



North Tees and Hartlepool  
NHS Foundation Trust



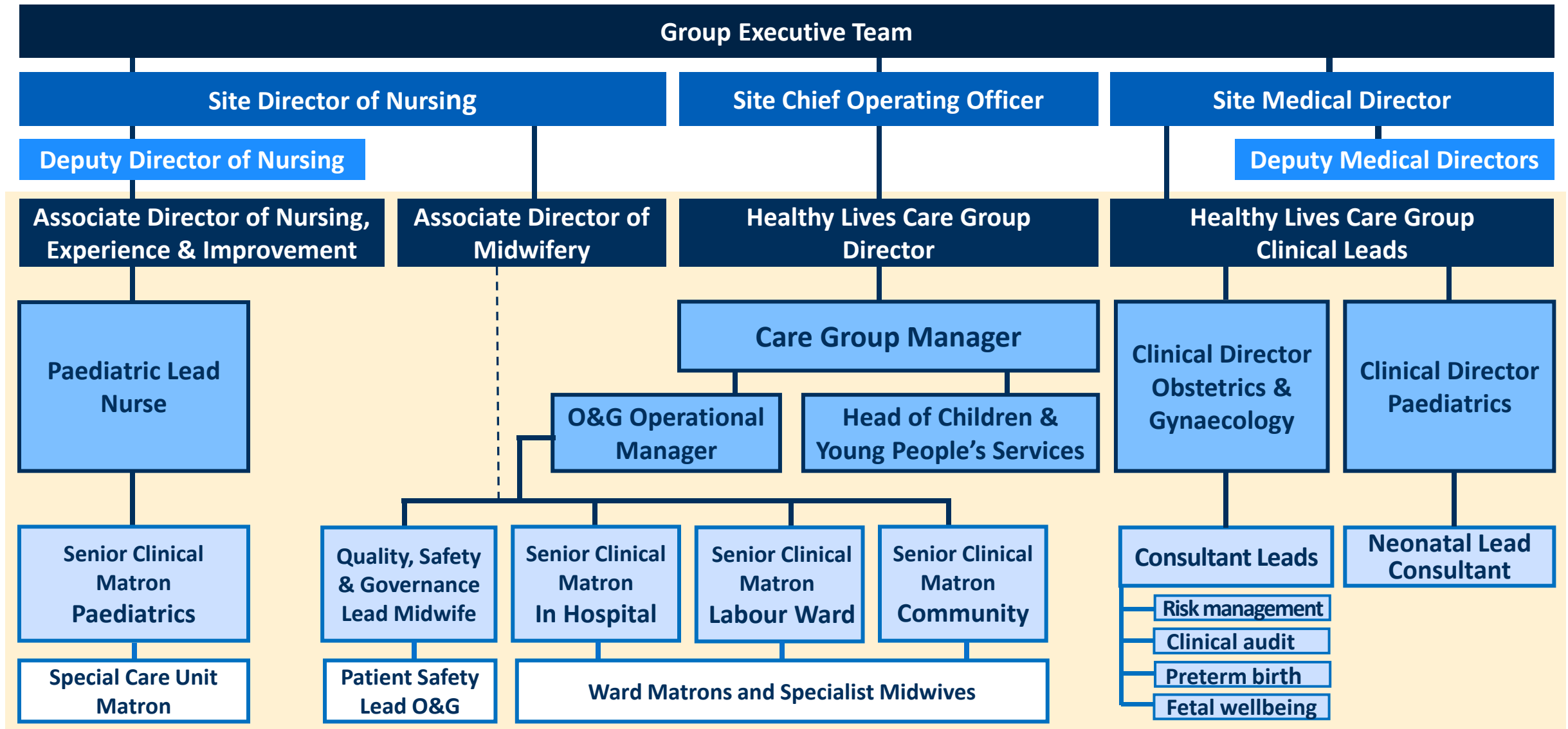
# North Tees and Hartlepool Foundation Trust: Maternity Services

