



Ref: FOI/GS/ID 6713

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

05 July 2021

Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Maternity training.

You asked:

Responders to the Request

- 1. Could you tell us the job roles of all the individuals who provided information for this request?*
- 2. Please provide us with the details of a main clinical point of contact for this request.*
- 3. Around how many babies were delivered by your organisation over the last financial year?*

The Management of Maternity Services Staff Training

- 1. Which statement most closely resembles how training for staff working within maternity services is prioritised in your organisation?*
- 2. Please provide the role(s)/job title(s) of those involved in reviewing and deciding training priorities for your maternity service.*
- 3. What information is considered when deciding training priorities/Training Needs Analyses for maternity services within your organisation?*
- 4. How often are training priorities reviewed and updated for your maternity service?*
- 5. Thinking about time allocated for staff to attend training/CPD activities...*
 - a. Did your organisation allocate a percentage uplift specifically for midwives to attend CPD training?
(separate to uplift allocated for sickness/other absences)*
 - b. Did your organisation allocate a percentage uplift specifically for maternity support workers to attend CPD training? (separate to uplift allocated for sickness/other absences)*
 - c. How many days of study leave were available in your organisation for junior doctors working within obstetrics (at registrar level) to attend CPD training? (if this varied, please provide an average)
Days per year*

d. How many days of study leave were available in your organisation for consultants working within obstetrics to attend CPD training? (if this varied, please provide an average)

Days per year

e. How many hours per week of supporting professional activities (SPA) time was allocated in your organisation to consultants working within obstetrics?

The Assessment of Maternity Services Staff Training

1. Is data analysed and course content modified in response to evaluation of training programmes provided to maternity staff at your organisation?

2. At which time points do you collect evaluation data on your in-house training?

3. Do you evaluate whether any training you provide has an impact on clinical outcomes (e.g. post-partum haemorrhage, hypoxic ischaemic encephalopathy)?

4. Of the training topics provided to maternity staff by your organisation, what percentage do you evaluate using clinical outcomes?

5. What are the barriers to fully evaluating the maternity training provided within your organisation?

The Delivery of Maternity Services Staff Training

1. Do you involve other specialities in your training by either involving them in delivery of training, or inviting them to attend? e.g. Involving paramedics in community skills & drills training, or critical care staff in training on management of the acutely unwell woman.

2. Have you identified barriers to providing multi-professional training? i.e. different professionals (obstetricians, midwives, obstetric anaesthetists, etc) in the maternity team training together

3. Do you tailor your training to allow staff to upskill in topics relating to the specific characteristics of your local pregnant population? This involves knowing the local demographic and possible vulnerabilities (e.g. aging population, women with multiple disadvantages, specific diseases).

4. Are staff qualified in examination of the newborn (NIPE) required to attend refresher training?

5. Did you use external providers to deliver any of the training provided to your maternity staff in the last financial year?

Attendance at Maternity Services Staff Training

1. With regard to mandatory training, do you audit how often maternity staff attend updates within the time specified by your organisation's guidelines?

2. When audited, what was the rate of timely attendance for all staff at mandatory training/updates?

3. What was the rate of timely attendance for midwives?

4. What was the rate of timely attendance for consultant obstetricians?

5. What was the rate of timely attendance for junior doctors working in obstetrics?

6. What was the rate of timely attendance for consultant obstetric anaesthetists?

7. What was the rate of timely attendance for junior doctors working in obstetric anaesthesia?

8. What was the rate of timely attendance for other staff groups (e.g. ODPs, MSWs)?

Training Budgets

1. What was the amount (£) spent on direct costs of maternity training provision over the past financial year by your organisation (from any source)? This might include venue costs, costs of paying external providers, etc.

2. Did your organisation budget for backfill of those staff attending training?

3. Thinking about the source of these funds, what percentage was provided by each of the following:

4. Within your organisation, do you provide an individual allocated budget for professionals in the following groups to attend CPD training?

- a. An individual CPD budget per midwife?
- b. An individual CPD budget per junior doctor working within maternity services?
- c. An individual CPD budget per consultant working within maternity services?
- d. Do any other staff groups have an individual CPD budget allocated?

Training Topics

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 1

1a. Did your organisation offer emergency skills & drills training to maternity staff in the last financial year? Including shoulder dystocia, cord prolapse, eclampsia, hypertensive crisis, antepartum & postpartum haemorrhage, vaginal breech birth, uterine inversion, uterine rupture, amniotic fluid embolism, maternal collapse, water birth/pool drill, covid-19 positive emergency, impacted fetal head, anaesthetic related emergency and intrapartum deinfibulation.

1b. What specific training was provided as part of this topic? (Please click all that apply)

1c. Did your organisation provide emergency skills & drills training which was specific to the pre-hospital setting (i.e. specifically for community midwives)?

1d. Did training in this topic include consideration of the impact of 'human factors' in emergency scenarios (e.g. communication/situational awareness)?

1e. Did emergency skills & drills training include simulation of unit-specific emergency escalation/communication protocols?

1f. Do you use real-life scenarios and cases in your emergency skills & drills training? (e.g. MBRRACE-UK vignettes)

1g. Did training provided include developing an awareness of indications and use for cell salvage?

1h. Does training in emergency skills & drills include scenarios involving women whose first language is not English?

1i. Did training in emergency skills & drills include identification of clinical signs in people with black and brown skin?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered?

8a. Did you evaluate the training delivered on this topic?

8b. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 2

- 1a. Did your organisation offer fetal monitoring training to maternity staff in the last financial year? Including continuous electronic fetal monitoring (CTG) and intermittent auscultation.*
- 1b. What specific training was provided as part of this topic? (Please click all that apply)*
- 2. If you indicated that this training was considered mandatory, which professional groups were required to attend?*
- 3. If mandatory, how often is it required that relevant staff complete this training?*
- 4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?*
- 5. If more than one professional group attended this training, did they attend it together?*
- 6. Who delivered the training on this topic for staff at your organisation, over the last financial year?*
- 7. How was this training delivered?*
- 8a. At your organisation, was competency in fetal monitoring assessed?*
- 8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?*
- 8c. Did you evaluate the training delivered on this topic?*
- 8d. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.*
- 9. If you have anything you would like to add which is relevant to this topic, please comment below*

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 3

- 1a. Did your organisation offer interpersonal and human factors skills training to maternity staff in the last financial year? Including communication, situational awareness, communication/handover tools, cognitive bias, impact of stress/fatigue/workload and escalation*
- 1b. What specific training was provided as part of this topic? (Please click all that apply)*
- 2. If you indicated that this training was considered mandatory, which professional groups were required to attend?*
- 3. If mandatory, how often is it required that relevant staff complete this training?*
- 4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)*
- 5. If more than one professional group attended this training, did they attend it together?*
- 6. Who delivered the training on this topic for staff at your organisation, over the last financial year?*
- 7. How was this training delivered?*
- 8. Did you evaluate the training delivered on this topic?*
- 9. If you have anything you would like to add which is relevant to this topic, please comment below*

