

Freedom of Information Request

Ref: 24-766

13 November 2024

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

What is the patient capacity of your maternity wards? (labour ward, antenatal, postnatal)

The labour ward has 13 rooms. There is also a recovery area. There are 32 beds on the post-natal/ ante natal plus 6 induction rooms. We have four delivery rooms on the midwifery led unit and there are 16 transitional care beds.

• How many midwives do you have on a day shift? (labour ward, antenatal ward, and postnatal ward)

On the labour ward 11 plus midwives and nurses for sections in the day Monday to Friday. We have six midwives on the ante natal and post natal ward and two midwives on the transitional care ward. There is a flow midwife each weekday.

• Do you offer one-to-one care on your labour ward?

Yes

• What are you doing to retain staff?

We have a retention and recruitment midwife; and there are lots of wellbeing activities for staff. We have PMA's (Professional Midwifery Advocate) for midwives to obtain support from, we have psychology support for staff, listening events. We undertake exit interviews.

• What have you done in response to the Ockenden report?

Please see the table below:

Compliance with National Directives: Ockenden

| IEA | Number of Assurance Questions | N/A for UHBW or National Actions | Red | Amber | Green | Blue | Completed and evidenced | % of Compliance |
|---|-------------------------------|----------------------------------|----------|----------|----------|----------|-------------------------|-----------------|
| 1. Workforce Planning and Sustainability | 11 | 1 | 0 | 0 | 0 | 0 | 10 | 100 |
| 2. Safe Staffing | 10 | 2 | 0 | 0 | 0 | 1 | 7 | 88 |
| 3. Escalation and Accountability | 5 | 0 | 0 | 0 | 0 | 0 | 5 | 100 |
| 4. Clinical Governance and Leadership | 7 | 1 | 0 | 0 | 0 | 0 | 6 | 100 |
| 5. Incident Investigations and Complaints | 7 | 0 | 0 | 0 | 0 | 2 | 5 | 71 |
| 6. Learning from Maternal Deaths | 3 | 2 | 0 | 0 | 0 | 0 | 1 | 100 |
| 7. Multidisciplinary Training | 9 | 0 | 0 | 0 | 0 | 0 | 9 | 100 |
| 8. Complex Antenatal Care | 5 | 0 | 0 | 0 | 1 | 0 | 4 | 80 |
| 9. Pre-term Birth | 4 | 1 | 0 | 0 | 0 | 0 | 3 | 100 |
| 10. Labour and Birth | 6 | 0 | 0 | 1 | 0 | 0 | 5 | 83 |
| 11. Obstetric Anaesthesia | 5 | 2 | 0 | 0 | 0 | 0 | 3 | 100 |
| 12. Postnatal Care | 4 | 0 | 0 | 0 | 0 | 0 | 4 | 100 |
| 13. Bereavement Care | 4 | 0 | 0 | 1 | 0 | 0 | 3 | 75 |
| 14. Neonatal Care | 8 | 3 | 0 | 1 | 0 | 0 | 4 | 80 |
| 15. Supporting Families | 3 | 0 | 0 | 1 | 0 | 0 | 2 | 67 |
| TOTAL | 91 | 12 | 0 | 4 | 1 | 3 | 71 | 90 |

Next Steps for Progression:

- IEA10 – Installation of centralised CTG monitoring
- IEA13 – Creation of new 'Bereavement Champion' role to support 7 day bereavement support
- IEA14 – Neonatal Staffing action plan review scheduled
- IEA15 – Improving accessibility to psychological services to ensure equitability for all patients/families

| |
|--|
| N/A for UHBW or National Action |
| Immediate remedial action required to progress |
| Action required for successful delivery of this activity |
| Activity on target |
| Completed activity (evidence sign off required) |
| Completed activity (evidence signed off) |

From 1 Jan - 30 Jun 2024:

- **How many full-time midwife posts are you budgeted to have and how many of these posts are vacant?**

197.78 WTE. In January 14.38 WTE vacancies. June 8.57 WTE vacancies but 15.6 WTE recruited.

- **How much have you spent on temporary staff (agency, bank, overtime)?**

£565,000

- **How many band 5s have you got?**

- **How many band 6s have you got?**

We have 146.15 Band 5/6 midwives. We cannot split this information down – all posts are Band 6 when we appoint newly qualified midwives and then in alignment with Agenda for Change, they are Band 5 for one year.

- **How many band 7s have you got?**

39.42 WTE

- **How many midwifery support workers do you have?**

4616 and 3.64 WTE nurses

From 1 Jan 2019 - 31 Dec 2023:

| Year | How many births? | How many Deliveries? | How many normal vertex deliveries? | How many elected sections? | How many emergency sections? | How many assisted deliveries? | Total inductions | What percentage of women are being induced? |
|-------------|------------------|----------------------|------------------------------------|----------------------------|------------------------------|-------------------------------|------------------|---|
| 2019 | 5158 | 5069 | 4907 | 803 | 723 | 890 | 1833 | 36.2% |
| 2020 | 4874 | 4804 | 4588 | 880 | 707 | 897 | 1773 | 36.9% |
| 2021 | 5097 | 5026 | 4795 | 973 | 836 | 913 | 1497 | 29.8% |
| 2022 | 6315 | 4641 | 4368 | 1240 | 854 | 826 | 1416 | 30.5% |
| 2023 | 4501 | 4281 | 3690 | 945 | 830 | 713 | 1559 | 36.4% |

• **How many neonatal deaths?**

| | Early neonatal deaths | Late neonatal deaths |
|-------------|-----------------------|----------------------|
| 2019 | 21 | 14 |
| 2020 | 14 | 16 |
| 2021 | 9 | 13 |
| 2022 | 18 | 15 |
| 2023 | 9 | 10 |

• **How many maternal deaths?**

| | |
|-------------|---|
| 2019 | 0 |
| 2020 | * |
| 2021 | * |
| 2022 | * |
| 2023 | * |

Please note: Where the figures are between 1 and 5, this has been denoted by *. Due to the low numbers, we have considered that there is the potential for individuals to be identified from the information provided, when considered with other information that may also be in the public domain. In our view disclosure of these low figures would breach one of the Data Protection Principles set out in Schedule 1 of the Data Protection Act, namely Principle 1. The Trust therefore finds that the Section 40(2) exemption contained within the Freedom of information Act 2000 is engaged. This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, providers and Trusts may allow identification of patients and should not be published.

• **How often do you have to close the unit? (Can you say why? If so, is this due to staffing, or lack of beds?)**

Between January and September 2024 the unit has closed six times due to acuity exceeding safe staffing levels

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust