

NHS Resolution: Clinical Negligence Scheme for Trust (CNST) Maternity Incentive Scheme 5 August 2019

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Agenda Item No: 7.3.1

Trust Board Report

Meeting Date:	5 August 2019
Title:	NHS Resolution: Clinical Negligence Scheme for Trusts (CNST) Maternity Incentive Scheme
Executive Summary:	<ol style="list-style-type: none"> 1. The Maternity Safety Strategy set out the Department of Health's (DoH) ambition to reward those who have taken action to improve maternity safety. 2. This is the second year of the scheme, there are 10 Maternity safety actions 3. Trusts require meet all of the 10 safety actions in order to qualify for the incentive payment. The expectation is that Trusts will be able to demonstrate the required progress against all 10 of the actions in order to qualify for the minimum rebate of their contribution to the incentive fund (calculated at 10% of their maternity premium). Approximately £385 K for RWT. 4. NHS Resolution have indicated that where partial compliance is identified they will still consider a partial rebate if Trusts are able to submit a robust action plan to deliver compliance. 5. There is an expectation that Trusts will share this information with Commissioners prior to submission to NHS Resolution. 6. The Trust is able to demonstrate assurance of compliance with all 10 standards.
Action Requested:	<p>To receive and approve submission to NHS Resolution.</p> <p>There is an expectation from NHSR that the declaration is approved by Trust Board and signed by the Chief Executive.</p>
Report of:	Women's and Neonatal Group Maternity Service
For the attention of the Board. <ul style="list-style-type: none"> • Alert • Assure • Advise 	<p>To confirm that the Board are assured that the evidence provided to demonstrate compliance with achievement of 10 maternity safety actions.</p> <p>To authorise the sharing of the information with Commissioners.</p> <p>Chief Executive signature on the board declaration and authorise submission to NHSR</p>
Author: Contact Details:	<p>Tel: 01902 695162</p> <p>Email: tracypalmer@nhs.net</p>

Links to Trust Strategic Objectives	<ol style="list-style-type: none"> 1. Create a culture of compassion, safety and quality. 2. Proactively seek opportunities to develop our services
Resource Implications:	None
Public or Private: (with reasons if private)	
Appendices/ References/ Background Reading	<p>https://resolution.nhs.uk/wp-content/uploads/2018/12/maternity-incentive-scheme-year-two.pdf</p> <p><u>ACTION PLAN</u></p> <p><i>Five Year Strategy: Delivering fair resolution and learning from harm NHS early resolution and Redress (2017) NHS Resolution.</i></p>
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Board should have regard to the Core principles contained in the Constitution of:</p> <ul style="list-style-type: none"> • Equality of treatment and access to services • High standards of excellence and professionalism • Service user preferences • Cross community working • Best Value • Accountability through local influence and scrutiny

The Royal Wolverhampton NHS Trust

Maternity Incentive scheme – Year two Ten Maternity safety actions

Introduction

NHS Resolution is operating a second year of the Clinical Negligence Scheme Trusts (CNST) maternity incentive scheme to continue to support delivery of safer maternity care.

The maternity incentive scheme applies to all acute trusts that deliver maternity services and are members of the CNST. As in year one, members will contribute an additional 10% of the CNST maternity premium to the scheme creating the CNST maternity incentive fund.

As in year one, the scheme incentivises ten maternity safety actions. Trusts that can demonstrate they have achieved all of the ten safety actions will recover the element of their contribution relating to the CNST maternity incentive fund and will also receive a share of any unallocated funds.

Safety Action		Evidence	RAG
Safety Action 1	Are you using the National perinatal Mortality review Tool to review perinatal deaths to the required standard?		
Required standard	<p>A review of 95% of all deaths of babies suitable for review using the Perinatal Mortality Review Tool (PMRT) occurring from 12 December 2018 have been started within 4 months of each death.</p> <p>b) At least 50% of all deaths who were born and dies at your Trust (including home births that died) form 12th December 2018 will have been reviewed by a multidisciplinary team with each review completed to the point that a draft report has been generated, within four months of each death.</p> <p>c) In 95% of all deaths of babies who were born and died in your trust (including any home births where the baby died) from Wednesday 12 December 2018, the parents were told that a review of their baby’s death will take place and that their perspective and any concerns about their care and that of their baby have been sought.</p>	PMRT in use – standard met Mortality report to Board 4 th August 2019.	

