

## Quality and Patient Safety Committee

**26<sup>th</sup> October 2023**

<b>Report Title:</b>	<b>Clinical Workforce – CNST MIS Safety Action 4</b>
<b>Executive/NED Lead:</b>	Emma Sweeney, Acting Chief Nurse Angela Tillett, Chief Medical Officer
<b>Report author(s):</b>	Andrea Turner - Divisional Director Amy Bruce - Associate Director of Nursing Lois Maskell - Deputy Associate Director of Operations Amanda Price-Davey - Director of Midwifery
<b>Previously considered by:</b>	

Approval     
  Discussion     
  Information     
  Assurance

<b>Executive summary</b>
<p>In order to meet the requirements of the Clinical Negligence Scheme for Trusts (CNST) Maternity Incentive Scheme, NHS Trusts are required to meet 10 standards. Within this scheme, Safety Action 4 requires that Trusts evidence that adequate clinical workforce planning is taking place and reviewed on a regular basis covering the Obstetric workforce, Neonatal Medical Workforce, Neonatal Nursing Workforce and the Anaesthetic Medical Workforce</p> <p>This paper sets out the current position, for assurance that compliance with this standard</p>
<b>Action Required of the Board/Committee</b>
<p>The Committee is invited to:</p> <ol style="list-style-type: none"> <li>a. Approve the Clinical Workforce Report</li> <li>b. Note the ongoing actions required in order to achieve CNST MIS Year 5 compliance</li> </ol>

<b>Link to Strategic Objectives (SO)</b>		<b>Please tick</b>
SO1	Keep people in control of their health	<input type="checkbox"/>
SO2	Lead the integration of care	<input type="checkbox"/>
SO3	Develop our centres of excellence	<input checked="" type="checkbox"/>
SO4	Support and develop our staff	<input checked="" type="checkbox"/>
SO4	Drive technology enabled care	<input type="checkbox"/>

<b>Risk Implications for the Trust</b> <i>(including any clinical and financial consequences)</i>	<p>If the Trust is unable to meet the requirements of the Maternity incentive Scheme then there is the potential that pregnant people and their babies will be placed at increased risk of poor outcomes and experience and an associated impact on staff morale and retention within the Trust.</p> <p>If the Trust does not meet the CNST required</p>
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	standards then it will have a significant impact on the Trust financially where the CNST contribution will not be refunded to the Trust. This equates to over £1m There is a risk to the Trusts reputation if it were not to meet the required standards again this year.
<b>Trust Risk Appetite</b>	Compliance/Regulatory: The Board has a minimal risk appetite when it comes to compliance with regulatory issues. It will meet laws, regulations and standards unless there is strong evidence or argument to challenge them.
<b>Legal and regulatory implications</b> <i>(including links to CQC outcomes, Monitor, inspections, audits, etc.)</i>	If ESNEFT is unable to meet the requirements of the MIS then there is an increased risk of breaches to the Fundamental Standards and associated Regulations as outlined in the Health and Social Care Act 2008 (Regulated Activities) Regulations 2015.
<b>Financial Implications</b>	As well as the risk detailed above, if ESNEFT does not have effective process in place for regulatory requirements then it may not make best use of its resources; failure to deliver improvements in maternity and neonatal services may lead to an increased exposure to potential litigation costs and regulatory sanctions.
<b>Equality and Diversity</b>	The report recognises that there are particular protected characteristics which are at a greater risk of maternal and neonatal complications.

## Recommendations

The Committee is invited to:

- a. Approve the Clinical Workforce Report
- b. Note the ongoing actions required in order to achieve CNST MIS Year 5 compliance