. As part of this work, we conducted a temperature check survey with maternity staff in January this year, which demonstrates improvement in every area including feeling involved, valued, able to influence decisions and recommending the Trust as a place to work. Following on from this work, over the coming months, we are planning a series of events with maternity staff across ESNEFT, which will help to provide them with a series of tools and techniques that they can use to support themselves.

5. Continuity of Carer programme

- 5.1 Our work continues to re-start the paused Continuity of Carer programme. The programme will focus on the most deprived areas first. In north east Essex, this means that we will begin with midwifery teams focused on service users in the

Jaywick area. We have developed our building blocks to phasing in of Continuity of carer across our service at ESNEFT.

6. Engaging with our communities and service users

- 6.1** ESNEFT continues to work with the Maternity Voices Partnership (MVP), which is an independently run patient representative group, to develop collaborative work on a regional triage service. MVP have been invaluable in working with our staff and service users to provide input into an approach to deliver continuous improvements to our services.

7. Conclusion

- 7.1** The Trust continues to see steady progress on the EBED programme which will remain a significant priority for ESNEFT, working to ensure the delivery of the main programme outcomes throughout 2022.