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Monitoring : Directorate governance

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	<p>d) Quarterly reports have been submitted to the trust plans.</p> <p>Board that include details of all deaths reviewed and consequent action</p>		
Safety action 2	Are you submitting data to the Maternity Services Data Set to the required standard?		
Required standard	This relates to the quality, completeness of the submission to the Maternity Services Data Set (MSDS) and readiness for implementing the next version of the dataset (MSDSv2)	Submissions made within deadlines. Confirmation emails received.	
Safety action 3	Can you demonstrate that you have transitional care services to support the Avoiding term Admissions Into Neonatal Units programme?		
Required Standard	<p>a) Pathways of care for admission into and out of transitional care have been jointly approved by maternity and neonatal teams with neonatal involvement in decision making and planning care for all babies in transitional care.</p> <p>b) A data recording process for transitional care is established, in order to produce commissioner returns for Healthcare Resource Groups (HRG) 4/XA04 activity as per Neonatal Critical Care Minimum Data Set (NCCMDS) version 2.</p> <p>c) An action plan has been agreed at Board level and with your Local Maternity Systems (LMS) and Operational Delivery Network (ODN) to address local findings from Avoiding Term Admissions Into Neonatal units (ATAIN) reviews.</p> <p>d) Progress with the agreed action plans has been shared with your Board and your LMS & ODN</p>	<p>ATTAIN Action Plan presented to Board 13th May 2019</p> <p>Action Plan presented to Local Maternity System (LMS) on 7th May 2019</p> <p>Shared with the Operational Delivery Network.</p>	

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Safety action 4	Can you demonstrate an effective system of workforce planning to the required standard?		
Required Standard	<p>a) Formal record of the proportion of obstetrics and gynaecology trainees in the trust who disagreed/strongly disagreed' with the 2018 General Medical Council National Training Survey question: 'In my current post, educational/training opportunities are rarely lost due to gaps in the rota.' In addition, a plan produced by the trust to address lost educational opportunities due to rota gaps.</p> <p>b) An action plan is in place and agreed at Board level to meet Anaesthesia Clinical Services Accreditation (ACSA) standards 1.2.4.6, 2.6.5.1 and 2.6.5.6.</p>	<p>Report to Board on 1st July 2019 detailing position and action plan.</p> <p>[RCOG]</p>	
Safety action 5	Can you demonstrate an effective system of midwifery workforce planning to the required standard?		
Required Standard	<p>a) A systematic, evidence-based process to calculate midwifery staffing establishment has been done.</p> <p>b) The obstetric unit midwifery labour ward coordinator has supernumerary status (defined as having no caseload of their own during that shift) to enable oversight of all birth activity in the service</p> <p>c) Women receive one-to-one care in labour (this is the minimum standard that Birthrate+ is based on)</p> <p>d) A bi-annual report that covers staffing/safety issues is submitted to the Board</p>	<p>Head of Midwifery bi annual report to Board.</p> <p>Birth rate + is completed</p> <p>Coordinator is supernumerary</p>	
Safety action 6	Can you demonstrate compliance with all four elements of the Saving Babies lives Care Bundle?		