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 4

- 1a. Did your organisation offer training on early recognition and management of the acutely unwell woman to maternity staff in the last financial year? Including early recognition, enhanced maternal care, maternal critical care, and assessment and management of a covid-19 positive woman
 - 1b. What specific training was provided as part of this topic?
 - 1c. Did training in this topic include appropriate use of maternal early warning systems (MEOWS or similar)?
 2. If you indicated that this training was considered mandatory, which professional groups were required to attend?
 3. If mandatory, how often is it required that relevant staff complete this training?
 4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)
 5. If more than one professional group attended this training, did they attend it together?
 6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
 7. How was this training delivered? (Please select all that apply)
 8. Did you evaluate the training delivered on this topic?
 9. If you have anything you would like to add which is relevant to this topic, please comment below
- Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 5

- 1a. Did your organisation offer training on sepsis to maternity staff in the last financial year? Including recognition and management of maternal sepsis and recognition and management of neonatal sepsis
 - 1b. What specific training was provided as part of this topic?
 2. If you indicated that this training was considered mandatory, which professional groups were required to attend?
 3. If mandatory, how often is it required that relevant staff complete this training?
 4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)
 5. If more than one professional group attended this training, did they attend it together?
 6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
 7. How was this training delivered? (Please select all that apply)
 8. Did you evaluate the training delivered on this topic?
 9. If you have anything you would like to add which is relevant to this topic, please comment below
- Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 6

- 1a. Did your organisation offer training on co-morbidities in pregnancy/management of high-risk pregnancies to maternity staff in the last financial year? Including hypertension, diabetes, obesity/women post bariatric surgery, thromboembolism, cardiovascular disease, epilepsy, advanced maternal age, teenage pregnancy, twin pregnancy, stroke, malignancy
- 1b. What specific training was provided as part of this topic? (Please click all that apply)

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?
3. If mandatory, how often is it required that relevant staff complete this training?
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)
5. If more than one professional group attended this training, did they attend it together?
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
7. How was this training delivered?
8. Did you evaluate the training delivered on this topic?
9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 7

1. Did your organisation offer training on adult/maternal life support to maternity staff in the last financial year?
2. If you indicated that this training was considered mandatory, which professional groups were required to attend?
3. If mandatory, how often is it required that relevant staff complete this training?
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)
5. If more than one professional group attended this training, did they attend it together?
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
7. How was this training delivered? (Please select all that apply)
8. Did you evaluate the training delivered on this topic?
9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 8

- 1a. Did your organisation offer training on newborn life support to maternity staff in the last financial year?
- 1b. Did training on this topic include skills/simulation training with the neonatal team?
2. If you indicated that this training was considered mandatory, which professional groups were required to attend?
3. If mandatory, how often is it required that relevant staff complete this training?
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)
5. If more than one professional group attended this training, did they attend it together?
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
7. How was this training delivered? (Please select all that apply)
8. Did you evaluate the training delivered on this topic?
9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 9

1a. Did your organisation offer training on learning from adverse events to maternity staff in the last financial year? Including incident reporting, learning from adverse events, candour, and family engagement

1b. What specific training was provided as part of this topic? (Please click all that apply)

1c. Did you provide specific training on conducting serious incident investigations for staff directly involved in this activity?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 10

1. Did your organisation offer training on informed consent to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 11

1a. Did your organisation offer training on other professional issues to maternity staff in the last financial year? Including documentation of care, raising concerns/whistleblowing, and personalised care

1b. What specific training was provided as part of this topic? (please tick all those provided)

2. If you indicated that training on this topic was considered mandatory, which professional groups were required to attend sessions provided?
Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 12

1. Did your organisation offer training on reducing smoking in pregnancy to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 13

1a. Did your organisation offer training on screening for foetal growth to maternity staff in the last financial year? Including measurement of symphysis fundal height (SFH), plotting and interpretation of SFH using local charts and when to refer

1b. If you indicated that training on screening for foetal growth was provided by your organisation, what specific training was provided as part of this topic? (please tick all those provided)

1c. Did relevant staff receive training on ultrasound scanning for foetal growth and uterine artery Doppler measurement?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8a. At your organisation, was competency in processes for screening for foetal growth assessed? (as relevant to staff role, including measurement of SFH, use and interpretation of charts, ultrasound scanning for growth and uterine artery doppler measurement)

8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?

8c. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 14

1a. Did your organisation offer training on preterm birth to maternity staff in the last financial year? Including recognition of women at risk, appropriate referral/preventative strategies, and optimisation of perinatal care for the extremely preterm infant

1b. If you indicated that training on preterm birth was provided by your organisation, what specific training was provided as part of this topic? (please tick all those provided)

1c. Did maternity staff have the opportunity to attend multidisciplinary training on optimising perinatal care for the extremely preterm infant with the neonatal team?

2. If you indicated that training on preterm birth was considered mandatory, which professional groups were required to attend sessions provided?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 15

1. Did your organisation offer training on management of reduced foetal movement to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 16

1a. Did your organisation offer training to maternity staff on ongoing antenatal and peripartum risk assessment in the last financial year? Including antenatal & intrapartum risk assessment, planning place of birth, appropriate transfer, appropriate referral/shared-care, and reducing risk of transmission of serious infection to the foetus/neonate

1b. What specific training was provided to staff at your organisation as part of this topic? (please tick all those provided)

2. If you indicated that training on ongoing antenatal and peri-partum risk assessment was considered mandatory, which professional groups were required to attend sessions provided?

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 17

1a. Did your organisation offer training on assessment, management and prevention of perineal trauma to maternity staff in the last financial year? Including management of first, second, third and fourth degree tears, and prevention

1b. What specific training was provided to staff at your organisation as part of this topic? (please tick all those provided)

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 18

1. Did your organisation offer training on perinatal mental health to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 19

1. Did your organisation offer training on bereavement care to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

3. *If mandatory, how often is it required that relevant staff complete this training?*
4. *If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)*
5. *If more than one professional group attended this training, did they attend it together?*
6. *Who delivered the training on this topic for staff at your organisation, over the last financial year?*
7. *How was this training delivered? (Please select all that apply)*
8. *Did you evaluate the training delivered on this topic?*
9. *If you have anything you would like to add which is relevant to this topic, please comment below*

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 20

- 1a. *Did your organisation offer training on new-born care to maternity staff in the last financial year? Including neonatal hypoglycaemia, neonatal jaundice, thermoregulation, procedures and positioning for safe skin-to-skin care, new-born feeding*
- 1b. *What specific training was provided as part of this topic? (Please click all that apply)*
- 1c. *Did training in this topic include appropriate use of neonatal early warning systems?*
2. *If you indicated that this training was considered mandatory, which professional groups were required to attend?*
3. *If mandatory, how often is it required that relevant staff complete this training?*
4. *If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)*
5. *If more than one professional group attended this training, did they attend it together?*
6. *Who delivered the training on this topic for staff at your organisation, over the last financial year?*
7. *How was this training delivered? (Please select all that apply)*
8. *Did you evaluate the training delivered on this topic?*
9. *If you have anything you would like to add which is relevant to this topic, please comment below*

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 21

1. *Did your organisation offer training on care of women following operative interventions to maternity staff in the last financial year?*
2. *If you indicated that this training was considered mandatory, which professional groups were required to attend?*
3. *If mandatory, how often is it required that relevant staff complete this training?*
4. *If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)*
5. *If more than one professional group attended this training, did they attend it together?*
6. *Who delivered the training on this topic for staff at your organisation, over the last financial year?*
7. *How was this training delivered? (Please select all that apply)*

8. Did you evaluate the training delivered on this topic?

9. If you have anything you would like to add which is relevant to this topic, please comment below

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 22

1. Did your organisation offer training on induction and augmentation of labour to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 23

1a. Did your organisation offer training on instrumental and assisted delivery to maternity staff in the last financial year? Including forceps delivery, ventouse delivery, and manual rotation

1b. What specific training was provided as part of this topic? (Please click all that apply)

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 24

1a. Did your organisation offer training on pain relief during labour and birth to maternity staff in the last financial year? Including safety, choice, access, and consent, and care of epidurals

1b. What specific training was provided as part of this topic? (Please click all that apply)

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 25

1. Did your organisation offer training on cultural competency to maternity staff in the last financial year?

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 26

1a. Did your organisation offer training on safeguarding adults to maternity staff in the last financial year?

1b. What specific training was provided as part of this topic? (Please click all that apply)

Thinking about training offered to maternity staff by your organisation over the last financial year...

Did your organisation provide training to maternity staff on the following topics, in the last financial year?

Topic 27 - Resilience/wellbeing for healthcare professionals

Topic 28 - Promoting normality in childbirth

Topic 29 - Complementary therapies

Topic 30 - Family planning and contraception

Topic 31 - Safeguarding children and young people

Topic 32 - Substance misuse

Topic 33

Did your organisation offer any other training in the last financial year which is provided specifically to staff working in maternity services?

Learning during a Pandemic

1a. Did you provide tailored training to staff who, due to the pandemic, were redeployed to an area within maternity services that differed to their usual role, during the past financial year?

1b. If yes, did you assess whether these staff were competent in necessary skills prior to them practicing independently in a new area?

2a. Have you/do you intend to provide tailored training to staff who, due to the pandemic, have been unable to fulfil their usual role due to a period of shielding, and have/are planning to return to their usual place of work?

2b. If yes, did you/do you plan to assess whether these staff are competent in necessary skills prior to them practicing independently on their return?

3a. Did this year's Covid-19 pandemic cause you to provide any other training that was additional to what you had planned, specifically delivered to help maternity staff meet the potential additional needs of/risks to women during the pandemic?

3b. Did this year's Covid-19 pandemic cause you to adapt the training you would have otherwise provided in any other way? (this includes method of delivery, duration, evaluation etc.)

3c. If you adapted the training offered, are there any changes that you plan to retain when prioritising and delivering training in the future (i.e. when pandemic restrictions are no longer in place)?

Final Thoughts

1. In your organisation, have you identified barriers to providing training? If so, what were they?

2. In your organisation, have you identified barriers to staff attendance at scheduled training?

3. About how long did it take to compile your organisation's responses to questions in this survey?

4. Do you have any further comments, questions or concerns?

Trust response:

1. Responders to the Request

1. Could you tell us the job roles of all the individuals who provided information for this request?

Practice development midwife, Clinical midwifery specialist

2. Please provide us with the details of a main clinical point of contact for this request.

We will use this information to follow-up on your organisation's response, ask for feedback, and forward the published report of the national response to this survey.

Name	Penelope Breedon
Email	Penelope.breedon@nhs.net
Telephone	
Job Role	Practice development midwife, clinical midwifery specialist
Employing organisation	Maidstone and Tunbridge Wells NHS trust

3. Around how many babies were delivered by your organisation over the last financial year?

More than 4000

5626 babies delivered over the last financial year

2. The Management of Maternity Services Staff Training

1. Which statement most closely resembles how training for staff working within maternity services is prioritised in your organisation?

Training priorities for different staff groups (e.g. for midwifery, obstetrics, obstetric anaesthesia, AHPs) are reviewed and decided separately by training leads in each discipline.

Training priorities for different staff groups are reviewed and decided mostly separately by training leads in each discipline, but with some collaboration between disciplines for specific aspects/topics (e.g. skills drills)

Training priorities for the whole maternity service are reviewed and decided collaboratively by a multi-professional group which includes midwifery, obstetric and anaesthetic representatives as a minimum.

2. Please provide the role(s)/job title(s) of those involved in reviewing and deciding training priorities for your maternity service.

Obstetric lead consultant, Matron for governance, practice development midwives, lead obstetrician for risk, matrons for all areas, Head of midwifery.

3. What information is considered when deciding training priorities/Training Needs Analyses for maternity services within your organisation? (Please select all that apply)

Serious incidents

National guidance

Near-misses

National reviews of morbidity and mortality

Complaints

Staff feedback/request

Needs identified in local population

Local review of outcome data

Maternity Incentive Scheme

New research/evidence

The Core Competency Framework

None of the above

Other (please specify)

4. How often are training priorities reviewed and updated for your maternity service?

Once per year

5. Thinking about time allocated for staff to attend training/CPD activities...

a. Did your organisation allocate percentage uplift specifically for midwives to attend CPD training?

(Separate to uplift allocated for sickness/other absences)

No

Yes (what percentage was used?)

%

b. Did your organisation allocate percentage uplift specifically for maternity support workers to attend CPD training? (separate to uplift allocated for sickness/other absences)

No

Yes (what percentage was used?)

%

- c. How many days of study leave were available in your organisation for junior doctors working within obstetrics (at registrar level) to attend CPD training? *(if this varied, please provide an average)*

We have been unable to get this information. If you still require the response to this question please contact us again.

- d. How many days of study leave were available in your organisation for consultants working within obstetrics to attend CPD training? *(if this varied, please provide an average)*

We have been unable to get this information. If you still require the response to this question please contact us again.

- e. How many hours per week of *supporting professional activities* (SPA) time was allocated in your organisation to consultants working within obstetrics? *(if this varied, please provide an average)*

We have been unable to get this information. If you still require the response to this question please contact us again.

3. The Assessment of Maternity Services Staff Training

1. **Is data analysed and course content modified in response to evaluation of training programmes provided to maternity staff at your organisation?**

No

Yes *(please give an example below)*

Feedback sheets are completed for each study day and comments are assimilated into the training models ongoing

2. **At which time points do you collect evaluation data on your in-house training?** *(select all that apply)*

Immediately pre-course

Immediately post-course

After a period of time has passed since training *(please specify e.g. 12 weeks)*

3. Do you evaluate whether any training you provide has an impact on clinical outcomes (e.g. post-partum haemorrhage, hypoxic ischaemic encephalopathy)?

