



BABY
LIFELINE
The Mother and Baby Charity



CLOSING THE GAP

Prioritising Prevention: Urgent investment needed to support multi-professional training in maternity services

February 2020



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Background to Baby Lifeline

Baby Lifeline works together with experts, national bodies, bereaved parents, and service users to support safer maternity care, across the UK and internationally.

The charity was founded by Judy Ledger 39 years ago following the personal tragedy of losing three premature babies. Since then, the charity has purchased millions of pounds' worth of equipment for maternity and neonatal units, produced nationally recognised reports and research, and provided CPD training for over 25,000 maternity healthcare professionals in key topics linked with improving safety, with 10,000 of these receiving training in the last couple of years.

Baby Lifeline is a truly unique organisation that works to support all NHS staff in preventing avoidable tragedies in pregnancy and childbirth. The way that it operates is highly collaborative; it has a multi-professional panel of world-renowned experts informing its decisions, and its training is delivered by frontline NHS professionals.

When the Maternity Safety Training Fund (MSTF) was released in early 2017, Baby Lifeline was the leading provider of training to NHS organisations. It trained almost 7,000 healthcare professionals with under 10% of the fund.

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Executive Summary

Rationale

Training for the frontline in maternity has been a central recommendation for improving maternity safety for over two decades. Baby Lifeline carried out investigations into how maternity training was provided, funded, attended, and assessed nationally in a series of works called '*Mind the Gap*'. It found that there was no standardisation in the way that local, in-house training was provided (topics, type), assessed, attended, and spending varied enormously. Key topics recommended to improve death and harm in maternity were not being provided on a wide scale, and teams were not training together across many organisations.

Two of the main barriers to attendance and provision of training were financial and staffing. One recommendation from the report was that training funding has to be prioritised to cover the costs of attending training, but also backfilling staff, travel and accommodation to attend external training, and to improve local facilities.

Background

The government has set a national target to halve the rates of stillbirth, neonatal death, and brain injury by 2025. This is an ambitious goal, and to achieve it will require hard work, collaboration, and good leadership. One of the key elements required in reaching this target is the high quality multi-disciplinary training of maternity healthcare professionals. Training staff is imperative if the national ambition is to be realised, and as such it must be funded appropriately.

The driving force behind reaching this target must always remain the desire to prevent avoidable tragedies. In doing so, however, there will be some long-term economic benefits. Baby Lifeline's analysis provides a guideline for what must be spent on maternity safety training.

The cost of inaction, both financial and human, far outweighs the cost of adequate training.

Conclusions

1. A significant proportion – perhaps as much as 50% - of the 2016/17 Maternity Safety Training Fund did not go towards its intended cause. This was a result of inefficiencies in the administration of the fund and its 'one-off' nature, which meant that appropriate planning was not possible.
2. Each year in England there are around **4,000 extended perinatal deaths and 1,500 cases of Hypoxic Ischaemic Encephalopathy (HIE) [1][2]**. This equates to almost **350,000 life years lost**. The government ambition to halve these serious incidents, which has been adopted by NHS England, suggests that the **absolute minimum proportion of such incidents that are avoidable is 50%**. In certain instances, this figure has been shown to be as high as 75% (71 [3]-79% [4]).
3. Each year in England there will be harm caused in maternity that results in costs of **£1.2 billion for HIE alone**. This figure excludes litigation costs. The value of maternity claims received last year was **over £2 billion** and this is likely to continue to rise. Individual claims can be worth tens of millions of pounds.
4. **Retention rates and attrition within the midwifery workforce are a considerable problem**. Sufficient CPD training would have a positive impact on retention. As well as the financial benefits, this would also improve morale and wellbeing of the workforce.

Recommendations

1. A **Maternity Safety Training Fund** should be re-instated immediately. The absolute minimum value of this fund should be **£6.6million per year** for direct costs of training. It is crucial that a commitment is made to ensure that this is an **ongoing resource** for NHS trusts. Failing to make this commitment will reduce the efficacy and efficiency of the intervention immeasurably.
2. Trusts must also be **remunerated appropriately to allow them to backfill the workforce** when training is taking place. The value of this remuneration should be **at least £12.4million per year**. Without this financial support it will be far more difficult to provide the necessary levels of training, which will lead to a fall in attendance rates and a reduction in value for money.
3. The extent of the funding should be based on the **specific needs** of each individual NHS organisation. The foremost factors are the **size of the organisation in terms of maternity workforce**, and a comprehensive review of training needs determined by a multi-professional **Training Needs Analysis**. Every professional group should be considered and involved in what they determine their training priorities to be.
4. A **rigorous independent audit** must take place every year. This will ensure that all funds are being utilised as intended and will allow **effective evaluation** to take place.

