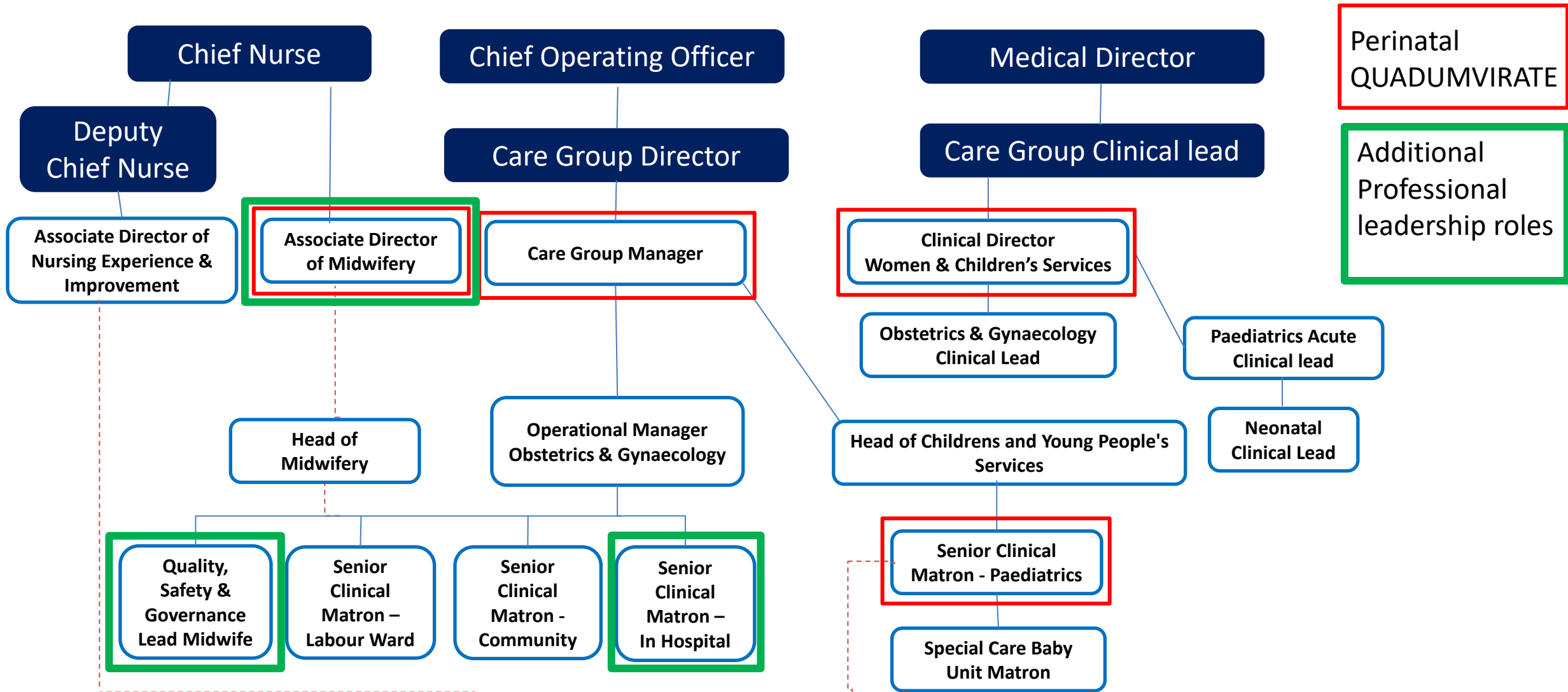


Maternity Services

North Tees and Hartlepool FT



Perinatal Organisational Structure



Trust Vision & Strategic Aims

'Provide the best possible health and care for everyone in our population'
Putting our population first • Valuing people • Transforming our services • Health & Wellbeing

Chair
Chief Executive
Medical Director
Executive & Non-Executive Directors

Assurance & Accountability

Board of Directors

Non-Executive Directors
Medical Director
Clinical Directors
Chief Nurse & Director of Patient Safety & Quality

Quality Committee

Perinatal Services Governance

Maternity Quality Assurance Council

Clinical Directors
Care Group Directors
Associate Director of midwifery

Strategic Decision

Healthy Lives Care Group
Senior Management Team

Perinatal Services Improvement Group

Obstetric and Gynaecology oversight meeting

Local Maternity and Neonatal System

Operational managers
Team leaders
Senior Midwifery and Nursing staff
Medical Clinical leads
Head of midwifery