No

Yes (please explain how below)

4. Of the training topics provided to maternity staff by your organisation, what percentage do you evaluate using clinical outcomes?

None

5. What are the barriers to fully evaluating the maternity training provided within your organisation?

Poor staffing in the practice education team

Lack of guidance/information on assessment methodologies

No barriers identified

Other (please specify)

Staff being pulled from training to cover the clinical area. Buy in from staff about the importance of feedback in the development of staff training and clinical outcomes

4. The Delivery of Maternity Services Staff Training

1. Do you involve other specialities in your training by either involving them in delivery of training, or inviting them to attend? *E.g. involving paramedics in community skills & drills training, or critical care staff in training on management of the acutely unwell woman.*

No

Yes (please give brief examples below)

CIPP training is done in conjunction with critical care outreach. Paramedics have historically been part of the learning cohort. Anaesthetics, obstetrics, midwifery, theatre teams, and neonatology are all involved in MDT training.

2. Have you identified barriers to providing multi-professional training? *i.e. different professionals (obstetricians, midwives, obstetric anaesthetists, etc.) in the maternity team training together*

No

Yes (please give brief examples below)

Initially it was difficult to get senior obstetricians to understand the importance of attending MDT training in a learning capacity, this was overcome with plenty of face to face meetings and involvement of junior obstetric staff who were encouraged to provide feedback. We invested in training for the team leading the in house programme, and sent a multidisciplinary team to that training. Training obstetricians and midwives together, so that they were invested in the programme, meant that it was easier to sell the ethos of MDT training once we rolled it out formally.

3. Do you tailor your training to allow staff to upskill in topics relating to the specific characteristics of your local pregnant population? *This involves knowing the local demographic and possible vulnerabilities (e.g. aging population, women with multiple disadvantages, specific diseases).*

No

Yes (please give brief examples below)

The local maternity voices group plays a role in the development of the service, we now offer training in sterile water injections for pain relief, and we have trained midwives in the use of acupuncture and in the use of aromatherapy oils. We have facilitated staff attending hypnobirthing courses so that we can provide it for the population. This has all been as a response to the requirements of the local population.

4. Are staff qualified in examination of the new-born (NIPE) required to attend refresher training?

Yes No

5. Did you use external providers to deliver any of the training provided to your maternity staff in the last financial year?

No

Yes (please list the providers used below)

CTG foetal physiology- Edwin Chandraharan, K2 eLearning package

5. Attendance at Maternity Services Staff Training

1. With regard to mandatory training, do you audit how often maternity staff attend updates within the time specified by your organisation's guidelines?

Yes No

If no, please skip to Section 6 "Training Budgets"

2. When audited, what was the rate of timely attendance for all staff at mandatory training/updates?
91-95%

3. What was the rate of timely attendance for midwives?
51-75%

4. What was the rate of timely attendance for consultant obstetricians?
Over 95%

5. What was the rate of timely attendance for junior doctors working in obstetrics?
Over 95%

6. What was the rate of timely attendance for consultant obstetric anaesthetists?
86-90%

7. What was the rate of timely attendance for junior doctors working in obstetric anaesthesia?
Over 95%

8. What was the rate of timely attendance for other staff groups (e.g. ODPs, MSWs)?
51-75%

6. Training Budgets

1. What was the amount (£) spent on **direct costs** of maternity training provision over the past financial year by your organisation (from any source)? *This might include venue costs, costs of paying external providers, etc.*

£20000

2. Did your organisation budget for backfill of those staff attending training?

No

Yes (please specify how much was spent on this over the past financial year)

£

3. Thinking about the source of these funds, what percentage was provided by each of the following:

Allocated by the organisation	%
Health Education England	%
Hospital Charity Funds	%
Other (please specify)	% from

4. Within your organisation, do you provide an individual allocated budget for professionals in the following groups to attend CPD training?

- a. An individual CPD budget per midwife?

Yes No

- b. An individual CPD budget per junior doctor working within maternity services?

Yes No

- c. An individual CPD budget per consultant working within maternity services?

Yes No

- d. Do any other staff groups have an individual CPD budget allocated?

No

Yes (please specify which)

7. Training Topics

The following sections will ask you to provide details about which topics of training were provided to maternity staff at your organisation over the past financial year. We will also ask about the content and format of training provided.

Your answers should include training considered mandatory; training provided but considered non-mandatory; training provided in-house; training which was commissioned by the organisation but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

When answering, please include training provided to **any** member of clinical maternity staff.

We will be asking you about training provided under the following topic headings:

1

Emergency skills & drills: *Including shoulder dystocia, cord prolapse, eclampsia, hypertensive crisis, antepartum & postpartum haemorrhage, vaginal breech birth, uterine inversion, uterine rupture, amniotic fluid embolism, maternal collapse, water birth/pool drill, covid-19 positive*

	<i>emergency, impacted foetal head, anaesthetic related emergency and intrapartum de-infibulation</i>
2	Foetal monitoring : Including Continuous Electronic Foetal Monitoring (CTG) and Intermittent Auscultation
3	Interpersonal and human factors skills : Including communication, situational awareness, communication/handover tools, cognitive bias, impact of stress/fatigue/workload and escalation
4	Early recognition & management of the acutely unwell woman : Including early recognition, enhanced maternal care, maternal critical care, and assessment and management of a covid-19 positive woman
5	Sepsis : Including recognition and management of maternal sepsis and recognition and management of neonatal sepsis
6	Co-morbidities in pregnancy/management of high-risk pregnancies : Including hypertension, diabetes, obesity/women post bariatric surgery, thromboembolism, cardiovascular disease, epilepsy, advanced maternal age, teenage pregnancy, twin pregnancy, stroke, malignancy
7	Adult/maternal life support
8	New-born life support
9	Learning from adverse events : Including incident reporting, learning from adverse events, candour, and family engagement
10	Informed consent
11	Other professional issues : Including documentation of care, raising concerns/whistleblowing, and personalised care
12	Reducing smoking in pregnancy
13	Screening for fetal growth : Including measurement of symphysis fundal height (SFH), plotting and interpretation of SFH using local charts and when to refer
14	Preterm birth : Including recognition of women at risk, appropriate referral/preventative strategies, and optimisation of perinatal care for the extremely preterm infant
15	Management of reduced foetal movement
16	Ongoing antenatal and peri-partum risk assessment : Including antenatal & intrapartum risk assessment, planning place of birth, appropriate transfer, appropriate referral/shared-care, and reducing risk of transmission of serious infection to the foetus/neonate
17	Assessment, management and prevention of perineal trauma : Including management of first, second, third and fourth degree tears, and prevention
18	Perinatal mental health
19	Bereavement care
20	New-born care : Including neonatal hypoglycaemia, neonatal jaundice, thermoregulation, procedures and positioning for safe skin-to-skin care, new-born feeding, and examination of the new-born
1. 21	2. Care of women following operative interventions
3. 22	4. Induction and augmentation of labour
5. 23	Instrumental and assisted delivery : Including forceps delivery, ventouse delivery, and manual rotation
6. 24	Pain relief during labour and birth : Including safety, choice, access, and consent, and care of epidurals
1. 25	2. Cultural competency
3. 26	4. Safeguarding adults : Including handling disclosure and domestic and sexual violence
5. 27	6. Resilience/wellbeing for healthcare professionals
7. 28	8. Promoting normality in childbirth
9. 29	10. Complementary therapies
11. 30	12. Family planning and contraception
1. 31	2. Safeguarding children and young people
8a. 32	8b. Substance misuse
8c. 33	8d. Other maternity training

Topic 1

1a. Did your organisation offer **emergency skills & drills** training to maternity staff in the last financial year?