MSTF Evaluation

Independent analysis of the Maternity Safety Training Fund by the University of Cumbria [5] reached the following conclusions:

- The Maternity Safety Training Fund has **enabled a significant number of maternity staff to be trained, across many professional groups, and on a broad range of courses**.
- The funding initiative presented a **unique opportunity for the trusts to upskill their workforce** and develop pathways for sustaining the learning through extending their mandatory training programmes, **creating champions and training staff in key positions to disseminate the knowledge through everyday practice**.
- **Positive outcomes and sustainable learning can be achieved** through identifying relevant maternity staff to train, selecting courses to meet the contextual needs of the service, training staff through face-to-face mechanisms with multi-professional groups, and disseminating the learning through mandatory training programmes.
- **Ongoing financial support is needed** to ensure that the benefits of the funding initiative and the impacts of the maternity safety training are sustained in the future.

Baby Lifeline calls on the Department of Health and Social Care to take urgent action to address the issue of Maternity Safety Training.

Maternity Safety Training Fund (2016)

Background

In late 2016, Health Education England (HEE) invited all trusts in England to bid on a share of a one-off £8.1m Maternity Safety Training Fund (MSTF). The funds were awarded in early 2017 and the training was mandated to take place in the 2017-18 financial year.

Award of Funds

Funds were awarded to trusts based solely upon their applications and, with a couple of exceptions, the maximum value available was £80,000, and the **average was around £60,000**. Size of units and number of deliveries were not taken into account, as show in figures 1 and 2.

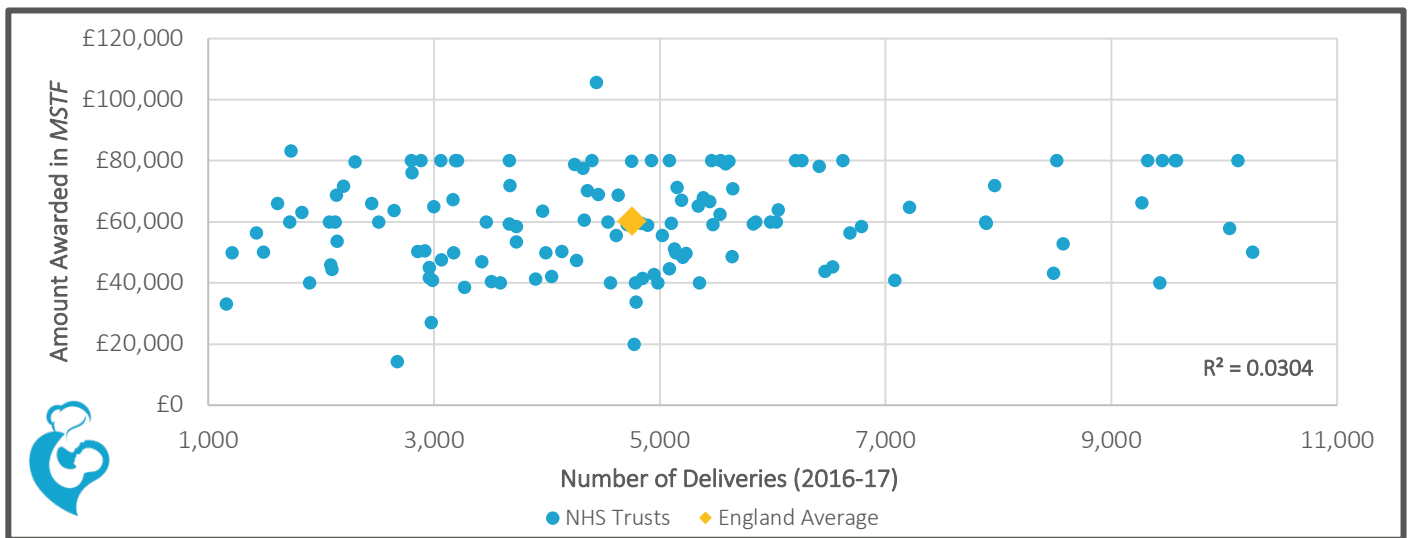


Fig 1. Amount awarded in MSTF vs. Number of deliveries for each NHS trust in England

