

Local Supervising Authority Annual Report (Midwifery Services)

Trust Board report

Meeting Date:	25 November 2013
Title:	Local Supervising Authority Annual report
Executive Summary:	This report covers the following area: Quality and Standards within the Maternity Service
Action Requested:	<ul style="list-style-type: none"> • Note Report
Report of:	Head of Midwifery
Author: Contact Details:	Head of Midwifery Tel: 01902 698398 Email: debrahickman@nhs.net
Resource Implications:	<ul style="list-style-type: none"> • Midwifery staffing – Birth rate plus
References: (e.g. from/to other committees)	
Appendices/ References/ Background Reading	<ul style="list-style-type: none"> • LSA Annual report 2012/13 Barbara Kuypers LSA regional Midwifery Officer
NHS Constitution: (How it impacts on any decision-making)	<p>In determining this matter, the Trust Management Team 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

Background Details

Local Supervising Authority Report 2012/13

The report covers the period from 1st April 2012 to 31st March 2013 and discusses both midwifery and supervision of midwives' activities within the respective Trusts and Universities that provide clinical care and education activities for maternity services in West Midlands.

From September 2012, transitional arrangements were put in place in preparation for the establishment of the Local Area Teams across the Midlands and East cluster.

For Midlands and East this meant eight Local Area Teams and for West Midlands, three Local Area Teams were established.

Shropshire and Staffordshire, Birmingham and the Black Country, Arden, Herefordshire and Worcestershire.

RWT sit in the Black country cluster alongside: Heart of England, Birmingham City, Birmingham Women's, Dudley and Walsall.

Local Area Team	Obstetric Provision site	MLU facility
Birmingham & Black Country		
Heart of England	Heartlands and Sutton	1 alongside and 1
City	Coldfield City Site	standalone at Solihull 1 alongside and 1
Birmingham Women's	Birmingham	standalone at Smethwick
Dudley	Dudley	1 alongside
Walsall	Walsall	1 alongside
Wolverhampton	Wolverhampton	1 standalone
		1 alongside

Further Reconfigurations during 2012-2013

During the 2012 – 2013 Supervisory year there were a number of reconfigurations which have impacted on how care is accessed by women.

Sandwell and West Birmingham NHS Trust which provided services at City Hospital and Sandwell Hospital closed the Sandwell site in January 2011 and transferred all maternity inpatient care to the City site. Some women north of the patch transferred their care to Dudley. An alongside Midwifery Led Unit had already opened during 2010 and in its first year of service has delivered over 700 births. In 2012, the standalone midwifery led unit opened in Smethwick which continues to provide a Midwifery led facility for the Sandwell community.

Both Walsall and Wolverhampton services had plans in place to open Midwifery Led Units nearby to the main Maternity Units as both services were now providing care for over 4000 women at each site. Walsall opened their MLU in the spring of 2012 with Wolverhampton opened in the autumn of 2012.

Unfortunately the Midwifery led unit at RWT was forced to close late August 2013 through to October 2013 to maintain the clinical safety of the service for all Women booked to receive care at RWT. The directorate were pleased to see the reopening of the MLU on the 28th October 2013, as additional Midwives have commenced in post, this has been welcomed by women booked to use services at RWT.

Table demonstrates the ratio of Midwives per Supervisor with each Trust

BIRMINGHAM & BLACK COUNTRY

Supervisor	Midwives		RATIO 2011	RATIO 2012	RATIO 2013
	Head Count	Head Count			
Heart of England	27	472	14.4	14.0	17.03
City	20	258	12.	14.2	14.05
Birmingham Women's	21	354	14.	12.8	17.05
Dudley	17	179	10.2	10.5	12.0
Walsall	9	180	14.2	14.7	20.0
Wolverhampton	18	147	9.4	7.7	8.95

Within the Maternity directorate the numbers of Supervisors of Midwives are monitored as we recognise the same issues relating to workforce maturity also apply.

Evidence about how the LSA has improved care to women and enhanced and supported the practice of midwives.

The LSA in West Midlands works to support both women, midwives and supervisors of midwives by using a variety of methodologies which include;

- Local Supervising Annual Audit conducted by Barbara Kuypers (LSA Midwifery Officer) and her team
- LSA Events Calendar offering study opportunities for Midwives around current Midwifery issues
- LSA Survey Presentation of Case Reviews at a range of established Midwifery events.

The LSA has also supported facilitation of new information and innovations acting as a conduit for both national and regional stakeholders.

A key objective outlined by the NHS Mandate for Pregnant Women includes the supporting of choice for women. This includes choice of hospital and choice of place of birth. This can on occasion require the Supervisors of Midwives to act in order to enable informed choices for both women and the midwives providing care.

Recent audit demonstrates that:

40% of SOM's have supported changing lead professional

66% supporting women who are not happy with their experience
 62% supporting women wishing to give birth at home against medical advice
 64% debriefing women following their pregnancy / birth experience.