Including shoulder dystocia, cord prolapse, eclampsia, hypertensive crisis, antepartum & postpartum haemorrhage, vaginal breech birth, uterine inversion, uterine rupture, amniotic fluid embolism, maternal collapse, water birth/pool drill, covid-19 positive emergency, impacted fetal head, anaesthetic related emergency and intrapartum deinfibulation.

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 9 (Topic 2).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- | | |
|--|--|
| <input checked="" type="checkbox"/> Shoulder dystocia | <input type="checkbox"/> Amniotic fluid embolism |
| <input checked="" type="checkbox"/> Cord prolapse | <input checked="" type="checkbox"/> Maternal collapse |
| <input checked="" type="checkbox"/> Eclampsia | <input type="checkbox"/> Water birth/pool drill |
| <input checked="" type="checkbox"/> Hypertensive Crisis | <input checked="" type="checkbox"/> Covid-19 positive emergency |
| <input checked="" type="checkbox"/> Antepartum haemorrhage | <input type="checkbox"/> Impacted fetal head |
| <input checked="" type="checkbox"/> Postpartum haemorrhage | <input type="checkbox"/> Intrapartum deinfibulation |
| <input checked="" type="checkbox"/> Vaginal breech birth | <input type="checkbox"/> Maternal collapse due to anaesthetic intervention |
| <input type="checkbox"/> Uterine inversion | |
| <input type="checkbox"/> Uterine rupture | |
| <input type="checkbox"/> Other <i>(please specify)</i> | |

COVID has affected the provision of training over the last financial year

1c. Did your organisation provide **emergency skills & drills** training which was specific to the pre-hospital setting (i.e. specifically for community midwives)?

- Yes
- No

1d. Did training in this topic include consideration of the impact of 'human factors' in emergency scenarios (e.g. communication/situational awareness)?

- Yes
- No

1e. Did **emergency skills & drills** training include simulation of unit-specific emergency escalation/communication protocols?

- Yes
- No

1f. Do you use real-life scenarios and cases in your **emergency skills & drills** training? *(e.g. MBRRACE-UK vignettes)*

- Yes
- No

1g. Did training provided include developing an awareness of indications and use for cell salvage?

- Yes
- No

1h. Does training in **emergency skills & drills** include scenarios involving women whose first language is not English?

- Yes
- No

- 1i. Did training in **emergency skills & drills** include identification of clinical signs in people with black and brown skin?

Yes No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? *(number of hours attended for training to be considered complete)*

More than 7 hours - 8 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training		<input checked="" type="checkbox"/>
Online Interactive Team Simulation		<input checked="" type="checkbox"/>
Non-Live Online Simulation		<input checked="" type="checkbox"/>
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video		<input type="checkbox"/>
eLearning Module		<input checked="" type="checkbox"/>
Printed Material		<input checked="" type="checkbox"/>

Other (please specify)

- 8a. Did you evaluate the training delivered on this topic?

Yes No

- 8b. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.

I have attached an evaluation form

I do not have an evaluation form

9. If you have anything you would like to add which is relevant to this topic, please comment below

9. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 2

1a. Did your organisation offer **foetal monitoring** training to maternity staff in the last financial year?
Including continuous electronic foetal monitoring (CTG) and intermittent auscultation.

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 10 (Topic 3).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Continuous Electronic Fetal Monitoring (CTG)
- Intermittent Auscultation
- Situational awareness/human factors
- Antenatal CTG
- Other *(please specify)*
- Fetal Physiology
- Considering the wider clinical picture
- Systems for review and escalation of fetal wellbeing

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Continuous Electronic Fetal Monitoring (CTG)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intermittent Auscultation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? *(number of hours attended for training to be considered complete)*
More than 4 hours - 5 hours

5. If more than one professional group attended this training, did they attend it together?
Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
A combination of the above

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation		<input checked="" type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module		<input checked="" type="checkbox"/>
Printed Material	<input type="checkbox"/>	

Other (please specify)

8a. At your organisation, was competency in foetal monitoring assessed?

No

Yes (please specify **how** it was assessed)

This competency is only formally assessed for midwives on the 18 month preceptorship programme, in which case they need to be assessed and signed off as competent prior to sign off as a band 6 midwife.

8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?

Yes

No

8c. Did you evaluate the training delivered on this topic?

Yes

No

8d. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your organisation to your response.

I have attached an evaluation form

I do not have an evaluation form

9. If you have anything you would like to add which is relevant to this topic, please comment below

10. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 3

1a. Did your organisation offer interpersonal and human factors skills training to maternity staff in the last financial year? *Including communication, situational awareness, communication/handover tools, cognitive bias, impact of stress/fatigue/workload and escalation*

Yes, and it was mandatory training for some/all staff

Yes, but it was not part of mandatory training

No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 11 (Topic 4).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Communication
- Situational awareness
- Tools to aid communication/handover
- Other *(please specify)*
- Cognitive bias
- Impact of stress/fatigue/workload
- Escalation

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? *(number of hours attended for training to be considered complete)*
More than 7 hours - 8 hours

5. If more than one professional group attended this training, did they attend it together?
Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

11. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 4

1a. Did your organisation offer training on [early recognition and management of the acutely unwell woman](#) to maternity staff in the last financial year? *Including early recognition, enhanced maternal care, maternal critical care, and assessment and management of a covid-19 positive woman*

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 12 (Topic 5).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Early recognition of the acutely unwell woman
- Enhanced Maternal Care
- Maternal Critical Care, including:
 - The use of maternal critical care observation charts
 - Structured review proformas
 - Deterioration & escalation thresholds
 - Timing of birth
 - Postnatal care
- Assessment and management of a covid-19 positive woman
- Other *(please specify)*

1c. Did training in this topic include appropriate use of maternal early warning systems (MEOWS or similar)?