Operational Delivery

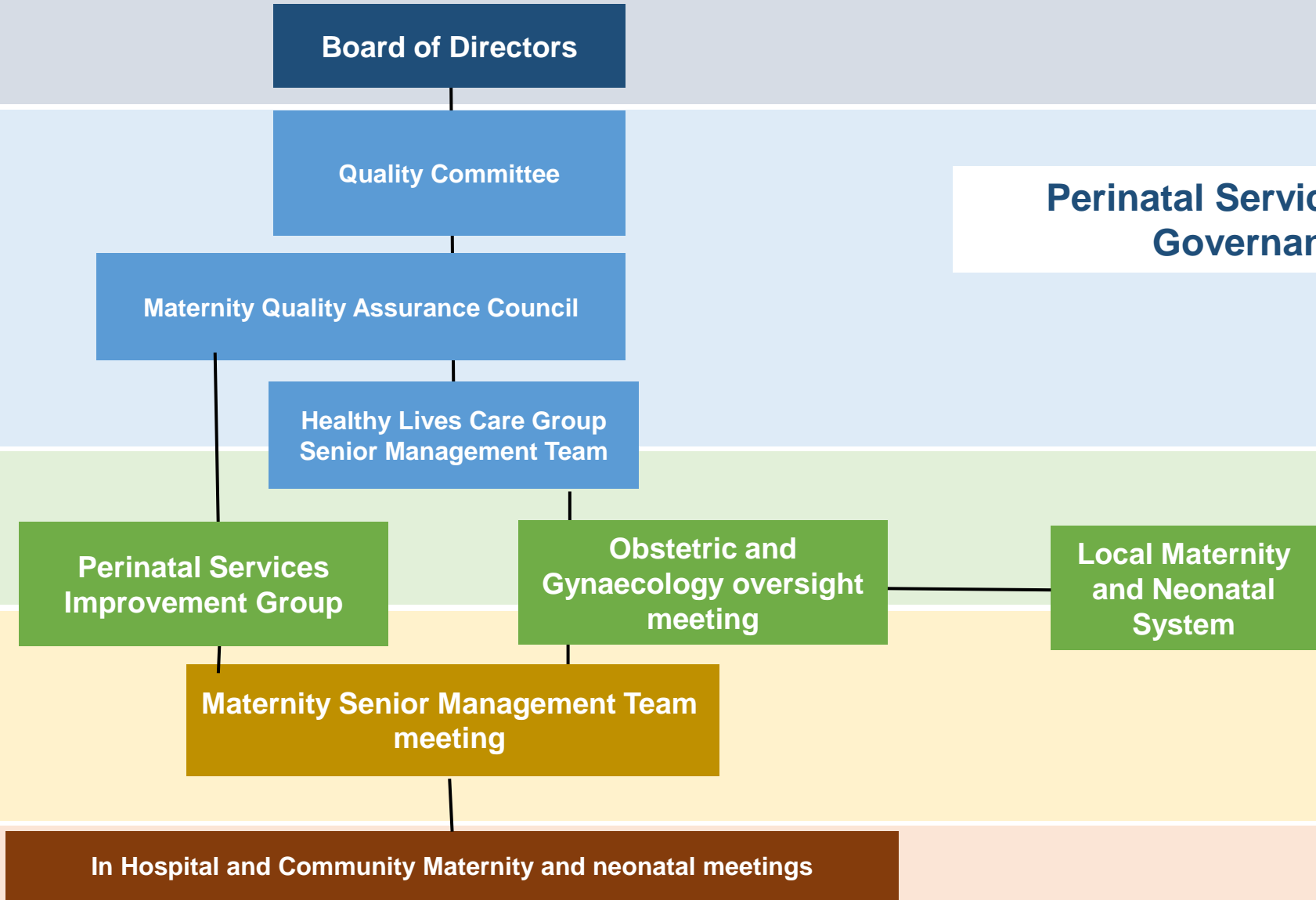
Maternity Senior Management Team meeting

All Staff

In Hospital and Community Maternity and neonatal meetings

Trust Values




Collaborative • Aspirational • Respect • Empathy



CQC Improvements

5 Must Dos (1 Should do):

1. The service must ensure effective governance structures are in place to continually improve the quality and standards of care
2. The service must ensure appropriate midwifery leadership is in place
3. The service must ensure women who need additional care have access to appropriately trained specialist midwives.
4. The service must ensure that all care of women and their babies is undertaken in line with national guidance and best practice.
5. The service must ensure systems are put into place to ensure staffing is actively assessed, reviewed and measures put in place to improve retention
6. (The Service should work with other Trust services to implement baby abduction training)

Reference: MAT04 The service must ensure appropriate midwifery leadership is in place (Regulation 17(1) and 17(2))	Current BRAG Rating Green	Recommended BRAG Rating Blue Embedded Date
Detail:		
<p>The service reviewed the midwifery leadership structure following the CQC visit and recommendations regarding a strengthened structure were accepted.</p> <p>We have since recruited an Associate Director of Midwifery and 3 senior clinical matrons to strengthen the midwifery leadership structure.</p> <p>The SCMS are aligned to the following areas:</p> <ul style="list-style-type: none"> • Community • Labour Ward • Post Natal ward & Maternity Day Assessment Unit • Quality, safety and Governance 		
Evidence:		
Leadership review report	 3.1 CQC Maternity Maternity Overview R	
Communication confirming appointments of new midwifery leads	 3.1 and 3.2 CQC Mat Senior Team Appointments Comms msg	
Org chart outlining new structure	 3.1 and 3.2 CQC Mat Organisational Struds.	
On-going monitoring arrangements:		
<p>Posts are in the services baseline workforce establishment with starters and leavers monitored via our people report via the Obstetrics and Gynaecology directorate oversight meeting.</p>		
Executive Director Responsible:		Responsible Assurance Committee:

National safer care recommendations

Maternity Incentive Scheme year 5

- Current monitoring period
- 10 Safety Actions – nominated leads
- Governance process
- On track for compliance

Ockenden Immediate & Essential Actions

- 7 IEAS
- Governance process
- Insights visit led by ICB with peer review
- On track for compliance

Maternity and Neonatal Three year Delivery Plan

Community Midwifery services

- External review
- Engagement sessions with staff
- Triangulated local intelligence: complaints and compliments
- Community hubs
- Engaged with MNVP

Maternity and neonatal Voice partnership

22/23 Workplan

Expanding the team

Co-production charter

Supporting communities in need

Communications

Areas of Good Practice

- Bereavement pathway
- PNA & PMA development across perinatal service
- Introduction of Badgernet
- Implementation of maternity preceptorship programme
- Visit from Jess Read and Tracey Cooper
- Resources: CTG machines
- Post discharge neonatal feeding support
- BFI accreditation
- Recruitment and retention
- QI and research
- Feedback