Developing trends affecting Midwifery practice within the LSA

In the West Midlands 1042 midwives (30.7%) are over 50 and are eligible take retirement in the next 5 years. 12.28% of midwives have chosen to work beyond 55 despite being eligible to retire. Most likely these midwives are working part time. It will be useful to monitor the take up of retirement and resumption of part time hours in this age group. Many of the midwives would have had long careers and continue to bring to the profession exceptional experience and mature clinical confidence. This pattern also has implications for Supervision for those midwives currently in Supervisory roles that are also scheduled to retire soon.

Royal Wolverhampton workforce profile:

Under 50 = 62.84%
 50 to 55 = 25.00%
 56 + = 12.16%

Funded numbers of WTE midwifery posts working in clinical practice

AREA TEAMS	CONSULTANT MW	BAND 7 MW	BAND 6 MW	BAND 5 MW	TOTAL FUNDED
ARDEN, HEREFORD & WORCESTERSHIRE					
Worcester & Redditch	0.00	20.32	166.28	0.00	203.53
Hereford	0.00	11.30	42.91	6.00	60.21
Nuneaton	0.00	7.50	50.18	7.45	67.76
Warwick	0.00	15.09	65.61	11.00	86.29
Coventry	0.00	40.00	110.00	30.00	179.50
SHROPSHIRE & STAFFORDSHIRE					
Shropshire	0.00	31.57	132.34	16.28	179.31
North Staffs	0.00	22.70	147.34	22.20	187.89
Stafford	0.00	12.52	60.70	0.41	187.89
Burton	0.00	14.20	84.49	10.47	114.86
BIRMINGHAM & BLACK COUNTRY					
Heartlands	0.00	49.11	185.61	0.00	230.47
Sutton Coldfield	0.00	26.63	82.59	2.84	114.06
W. Birmingham City	1.00	44.54	125.57	32.40	214.34
Birmingham Women's	1.00	37.49	173.51	36.41	235.80
Dudley	0.00	14.96	95.40	15.30	134.21
Walsall	0.00	13.51	93.68	8.79	117.29
Wolverhampton	0.00	11.47	102.11	1.00	120.52

Recruitment is on-going within the Maternity Department to fill current vacancies and meet our birth rate plus requirements; this has been a significant challenge. The directorate have been working closely with the HR department to explore a variety of recruitment techniques, and continues to do so. Diligence processes required from the NMC has led to the process being longer than we would have liked. It is apparent from discussion with other Heads of Midwifery within the region that this challenge is not peculiar to RWT and there is little

movement of experienced staff. The current birth to Midwife ratio is 1:33, the directorate are continuing to work towards meeting the 1:30 ratio required for the service.

Table demonstrates Births over a 3 year trend from 2010 – 2013

AREA TEAMS	2010-2011	2011-2012	2012-2013
ARDEN, HEREFORD & WORCESTER SHROPSHIRE & STAFFORDSHIRE			
Stafford	1998	1865	1995
Burton	3831	3812	3623
BIRMINGHAM & BLACK COUNTRY			
Heart Of England	7096	7160	6961
Sutton Coldfield	3828	3681	3824
W. Birmingham - City	6148	5690	6026
Birmingham Women's	7342	7449	8218
Dudley	4842	5222	4784
Walsall	3995	4502	4678
Wolverhampton	4099	4112	3967

Table demonstrates the Confinements by place of birth during 2012-2013

TRUSTS AND SITES	TOTAL	HOSPITAL	MLU	BBAS	HOME
BIRMINGHAM & BLACK COUNTRY					
Heart Of England	6961	6895	913	46	20
Sutton Coldfield	3824	3753	745	26	45
W. Birmingham - City	6026	4251	1639	104	32
Birmingham Women's	8218	8096	1581	39	83
Dudley	4784	4128	621	16	22
Walsall	4678	4468	167	1	2
Wolverhampton	3967	3655	251	47	15

BBA's (Baby's born before arrival) is a regular audit undertaken by the Supervisory team. There have been no themes identified within the audits, care for women that birthed outside of the Maternity unit had been deemed to be appropriate where contact had been made with the service.

Complex births at home.

There continues to be numbers of women who choose to deliver at home with pregnancies that would normally be under the care of the obstetric teams. This may include women who are expecting twins, or who have had previous caesarean sections, or have been

prone to post-partum haemorrhages or require additional pharmaceutical support. In these cases, Supervisor of Midwives visit the family and full Supervisory care plans are discussed and shared with the on call midwifery teams. These care plans seek to provide guidance to both parents and to practitioners with regard to how the framework of Supervision of Midwives seeks to support midwives as they in turn are provided care to women in circumstances that is outside of the midwives usual sphere of practice and expertise.

The Supervisory team work closely with Mothers to be and the Obstetric team to ensure risks are mitigated to a minimum. These births are always a challenge; however as Midwives have statutory duties to attend the support for both Mothers and the Midwifery staff is paramount.