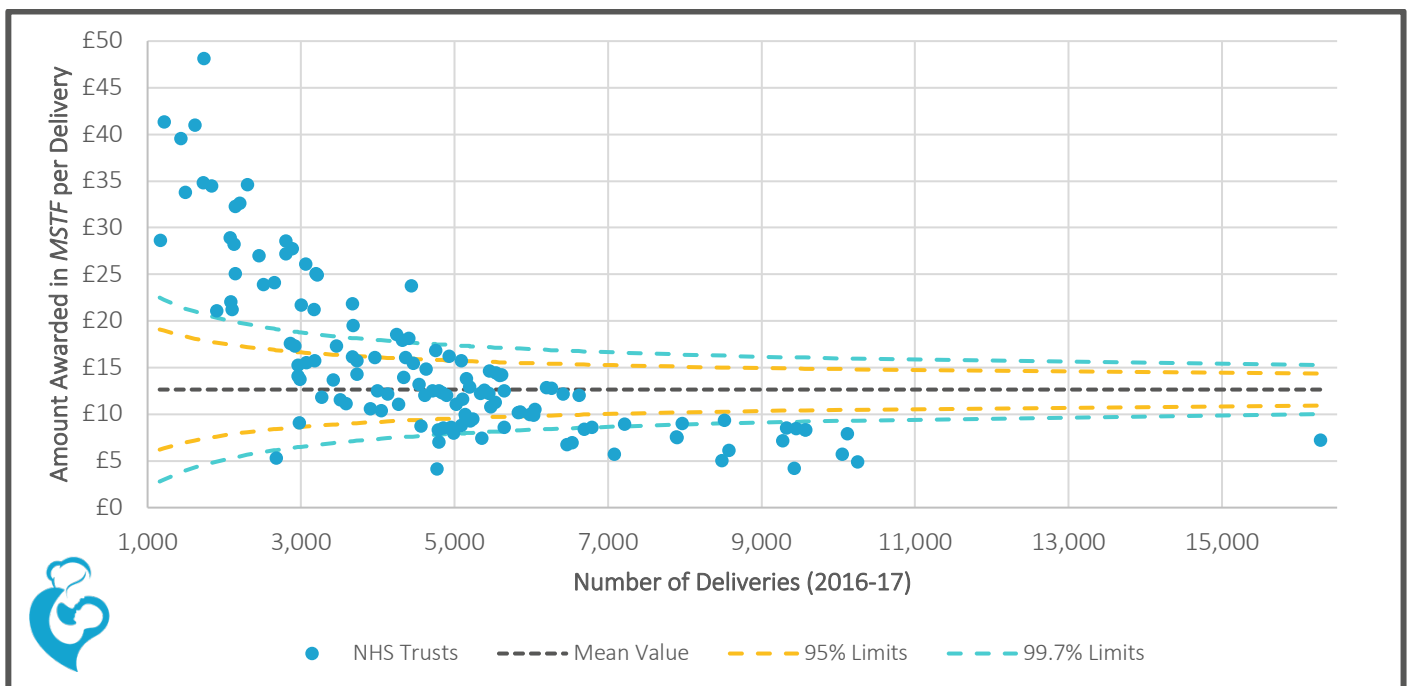


Fig 2. Amount Awarded in MSTF per Delivery

Training Delivered

An evaluation [5] commissioned by HEE and undertaken by HASCE at the University of Cumbria found **that the number of training places delivered through the MSTF was 30,945**. Of these, the majority were for courses featured in the Maternity Safety Training Catalogue (MSTC). Tables 1 and 2 show a breakdown of these courses by provider in terms of number of places and hours of training.

Provider	Health Professionals Trained		
	Face-to-Face	e-Learning	TOTAL
ALSO	197	0	197
Baby Lifeline	6,953	0	6,953
Global Air Training	1,746	0	1,746
K2	0	3,685	3,685
Neoventa Academy	0	684	684
NHS	0	2,885	2,885
Perinatal Institute	1,239	0	1,239
PROMPT	2,457	0	2,457
RCM	0	1,176	1,176
RCOG	1,526	2,439	3,965
Resus Council	892	0	892
Teremo	282	0	282
TOTAL	15,292	10,869	26,161

Table 1. Training places by provider

Provider	Hours of Training		
	Face-to-Face	e-Learning	TOTAL
ALSO	3,152	0	3,152
Baby Lifeline	59,968	0	59,968
Global Air Training	36,720	0	36,720
K2	0	58,960	58,960
Neoventa Academy	0	10,944	10,944
NHS	0	4,412	4,412
Perinatal Institute	9,912	0	9,912
PROMPT	19,656	0	19,656
RCM	0	2,352	2,352
RCOG	24,432	4,500	28,932
Resus Council	7,136	0	7,136
Teremo	4,512	0	4,512
TOTAL	165,488	81,168	246,656

Table 2. Hours of CPD training by provider

In addition to the totals in these tables, there were 4,784 training places provided on courses not included within the MSTC.