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Required Standard	Board level consideration of the Saving Babies' Lives (SBL) care bundle (Version 1 published 21 March 2016) in a way that supports the delivery of safer maternity services. Each element of the SBL care bundle implemented or an alternative intervention in place to deliver against element(s).	Saving Babies Lives Care Bundle position reported to Board via Head of Midwifery bi annual report															
Safety action 7	Can you demonstrate that you have a patient feedback mechanism for maternity services that you regularly act on feedback?																
Required Standard	User involvement has an impact on the development and / or improvement of maternity services.	Maternity Voices Partnership established Whose Shoes event taken place Patient engagement work stream within the LMS Quarterly patient engagement coffee mornings You said we did boards Complaint action plans															
Safety action 8	Can you evidence that 90% of each maternity unit staff group have attended an “in house” multi-professional maternity emergencies training session within the last training year?																
Required standard	90% of each maternity unit staff group have attended an 'in-house' multi-professional maternity emergencies training session within the last training year.	<table border="1"> <tr> <td>Obstetric Consultants</td> <td>90%</td> </tr> <tr> <td>Other Obstetric Doctors</td> <td>100%</td> </tr> <tr> <td>Cons Obstetric Anaesthetists</td> <td>90%</td> </tr> <tr> <td>All other Obstetric Anaesthetic Drs</td> <td>100%</td> </tr> <tr> <td>Midwives</td> <td>90%</td> </tr> <tr> <td>IP Support Staff Del Suite & MLU</td> <td>90%</td> </tr> <tr> <td>Theatre Staff</td> <td>91%</td> </tr> </table>	Obstetric Consultants	90%	Other Obstetric Doctors	100%	Cons Obstetric Anaesthetists	90%	All other Obstetric Anaesthetic Drs	100%	Midwives	90%	IP Support Staff Del Suite & MLU	90%	Theatre Staff	91%	
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Safety action 9	Can you demonstrate that the trust safety champions (obstetrician and Midwife) are meeting bi-monthly with Board level champions to escalate locally identified issues?		
Require Standard	<p>a) The Executive sponsor for the Maternal and Neonatal Health Safety collaborative (MNHSC) is actively engaging with supporting quality and safety improvement within:</p> <ul style="list-style-type: none"> i. The Trust ii. The local learning system (LLS) <p>b) The Board level safety champions have implemented a monthly feedback session for maternity and neonatal staff to raise concerns relating to relevant safety issues.</p> <p>c) The Board level safety champions have taken steps to address named safety concerns and that progress with actioning these are visible to staff.</p>	<p>Executive Sponsor is Chief Nursing Officer (CNO)</p> <p>Active engagement from CNO through bi monthly meetings with Head of Midwifery and Maternity Safety Champion (Dr Sullivan)</p> <p>Head of Midwifery attended Local Learning Set on behalf of CNO in June, including subsequent feedback and actions taken.</p> <p>CNO attended West Midlands Heads of Midwifery Conference which included National Maternity Transformation Programme.</p> <p>CNO meets with Matrons monthly including a departmental walk round to engage with staff.</p> <p>Plan in place for departmental outcomes from National Staff Survey</p>	
Safety action 10	Have you reported 100% of qualifying 2018/2019 incidents under NHS Resolution Early Notification Scheme ?		
Required standard	Reporting of all qualifying incidents that occurred in the 2018/2019 financial year to NHS resolution under the Early Notification Scheme reporting criteria	100% complaint evidenced through early notification report form to Trust legal Services	

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Monitoring : Directorate governance

Maternity incentive scheme - Guidance

Trust Name	Royal Wolverhampton NHS Trust (The)
Trust Code	T359

This document **must** be used to complete your trust self certification for the maternity incentive scheme safety actions and a completed action plan must be submitted for actions which have not been met. Please select your trust name from the drop down menu above. Your trust name will populate each tab. **If the trust name box is coloured pink please update it.**

Guidance Tab - This has useful information to support you to complete the maternity incentive scheme safety actions excel spreadsheet. **Please read the guidance carefully.** There are three additional tabs within this document:

Tab A - Safety actions entry sheet - Please select 'Yes' or 'No' to demonstrate compliance with each maternity incentive scheme safety action. Note, entering 'Yes' denotes full compliance with the safety action as detailed within the condition of the scheme. The information which has been populated in this tab, will automatically populate onto tab C which is the board declaration form

Tab B - Action plan entry sheet - This must be completed for each maternity incentive scheme safety action which has **not** been met. If you are not requesting any funding to support implementation of your action plan - Please enter 0. **If cells are coloured pink then please update them.**

Tab C - Board declaration form - This is where you can track your overall progress against compliance with the maternity incentive scheme safety actions. This sheet will be protected and fields cannot be altered manually. If there are anomalies with the data entered, then comments will appear in the validations column (Column I) this will support you in checking and verifying data before it is discussed with the trust board, commissioners and before submission to NHS Resolution. Once the submission has been discussed and approved at trust board, please add an electronic signature into the document. If you are unable to add an electronic signature, the board declaration form can be printed, signed then scanned to be included within the submission.