Table demonstrates the normal birth rates at each Trust

AREA TEAMS	TOTAL BIRTHS	NORMAL DELIVERIES % of total
Worcester	4114	58.58
Redditch	2071	58.81
Hereford	2007	53.31
Nuneaton	2361	63.37
Warwick	2926	60.22
Coventry	6031	60.42
Shropshire	5154	71.87
North Staffordshire	5840	62.35
Stafford	1995	62.11
Burton	3623	55.75
Heart Of England	6961	60.70
Sutton Coldfield	3824	58.00
W. Birmingham - City	6026	67.08
Birmingham Women's	8218	73.23
Dudley	4784	61.14
Walsall	4678	53.48
Wolverhampton	3967	64.00

Table demonstrates Elective and Emergency Caesarean Section Rates

AREA TEAMS

ARDEN, HEREFORD & WORCESTERSHIRE

	Total Births	Em C/S	EI C/S	Total	%
Worcester	4114	619	356	955	23.21%
Redditch	2071	318	155	473	22.84 %
Hereford	2007	340	231	570	28.40 %
Nuneaton	2361	329	245	574	24.30 %
Warwick	2926	433	359	792	27.07 %

Coventry	6031	833	833	1666	27.62 %
-----------------	------	-----	-----	------	---------

SHROPSHIRE & STAFFORDSHIRE

Shropshire	5154	402	437	839	16.28 %
North Staffordshire	5840	813	640	1453	24.88 %
Stafford	1995	254	131	385	19.30 %
Burton	3623	590	342	932	25.72 %

BIRMINGHAM & BLACK COUNTRY

Heart Of England	6961	1028	738	1766	25.37 %
Sutton Coldfield	3824	582	468	1050	27.46 %
W. Birmingham - City	6026	902	419	1321	21.92 %
Birmingham Women's	8218	1315	885	2200	26.77 %
Dudley	4784	706	579	1285	26.86 %
Walsall	4678	819	570	1389	29.69 %
Wolverhampton	3967	597	397	994	25.06 %

Table demonstrates the outcomes for babies born in West Midlands

AREA TEAMS	TOTAL BIRTHS (WOMEN DELIVERED)	TOTAL BABIES BORN	BABIES BORN ALIVE	STILL BIRTHS	INTRA-PARTRUM STILLBIRTHS (DURING LABOUR)
ARDEN, HEREFORD & WORCESTER					
Worcester	4114	4260	4229	15	0
Redditch	2071	2136	2120	6	0
Nuneaton	2361	2334	2323	11	0
Warwick	2926	2954	2949	5	0
Coventry	5938	6031	6005	26	2
Hereford	1980	2007	1998	9	1
SHROPSHIRE & STAFFORDSHIRE					
Shropshire	5058	5154	5128	27	2
North	5840	5900	5873	27	1
Staffordshire					
Stafford	1986	2015	2006	9	0
Burton	3561	3623	3612	11	0
BIRMINGHAM & BLACK COUNTRY					
Heart Of England	6853	6961	6915	46	0
Sutton Coldfield	3765	3824	3816	8	0
W. Birmingham - City	5787	6026	5969	35	1
Birmingham Women's	8086	8218	8179	37	1
Dudley	4784	4787	4760	27	0
Walsall	4619	4678	4596	23	0
Wolverhampton	3967	4033	4010	23	1

Local Supervisory investigations during 2012-2013

Any incidents that require Supervisory Investigation are notified to the LSA via a notification process which informs the LSA that an investigation has been instigated. This notification then begins the audit process for each investigation by which each are monitored and quality assured by the LSA.

From April 2012 to end of March 2013 there were 73 investigations undertaken by Supervisors of Midwives on behalf of the West Midlands LSA. These investigations arose from practice concerns within the acute Trusts across the West Midlands.

However it should be noted that during this reporting period the NMC published the revised Midwives Rules and Standards in December 2012 for implementation on 1st January 2013, which changed outcomes for investigations as actions from investigations are now overseen in greater detail by the Local Supervising Authority and or Nursing and Midwifery Council.

Of the 73 investigations (there was generally more than one midwife involved in an incident), there were:

26 recommendations of no action or commendations in the event of exemplary practice being noted.

59 recommendations of local action which constituted working through practice issues with a named Supervisor of Midwives.

21 recommendations of developmental support packages for the midwives involved which were facilitated between the employing Trust and Investigating Supervisor

11 recommendations of supervised practice under the previous rules (2004)

8 recommendations of an LSA Practice Programme under the new rules (2012).

Referrals to the NMC Fitness to Practice department

Four midwives were reported to the NMC:

Repeated clinical errors following Developmental Support and a Supervisory Practice Programme
Repeated clinical error following Developmental Support and a Supervisory Practice Programme
Inappropriate conduct around drug administration and failure to locate external programme following dismissal from Trust
repeated error during Supervisory Practice and failure to located external programme following dismissal from Trust.

There have been no NMC referrals of Midwifery staff from the trust; however we have 3 Midwives due to commence an LSA practice programme.