17th December 2024



Caring  
Better  
Together

# Perinatal Organisational Structure



# Maternity CQC position



Must Dos	Actions	Progress
The service must ensure that all care of women and their babies is undertaken in line with national guidance and best practice (Regulation 12(1))	Guideline lead appointment , improved position Embedded membership at ACE meeting, Learning events.	
The service must ensure effective governance structures are in place to continually improve the quality and standards of care (Regulation 17(1) and 17(2))	Governance structures revised: Operational and Quality & Safety oversight. Ward – Board structure	
The service must ensure that systems are put into place to ensure staffing is actively assessed , reviewed and measures put in place to improve retention (Regulation 18(1))	BR+ establishment compliant. Daily staffing huddles and escalation process. Active recruitment and retention processes. Culture work via AQUA	
The service must ensure appropriate midwifery leadership is in place (Regulation 17(1) and 17(2))	Recruited an Associate Director of Midwifery and three senior clinical matrons to strengthen the midwifery leadership structure. • Community, Labour Ward, Post Natal Ward & Maternity Day Assessment Unit, Quality, Safety and Governance	
The service must ensure women who need additional care have access to appropriately trained specialist midwives (Regulation 12(1))	Expanded midwifery workforce with specialist midwives: bereavement, preterm birth, vulnerabilities	
The service should work with other trust services to implement baby abduction training	Schedule for simulation drills	



# Maternity Improvement plan

- Maternity Incentive scheme year 6 - on track for compliance
  - Compliant for year 5
- Maternity triage
- Community services
- New method of Induction of Labour
- Enhanced models of maternity care
- Workforce
  - On-going recruitment and retention
  - Staff health and wellbeing
- Perinatal culture and leadership programme

# Service Improvement



## Community

- Family hubs
- Choice of location
- Flexible work patterns
- Parent education
- Aqua natal

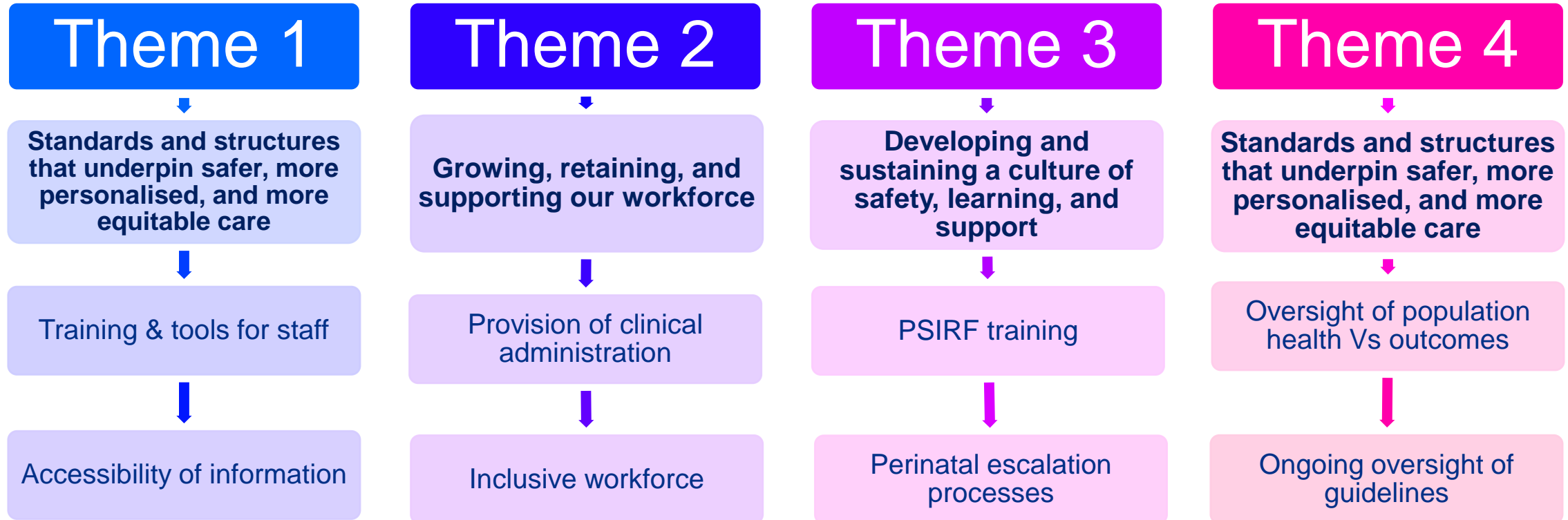
## Maternity survey & CQC maternity services report

Personalised care  
Data intelligence  
Outcomes delivery  
Workforce

Fundamental principles addressed in current maternity improvement plan



# Maternity and Neonatal Three year service delivery plan





NORTH TEES & HARTLEPOOL

## Maternity & Neonatal Voices

Working in partnership to improve maternity & neonatal services



## PLAN OF WORK 2024-2025

Listen & reflect the views & experiences of **everyone** in the local community



Keep those voices at the heart of the decision-making within the Trust by working with local leaders and the LMNS

