

Maternity & Maty/Neonatal Governance.

Date of meeting: 20th December 2024

Agenda item	Education and Training Report			
Report	Maternity Education Report			
Executive Lead	Paula Gardner, Interim Executive Director of Nursing			
	Link to strategic pillar:		Link to CQC domain:	
	Our patients and community	√	Safe	√
	Our people	√	Effective	√
	Our service delivery	√	Caring	√
	Our partners	√	Responsive	√
	Our governance	√	Well Led	√
	Report recommendations:		Link to BAF / risk:	
	For assurance	√	Link to risk register:	
	For decision / approval	√		
	For review / discussion	√		
	For noting			
	For information	√		
	For consent			
Presented to:	Divisional committee			
Dependent upon (if applicable):				
Executive summary:	<p>This report provides the final figures for Safety Action 8 of Maternity Incentive Scheme Year 6.</p> <p>A Local Training Plan was developed to meet the requirements of the Core Competency Framework (NHSR 2023) and whilst SATH continues to implement all six core modules of the Core Competency Framework, this will not be measured in Safety Action 8 (NHSR MIS Year 6 V1.0 2024)</p> <p>A minimum of 90% compliance for each relevant staff group is required for the following training as part of the Maternity Incentive Scheme reporting for Year 6.</p> <ul style="list-style-type: none"> • Fetal Monitoring and Surveillance (in the antenatal and intrapartum period) • Maternity Emergencies and Multiprofessional Training • Neonatal Basic life Support <p>Compliance of 90% has been achieved for all 3 standards along with the requirement for insitu simulation.</p> <p>The report refers to the LMS training compliance figures from the SATH Staff Compliance Report 6th December 2024. Where data is not available on the LMS for Obstetric Medical Staff and Anaesthetists working in Maternity a local spreadsheet has been compiled and saved on the SATH Shared Y drive. Compliance data for</p>			

	Neonatal Unit Staff has been provided by the Neonatal Education Team and Clinical Director. Where figures are not available on the LMS they will be held separately on the Trust shared drive.
Appendices	
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1.0 Introduction

CNST Maternity Incentive Scheme Safety Action 8

The NHSR Maternity Incentive Scheme Year 6 guidance document was published on 2nd April 2024 (V1.0) and set out the requirements for Safety Action 8.

Further guidance was issued on 16th July 2024 (V1.1) and 4th September 2024 (V1.2)

2.0 **Core Competency Framework**

The Maternity Transformation Programme (MTP) published the first version of the Core Competency Framework in December 2020. This document was superseded by the Core Competency Framework Version 2 (NHSE 2023).

The CCFv2 sets out expectations for all Trusts, aiming to address known variation in training and competency assessment across England. The CCFv2 is designed to facilitate maternity services in achieving other requirements such as the Maternity Incentive Scheme (MIS), the essential actions from the Ockenden Review (2022) and enhance the value of multidisciplinary team training as recommended in the Kirkup Report (2022). The training requirements have also been informed by themes from national reports such as MBRRACE-UK (2023) and the Early Notification Scheme (2022), as well as programmes for improvement such as the Saving Babies Lives Care Bundle V3.1 (2023) and the NHS Long Term Plan (2019).

The implementation of the CCFv2 is supported and regulated in accordance with Safety Action 8 of the Maternity Incentive Scheme within the Clinical Negligence Scheme for Trusts (NHSR May 2023)

2.1 The Local 3 year Training Plan was developed in line with the 4 key principles of the Core Competency Framework Version 2 (NHSE 2023)

1. Service user involvement in developing and delivering training.
2. Training is based on learning from local findings from incidents, audit, service user feedback, and investigation reports. This includes reinforcing learning from what went well.
3. Promote learning as a multidisciplinary team.
4. Promote shared learning across a Local Maternity and Neonatal System.

The Local Training plan was first implemented in August 2021 (CNST Year 4, CCF Version 1). This Training Plan was then further developed using the 'How to Guide' (*NHS England*) to meet the additional requirements of the second iteration of the CCF released on 31st May 2023.

The Local Training Plan was presented at the Maternity Training Faculty meeting in April 2023. The training plan was presented and approved at Divisional Committee on 26th June 2023.

The 3 Year Local Training Plan Schedule.

Year 1 August 2023 -July 2024

Year 2 August 2024 – July 2025

Year 3 August 2025 – July 2026

SATH continues to implement all 6 Core Modules of the Core Competency Framework however compliance with all modules will not be measured in Safety Action 8 this year.

A minimum of 90% compliance for each relevant staff group is currently required for the following training as part of the Maternity Incentive Scheme reporting for Year 6.

- Fetal Monitoring and Surveillance (in the antenatal and intrapartum period)
- Maternity Emergencies and Multiprofessional Training (PROMPT)
- Neonatal Basic life Support

2.2 Fetal Monitoring and Surveillance Training compliance as of 6th December 2024

Designation	Compliance % December 2024
Midwives	96.89%
Obstetric Consultants	100%
Other Doctors	100%

2.3 Maternity Emergencies and Multiprofessional Training (PROMPT) Compliance as of 6th December 2024

Designation	Compliance % December 2024
Midwives	96.81%
Obstetric Consultants	100%
Other Doctors	100%
Obstetric Anaesthetists	100%
Non Obstetric Anaesthetists	90%
MSWs / WSAs	93.83%

2.4 Newborn Life Support Training compliance as of 6th December 2024

Designation	Compliance % December 2024
Neonatal or Paediatric Consultants covering Neonatal Units	90%
Neonatal Junior Doctors	100%
Advanced Neonatal Nurse Practitioner (ANNP)	91.66%
Neonatal Nurses Band 5 & above who attend deliveries	96.875%
Midwives	94.02%

2.5 Insitu Simulation Requirement Standards

2.5.1 *At least one emergency scenario should be conducted in a clinical area as part of each emergency training day (MIS Year 6 V1. 24th September 2024)*

This standard has been achieved in the MIS Year 6 reporting period with at least one simulation during the PROMPT Training Day being delivered in the clinical area since the training was moved back to the Walker Training Suite in May 2023. However this standard is not being measured in Year 6 of the MIS but will continue to be the ambition for local PROMPT training.

2.5.2 *At least one emergency scenario/drill should be conducted in a clinical are during the whole MIS reporting period, ensuring attendance from the relevant wider professional team, including theatre staff and neonatal staff. The clinical area can be any area where clinical activity takes place e.g. Delivery Suite, Clinic, A&E, theatre, a ward. This should not be a simulation suite.*

This standard has been achieved within the reporting period of Year 6 with recorded attendance from Obstetrics, Midwives and Support staff, Anaesthetics and Theatre Team and Neonatal team. Simulation report available upon request.

2.6 Records of compliance

Maternity training compliance is recorded on the Trusts LMS with a monthly report for Women and included in the Staff Compliance report held on the Corporate X Drive.

Where compliance data for Obstetric Medical staff and Anaesthetists is not available on the Staff Compliance report, local records have been compiled and held on the Department Shared Y drive as evidence of compliance.

Compliance data for Neonatal Unit Staff are provided by the Neonatal Education Team and Clinical Director. Where figures are not available on the LMS they will be held separately on the Trust shared drive.

2.7 Temporary Staffing

Bank staff who do not have a substantive contract are not included within the Women and Children's figures on the LMS and local records have therefore been compiled. Ward Managers are responsible for ensuring that bank staff working within their Clinical Areas are up to date with training.

Locum Medical Staff working in Maternity and Neonates have been included in the figures reported.

Karen Henderson

Clinical Education Midwife 16th December 2024