- Yes No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? *(number of hours attended for training to be considered complete)*

More than 7 hours - 8 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

12. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 5

1a. Did your organisation offer training on [sepsis](#) to maternity staff in the last financial year? *Including recognition and management of maternal sepsis and recognition and management of neonatal sepsis*

- Yes, and it was mandatory training for some/all staff
 Yes, but it was not part of mandatory training
 No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 13 (Topic 6).

1b. What specific training was provided as part of this topic? (Please click all that apply)

- Recognition of neonatal sepsis Management of neonatal sepsis
 Recognition of maternal sepsis Management of maternal sepsis
 Other (please specify)

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? *(number of hours attended for training to be considered complete)*
Less than 1 hour

5. If more than one professional group attended this training, did they attend it together?
Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

Other (please specify)

8. Did you evaluate the training delivered on this topic?
 Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

13. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 6

1a. Did your organisation offer training on [co-morbidities in pregnancy/management of high-risk pregnancies](#) to maternity staff in the last financial year? *Including hypertension, diabetes,*

obesity/women post bariatric surgery, thromboembolism, cardiovascular disease, epilepsy, advanced maternal age, teenage pregnancy, twin pregnancy, stroke, malignancy

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 14 (Topic 7).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Hypertension
- Diabetes
- Obesity/women post bariatric surgery
- Thromboembolism
- Cardiovascular disease
- Epilepsy
- Advanced maternal age
- Teenage Pregnancy
- Twin Pregnancy
- Stroke
- Malignancy

Other (please specify)

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? (number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

14. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 7

1. Did your organisation offer training on [adult/maternal life support](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
 Yes, but it was not part of mandatory training
 No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 15 (Topic 8).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other *(please specify)*

Face to face training reduced in time to 10 minute slots because of COVID, the bulk of the training is provided online.

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

15. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 8

1a. Did your organisation offer training on [new-born life support](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 16 (Topic 9).

1b. Did training on this topic include skills/simulation training with the neonatal team?

- Yes
- No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>	
Online Interactive Team Simulation	<input checked="" type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input checked="" type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

16. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 9

1a. Did your organisation offer training on [learning from adverse events](#) to maternity staff in the last financial year? *Including incident reporting, learning from adverse events, candour, and family engagement*

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 17 (Topic 10).

1b. What specific training was provided as part of this topic? (Please click all that apply)

- Incident reporting
- Learning from adverse events
- Other (please specify)
- Candour
- Family engagement in incident investigations

1c. Did you provide specific training on conducting serious incident investigations for staff directly involved in this activity?

Yes No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

17. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 10

1. Did your organisation offer training on [informed consent](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 18 (Topic 11).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. **If you indicated that this training was considered mandatory, which professional groups were required to attend?**

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. **If mandatory, how often is it required that relevant staff complete this training?**
Yearly
4. **If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?**
(number of hours attended for training to be considered complete)
Less than 1 hour
5. **If more than one professional group attended this training, did they attend it together?**
Yes, multi-professional training was provided on this topic
6. **Who delivered the training on this topic for staff at your organisation, over the last financial year?**
Providers directly employed by the Trust (In-House)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Case-review sessions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>	<input type="checkbox"/>
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	<input type="checkbox"/>
eLearning Module	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Printed Material	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

18. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 11

1a. Did your organisation offer training on [other professional issues](#) to maternity staff in the last financial year? *Including documentation of care, raising concerns/whistleblowing, and personalised care*

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 19 (Topic 12).

1b. What specific training was provided as part of this topic? (please tick all those provided)

- Documentation of Care
- Raising concerns/whistleblowing
- Personalised care

If you provided this topic, but it was not part of mandatory training, please skip to Section 19 (Topic 12).

2. If you indicated that training on this topic was considered mandatory, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Documentation of Care	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Raising concerns/whistleblowing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personalised care	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

19. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 12

1. Did your organisation offer training on reducing smoking in pregnancy to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
 Yes, but it was not part of mandatory training
 No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 20 (Topic 13).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Less than once every 2 years

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

Less than 1 hour

5. If more than one professional group attended this training, did they attend it together?

No, different professional groups attended training separately

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

External Providers (including external eLearning packages)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input checked="" type="checkbox"/>
Printed Material	<input type="checkbox"/>

Other (*please specify*)

--

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

20. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 13

1a. Did your organisation offer training on [screening for foetal growth](#) to maternity staff in the last financial year? *Including measurement of symphysis fundal height (SFH), plotting and interpretation of SFH using local charts and when to refer*

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 21 (Topic 14).

1b. If you indicated that training on [screening for foetal growth](#) was provided by your organisation, what specific training was provided as part of this topic? *(please tick all those provided)*

- Measurement of symphysis fundal height
- Plotting and interpretation of symphysis fundal height using local charts
- When to refer
- Other *(please specify)*

1c. Did relevant staff receive training on ultrasound scanning for foetal growth and uterine artery Doppler measurement?

- Yes
- No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?
Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
Providers directly employed by the Trust (In-House)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8a. At your organisation, was competency in processes for screening for foetal growth assessed? (as relevant to staff role, including measurement of SFH, use and interpretation of charts, ultrasound scanning for growth and uterine artery doppler measurement)

No

Yes (please specify what was assessed and how it was assessed)

One off workshop to be attended including a test paper and competency assessment, then yearly eLearning with the perinatal institute.

8b. If competency was assessed and not passed, were relevant clinical duties removed until competent?

Yes

No

8c. Did you evaluate the training delivered on this topic?

Yes

No

9. If you have anything you would like to add which is relevant to this topic, please comment below

21. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 14

1a. Did your organisation offer training on preterm birth to maternity staff in the last financial year? Including recognition of women at risk, appropriate referral/preventative strategies, and optimisation of perinatal care for the extremely preterm infant

Yes, and it was mandatory training for some/all staff

Yes, but it was not part of mandatory training

No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 22 (Topic 15).

1b. If you indicated that training on **preterm birth** was provided by your organisation, what specific training was provided as part of this topic? *(please tick all those provided)*

- Recognition of women at high risk of preterm birth
- Appropriate referral of at-risk women to specialist services and/or preventative strategies
- Optimising perinatal care for the extremely preterm infant (as per BAPM framework for practice)

- Training for relevant staff in transvaginal US cervix scanning and interpretation in **asymptomatic** women at high risk of preterm birth.
- Training for relevant staff in the application and interpretation of transvaginal US cervix scanning **and/or** other near-patient tests (such as fibronectin) in **symptomatic** women at high risk of preterm birth.
- Training for relevant staff on strategies for preventing preterm birth (such as cerclage, arabin pessary insertion, or use of vaginal progesterone administration).

Other training on preterm birth *(please specify)*

1c. Did maternity staff have the opportunity to attend multidisciplinary training on optimising perinatal care for the extremely preterm infant with the neonatal team?

Yes No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that training on **preterm birth** was considered mandatory, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Recognition of women at high risk of preterm birth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate referral of at-risk women to specialist services and/or preventative strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Optimising perinatal care for the extremely preterm infant (as per BAPM framework for practice)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Choose an item.

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

Choose an item.