### In-person sessions:

Local parent groups  
Charities locally  
On the hospital wards  
Listening events  
Focus groups  
Meetings



### Other feedback:

Online surveys & padlets  
Social media platforms  
Email

### Run free local events:

Mini first aid sessions



Close-Knit  
CIC  
sessions



**Prioritise** hearing from women, birthing people, babies and families who are most at risk of experiencing health inequalities, **including** Black, Asian, Minority Ethnic Groups, Refugees, Asylum Seekers, and those living in the most deprived areas



### Key areas for work:

Bereavement  
Induction of labour  
Informed consent  
Mental health  
Pelvic health  
Infant feeding

## Maternity & Neonatal

Reaching out to hear from those who have experienced local maternity & neonatal services  
Supporting & working with local charities & voluntary sector organisations  
Collaborating with Trust on all changes and improvements to maternity & neonatal services.

### Important considerations:

LMNS Equity & Equality  
NHS England Guidance  
3-year single delivery plan  
Mandatory training  
MIS Safety Action 7  
CQC Maternity Survey  
Mandatory training for leads

### What else:

Raising awareness  
Translation of materials  
Posters and leaflets  
Paper surveys  
Attendance at Trust meetings including quality, safety & governance, as well as improvement groups



### CONTACT DETAILS:

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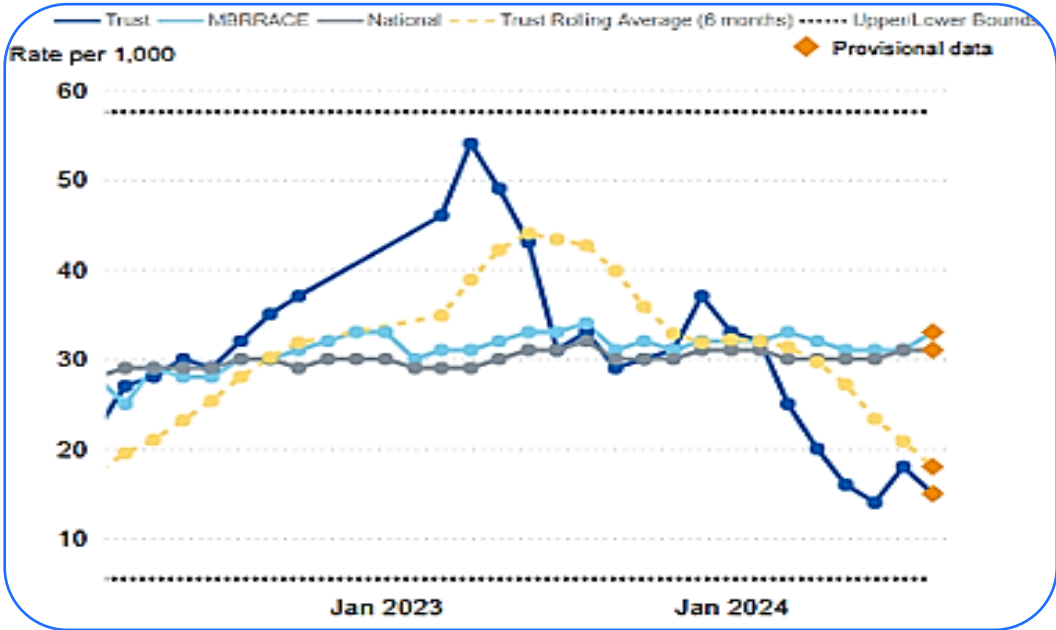


# Clinical Research and Quality Improvement

- 10 research and 14 QI projects
- Multiple Principal Investigators
- Multiprofessional team approach

'The team at the hospital were brilliant in explaining the purpose and the importance of the study'

'You have been one of the lead sites throughout this study – the work you have done is fantastic'



**NeoTRIPS**  
Babies <34 weeks  
>80% expressed breast milk within 6 hours



# Successes

- Implemented BadgerNet - electronic patient record
- Reduced the midwifery and consultant workforce vacancy rate
- Neonatal nurse staffing trialling nursing associates role
- Offering more community appointments from family hubs and introduced aquanatal at Peterlee
- Infant feeding specialist role for community and scoping a project for support workers for the postnatal ward
- Through donations we have refurbished the bereavement suite





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# Thank you



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