Any queries regarding the maternity incentive scheme and or action plans should be directed to **MIS@resolution.nhs.uk**

Technical guidance and frequently asked questions can be accessed here : <https://resolution.nhs.uk/resources/maternity-incentive-scheme-year-two>

Submissions for the maternity incentive scheme must be received no later than **12 noon on Thursday 15 August 2019** to **MIS@resolution.nhs.uk**

You are required to submit this document (and a signed copy of the board declaration form, if there is no electronic signature added). Please do not send evidence to NHS Resolution.

Section A : Maternity safety actions - Royal Wolverhampton NHS Trust (The)

Action No.	Maternity safety action	Action met? (Y/N)
1	Are you using the National Perinatal Mortality Review Tool to review and report perinatal deaths to the required standard?	Yes
2	Are you submitting data to the Maternity Services Data Set to the required standard?	Yes
3	Can you demonstrate that you have transitional care services to support the Avoiding Term Admissions Into Neonatal units Programme?	Yes
4	Can you demonstrate an effective system of medical workforce planning to the required standard?	Yes
5	Can you demonstrate an effective system of midwifery workforce planning to the required standard?	Yes
6	Can you demonstrate compliance with all four elements of the Saving Babies' Lives care bundle?	Yes
7	Can you demonstrate that you have a patient feedback mechanism for maternity services and that you regularly act on feedback?	Yes
8	Can you evidence that 90% of each maternity unit staff group have attended an 'in-house' multi-professional maternity emergencies training session within the last training year?	Yes
9	Can you demonstrate that the trust safety champions (obstetrician and midwife) are meeting bi-monthly with Board level champions to escalate locally identified issues?	Yes
10	Have you reported 100% of qualifying 2018/19 incidents under NHS Resolution's Early Notification scheme?	Yes

Section B : Action plan details for Royal Wolverhampton NHS Trust (The)

An action plan should be completed for each safety action that has not been met

Action plan 1

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			



Action plan 2

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the

Lead executive director

Does the action plan have executive

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 3

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 4

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 5

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 6

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 7

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring	<input type="text"/>	<input type="text"/>	<input type="text"/>

Action plan 8

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 9

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Action plan 10

Safety action

To be met by

Work to meet action

Brief description of the work planned to meet the required progress.

Does this action plan have executive level sign off

Action plan agreed by head of midwifery/clinical director?

Action plan owner

Who is responsible for delivering the action plan?

Lead executive director

Does the action plan have executive sponsorship?

Amount requested from the incentive fund, if required

Reason for not meeting action

Please explain why the trust did not meet this safety action

Rationale

Please explain why this action plan will ensure the trust meets the safety action.

Benefits

Please summarise the key benefits that will be delivered by this action plan and how these will deliver the required progress against the safety action. Please ensure these are SMART.

Risk assessment

What are the risks of not meeting the safety action?

	How?	Who?	When?
Monitoring			

Maternity incentive scheme - Board declaration Form

Trust name Royal Wolverhampton NHS Trust (The)
 Trust code T359

An electronic signature must also be uploaded. Documents which have not been signed will not be accepted.

	Safety actions	Action plan	Funds requested	Validations
Q1 NPMRT	Yes		-	
Q2 MSDS	Yes		-	
Q3 Transitional care	Yes		-	
Q4 Medical workforce planning	Yes		-	
Q5 Midwifery workforce planning	Yes		-	
Q6 SBL care bundle	Yes		-	
Q7 Patient feedback	Yes		-	
Q8 In-house training	Yes		-	
Q9 Safety Champions	Yes		-	
Q10 EN scheme	Yes		-	

Total safety actions

10

-

Total sum requested

-

Sign-off process:

Electronic signature

For and on behalf of the board of

Royal Wolverhampton NHS Trust (The)

Confirming that:

The Board are satisfied that the evidence provided to demonstrate compliance with/achievement of the maternity safety actions meets standards as set out in the safety actions and technical guidance document and that the self-certification is accurate.

The content of this form has been discussed with the commissioner(s) of the trust's maternity services

If applicable, the Board agrees that any reimbursement of maternity incentive scheme funds will be used to deliver the action(s) referred to in Section B (Action plan entry sheet)

We expect trust Boards to self-certify the trust's declarations following consideration of the evidence provided. Where subsequent verification checks demonstrate an incorrect declaration has been made, this may indicate a failure of board governance which the Steering group will escalate to the appropriate arm's length body/NHS System leader.

Name: _____
Position: _____
Date: _____