5. If more than one professional group attended this training, did they attend it together?

Choose an item.

6. **Who delivered the training on this topic for staff at your organisation, over the last financial year?**

Choose an item.

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

22. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 15

1. Did your organisation offer training on [management of reduced foetal movement](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 23 (Topic 16).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Choose an item.

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

Choose an item.

5. If more than one professional group attended this training, did they attend it together?

Choose an item.

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Choose an item.

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

Other *(please specify)*

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

23. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 16

- 1a. Did your organisation offer training to maternity staff on [ongoing antenatal and peri-partum risk assessment](#) in the last financial year? *Including antenatal & intrapartum risk assessment, planning place of birth, appropriate transfer, appropriate referral/shared-care, and reducing risk of transmission of serious infection to the foetus/neonate*
- Yes, and it was mandatory training for some/all staff
 - Yes, but it was not part of mandatory training
 - No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 24 (Topic 17).

- 1b. What specific training was provided to staff at your organisation as part of this topic? *(please tick all those provided)*

- Antenatal Risk Assessment
- Planning Place of Birth
- Intrapartum Risk Assessment
- Appropriate Transfer
- Appropriate/timely referral to other specialities and shared-care *(e.g. neurology input for women with epilepsy).*

- Did training include risk-factors for transmission (and strategies for reducing risk) of serious infection to the foetus/neonate during pregnancy, birth, and postnatally?

- Yes, general risk factors
- Yes, specific information about Group-B Streptococcus (GBS)
- Yes, specific information about Herpes Simplex Virus (HSV)
- Yes, specific information about Cytomegalovirus (CMV)

- Other training relating to ongoing risk assessment or specific information about other infections not mentioned above *(please specify)*

If you provided this topic, but it was not part of mandatory training, please skip to please skip to Section 24 (Topic 17).

2. If you indicated that training on **ongoing antenatal and peri-partum risk assessment** was considered **mandatory**, which professional groups were required to attend sessions provided?

	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
Antenatal risk assessment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning place of birth	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intrapartum risk assessment	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate transfer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriate referral and shared-care	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reducing risk of transmission of serious infection to the fetus/neonate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 17

- 1a. Did your organisation offer training on **assessment, management and prevention of perineal trauma to maternity staff in the last financial year?** *Including management of first, second, third and fourth degree tears, and prevention*
- Yes, and it was mandatory training for some/all staff
 - Yes, but it was not part of mandatory training
 - No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 25 (Topic 18).

- 1b. What specific training was provided to staff at your organisation as part of this topic? *(please tick all those provided)*
- Prevention of perineal trauma
 - Assessment and management of first degree tears
 - Assessment and management of second degree tears
 - Assessment and management of third degree tears
 - Assessment and management of fourth degree tears

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?
Less than once every 2 years
4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)
More than 8 hours
5. If more than one professional group attended this training, did they attend it together?
No, different professional groups attended training separately
6. Who delivered the training on this topic for staff at your organisation, over the last financial year?
A combination of the above
7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input checked="" type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input checked="" type="checkbox"/>	

Other (please specify)

The trust offers weekly perineal suturing workshops which are optional for most staff, but compulsory at least once for those newly qualified midwives on their 18 month preceptorship period. The obstetric team offer compulsory suturing and perineal assessment courses for all specialist trainees, which are provided off site by other providers.

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

Obstetric trainees and newly qualified midwives have a structured programme of training on perineal trauma and repair. Although the initial formal classroom training might not be very long, the training then continues in a one to one capacity on the delivery suite. These hours of informal training cannot be

summarised in hours spent in training. They are evidenced in the competency documents of the obstetric and midwifery staff. Both professional groups require formal sign off of this competency. Other staff are invited to attend the weekly suturing workshop which lasts for 3 hours and is facilitated by a practice development midwife and a consultant obstetrical with a special interest in urogynaecology.

25. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 18

1. Did your organisation offer training on [perinatal mental health](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 26 (Topic 19).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Less than once every 2 years

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?

No, different professional groups attended training separately

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

External Providers (including external eLearning packages)

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input checked="" type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

26. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 19

1. Did your organisation offer training on [bereavement care](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
 Yes, but it was not part of mandatory training
 No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 27 (Topic 20).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. **If mandatory, how often is it required that relevant staff complete this training?**
4. **If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?**
(number of hours attended for training to be considered complete)
5. **If more than one professional group attended this training, did they attend it together?**
6. **Who delivered the training on this topic for staff at your organisation, over the last financial year?**
7. **How was this training delivered?** *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>

<u>Simulation Training</u>	
In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

<u>Non-Live Training</u>	
Pre-Recorded Audio/Video	<input type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

Other *(please specify)*

8. **Did you evaluate the training delivered on this topic?**
 Yes No
9. **If you have anything you would like to add which is relevant to this topic, please comment below**

27. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 20

1a. Did your organisation offer training on [new-born care](#) to maternity staff in the last financial year?

Including neonatal hypoglycaemia, neonatal jaundice, thermoregulation, procedures and positioning for safe skin-to-skin care, new-born feeding

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 28 (Topic 21).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Neonatal hypoglycaemia
- Neonatal jaundice
- Thermoregulation
- Other *(please specify)*
- Newborn feeding
- Procedures and positioning for safe skin-to-skin care

1c. Did training in this topic include appropriate use of neonatal early warning systems?

- Yes
- No

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

Yearly

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?

(number of hours attended for training to be considered complete)

1 hour - 2 hours

5. If more than one professional group attended this training, did they attend it together?

Yes, multi-professional training was provided on this topic

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

Providers directly employed by the Trust (In-House)

7. How was this training delivered? *(Please select all that apply)*

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>

Case-review sessions	<input type="checkbox"/>	<input checked="" type="checkbox"/>
----------------------	--------------------------	-------------------------------------

Simulation Training

In-Person Practical Based Team Training	<input type="checkbox"/>
Online Interactive Team Simulation	<input type="checkbox"/>
Non-Live Online Simulation	<input type="checkbox"/>

Non-Live Training

Pre-Recorded Audio/Video	<input checked="" type="checkbox"/>
eLearning Module	<input type="checkbox"/>
Printed Material	<input type="checkbox"/>

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

28. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 21

1. Did your organisation offer training on [care of women following operative interventions](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 29 (Topic 22).

If you provided this topic, but it was not part of mandatory training, please skip to question 5 in this section.

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If mandatory, how often is it required that relevant staff complete this training?

4. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
(number of hours attended for training to be considered complete)

5. If more than one professional group attended this training, did they attend it together?

6. Who delivered the training on this topic for staff at your organisation, over the last financial year?

7. How was this training delivered? (Please select all that apply)

<u>Live Training</u>	Face-to-Face	Online
Live Lecture-Based	<input type="checkbox"/>	<input type="checkbox"/>
Interactive Workshop-Based	<input type="checkbox"/>	<input type="checkbox"/>
Case-review sessions	<input type="checkbox"/>	<input type="checkbox"/>
<u>Simulation Training</u>		
In-Person Practical Based Team Training	<input type="checkbox"/>	
Online Interactive Team Simulation	<input type="checkbox"/>	
Non-Live Online Simulation	<input type="checkbox"/>	
<u>Non-Live Training</u>		
Pre-Recorded Audio/Video	<input type="checkbox"/>	
eLearning Module	<input type="checkbox"/>	
Printed Material	<input type="checkbox"/>	

Other (please specify)

8. Did you evaluate the training delivered on this topic?

Yes No

9. If you have anything you would like to add which is relevant to this topic, please comment below

29. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 22

1. Did your organisation offer training on [induction and augmentation of labour](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training or if it was not part of mandatory training please skip to Section 30 (Topic 23).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 23

1a. Did your organisation offer training on [instrumental and assisted delivery](#) to maternity staff in the last financial year? *Including forceps delivery, ventouse delivery, and manual rotation*

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 31 (Topic 24).

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Forceps Delivery
- Ventouse Delivery
- Rotational Forceps
- Manual Rotation
- Other *(please specify)*

Care of the perineum during an instrumental delivery including application of hot compresses, careful attention to angle of delivery, slow delivery of the head, informed consent for instrumental delivery and for episiotomy, pain management, anticipation and management of PPH, psychological care of the woman following an instrumental delivery. Midwife's role in an instrumental delivery, maternity care assistant role in instrumental delivery.

Circulation of trust statistics for instrumental delivery, training on how to use an information leaflet which was developed about instrumental delivery with women and their partners, outcomes for different Robson groups and how to prepare women for possible outcome which they didn't want or anticipate.

This was all provided to an MDT at the annual PROMPT day and delivered as a hot topic lecture following feedback from the birthing community regarding instrumental deliveries.

If you provided this topic, but it was not part of mandatory training, please skip to Section 31 (Topic 24).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

31. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 24

- 1a. Did your organisation offer training on [pain relief during labour and birth](#) to maternity staff in the last financial year? *Including safety, choice, access, and consent, and care of epidurals*

- Yes, and it was mandatory training for some/all staff
 Yes, but it was not part of mandatory training
 No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 32 (Topic 25).

- 1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Safety
 Choice, access, and consent
 Care of epidurals

Other (please specify)

Provided and mandatory for all newly qualified midwives

If you provided this topic, but it was not part of mandatory training, please skip to Section 32 (Topic 25).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 25

1. Did your organisation offer training on [cultural competency](#) to maternity staff in the last financial year?

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this topic, or it was not part of mandatory training, please skip to Section 33 (Topic 26).

2. If you indicated that this training was considered mandatory, which professional groups were required to attend?

Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. Thinking about training offered to maternity staff by your organisation over the last financial year...

Topic 26

1a. Did your organisation offer training on [safeguarding adults](#) to maternity staff in the last financial year?

Including handling disclosure and domestic and sexual violence

- Yes, and it was mandatory training for some/all staff
- Yes, but it was not part of mandatory training
- No, this topic was not offered to staff by the organisation

If you did not provide this training, please skip to Section 34.

1b. What specific training was provided as part of this topic? *(Please click all that apply)*

- Handling disclosure
- Female genital mutilation
- Domestic and sexual violence

34. Thinking about training offered to maternity staff by your organisation over the last financial year...

Did your organisation provide training to maternity staff on the following topics, in the last financial year?

		Provided and mandatory training for some/all staff	Provided but not part of mandatory training	This topic was not offered
Topic 27	Resilience/wellbeing for healthcare professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Topic 28	Promoting normality in childbirth	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Topic 29	Complementary therapies	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Topic 30	Family planning and contraception	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Topic 31	Safeguarding children and young people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Topic 32	Substance misuse	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

35.

Topic 33

Did your organisation offer any other training in the last financial year which is provided specifically to staff working in maternity services?

No

Yes (please specify)

36. Learning during a Pandemic

1a. Did you provide tailored training to staff who, due to the pandemic, were redeployed to an area within maternity services that differed to their usual role, during the past financial year?

Yes No

1b. If yes, did you assess whether these staff were competent in necessary skills prior to them practicing independently in a new area?

No
 Yes (*how?*)

The only group of staff who did this were midwifery students who worked as MCAs during the summer of 2020. They had a new role – but were familiar with the expectations of this role and did not need assessing

2a. Have you/do you intend to provide tailored training to staff who, due to the pandemic, have been unable to fulfil their usual role due to a period of shielding, and have/are planning to return to their usual place of work?

Yes No

2b. **If yes, did you/do you plan to assess whether these staff are competent in necessary skills prior to them practicing independently on their return?**

No

Yes *(how?)*

Supernumerary status on return, offer extra catch up training if they feel deskilled

3a. **Did this year's Covid-19 pandemic cause you to provide any other training that was additional to what you had planned, specifically delivered to help maternity staff meet the potential additional needs of/risks to women during the pandemic?**

No

Yes *(please specify)*

A whole new training programme including training on maternity care and covid-19 (swab taking, gowning up and taking PPE off again, training in fitting and wearing masks including the automated variety, fit testing for EVERY new mask we were provided with.

3b. **Did this year's Covid-19 pandemic cause you to adapt the training you would have otherwise provided in any other way? *(this includes method of delivery, duration, evaluation etc.)***

No

Yes *(please describe the adaptations that were made)*

We ran face to face sessions. These had to go online with the option of e learning modules or a team's meeting training. We then ran more live skills drills in the clinical area and observed emergencies to highlight good care and areas for improvement. Some face to face teaching essential for the newly qualified staff was not available and was impossible to provide over a teams platform. Study days which would have taken place were suspended. Personal development plans identified at appraisals were not acted upon

3c. **If you adapted the training offered, are there any changes that you plan to retain when prioritising and delivering training in the future (i.e. when pandemic restrictions are no longer in place)?**

No

Yes *(please specify what they are and the rationale for retaining these changes)*

Some e learning modules will remain. We need to investigate eLearning in general, much of the rest of the education system has moved in this direction, it's easier to standardise and evaluate, it doesn't rely upon the knowledge available locally and could raise the bar in terms of educational provision within the health service. We have realised how far behind we are.

37. Final Thoughts

1. In your organisation, have you identified barriers to providing training? If so, what were they?

(Please select all that apply)

- Staffing
- Financial
- Equipment
- Venue restrictions
- Venue availability
- Facilitator availability
- Location of relevant training courses
- The COVID-19 pandemic
- No barriers identified**
- Other *(please specify)*

2. In your organisation, have you identified barriers to staff attendance at scheduled training? If so, what were they? *(Please select all that apply)*

- Staffing
- Sickness
- Communication
- The COVID-19 pandemic

No barriers identified

Other *(please specify)*

3. About how long did it take to compile your organisation's responses to questions in this survey?

3-5 hours

4. Do you have any further comments, questions or concerns?