Analysis by Baby Lifeline has estimated the total spent on the training courses in the catalogue, as well as a breakdown by provider. This information is presented in table 3.

Provider	Hours of Training		
	Face-to-Face	e-Learning	TOTAL
ALSO	£68,950	£0	£68,950
Baby Lifeline	£841,728	£0	£841,728
Global Air Training	£746,660	£0	£746,660
K2	£0	£626,450	£626,450
Neoventa Academy	£0	£6,840	£6,840
NHS	£0	£0	£0
Perinatal Institute	£0	£0	£0
PROMPT	£184,275	£0	£184,275
RCM	£0	£0	£0
RCOG	£812,675	£53,381	£866,056
Resus Council	£0	£0	£0
Teremo	£177,660	£0	£177,660
TOTAL	£2,831,948	£686,671	£3,518,618

Table 3. Estimate of amount spent

It is estimated that around £650,000 was also spent on courses not in the catalogue bringing the **total spend to around £4.2 million**.

Further analysis shows the number of training places provided in each core skill set and the amount spent on each.

Skill Set	Available Courses	Number Trained			Amount Spent		
		Face-to-Face	e-Learning	TOTAL	Face-to-Face	e-Learning	TOTAL
Cultural Capabilities	1	1,595	0	1,595	£247,225	£0	£247,225
Fetal Growth	1	1,239	0	1,239	£0	£0	£0
Fetal Monitoring	7	2,925	5,976	8,901	£470,933	£639,266	£1,110,199
Leadership	4	360	464	824	£262,800	£0	£262,800
Other Training	1	0	941	941	£0	£0	£0
Skills and Drills	15	2,622	2,986	5,608	£444,350	£40,397	£484,747
Team Working & Communication	11	3,760	502	4,262	£1,114,925	£7,008	£1,121,933
Team Working & Skills and Drills	4	2,791	0	2,791	£291,715	£0	£291,715
TOTAL	44	15,292	10,869	26,161	£2,831,948	£686,671	£3,518,618

Table 4. Training places and amount spent by skill set of the training course

Issues

Though the MSTF was universally welcomed by all in the maternity sector, there were certain **administrative issues that arose that ultimately led to inefficiencies**. These can be categorised as follows:

- i. The timescales and deadlines imposed upon trusts limited their ability to provide all the training required.
- ii. Prohibiting trusts from using their MSTF income on expenses such as travel, accommodation, and venue costs was also a limiting factor.
- iii. The single **biggest issue facing trusts was the cost of backfilling staff**. There was no provision for this within the fund.
- iv. The amount awarded was, for the most part, not based upon size of workforce, number of deliveries, or urgency of need of training.
- v. There has been **no formal financial audit of the fund**.
- vi. **The 'one-off' nature of the fund does not allow for proper planning**.

The combination of these factors meant that the fund did not provide the maximum possible value. Baby Lifeline's own analysis suggests that **just over 50% of the £8.1m fund was directly spent on training**. Anecdotally, it has become clear that a large proportion of the MSTF has disappeared back into the system. Baby Lifeline also expresses concern that the number of training places detailed in the evaluation, and therefore the money spent, does not tally with its own data. It appears that some trusts have mistakenly or deliberately misrepresented the value of what was spent on training.

Background

Since 2012, Continuing Professional Development (CPD) budgets for nurses and midwives have been cut year-on-year. This has been described as a 'trade-off' to allow more training of new staff, though closer inspection of the figures would suggest that such a trade-off is **not an effective way to increase the size of the workforce** to required levels.

Cuts to CPD training are known to be a major contributing factor to the drastic reduction in retention rates amongst the nursing and midwifery workforce. In 2018, Health Education England (HEE) told the Health Select Committee that 'if we had kept the 2012 retention figure right the way through, we would have 16,000 more nurses now than we do at the moment, which is about 50% of all the vacancies we have in the NHS. These numbers are very large.'

It is far **cheaper to retain staff** rather than train new staff, and there are also benefits to be found in areas such as workforce **morale** and **mental wellbeing**.

Though an increased CPD budget was announced by the Chancellor last Autumn, it is not yet clear what the precise mechanics of this will look like.

Midwifery Workforce

Since 2009, the number of midwives employed by the NHS in England has continued to rise year on year. Since around September 2012, a **cyclical pattern** has started to emerge showing increases and decreases that repeat each year [6] (Figures 3 and 4).

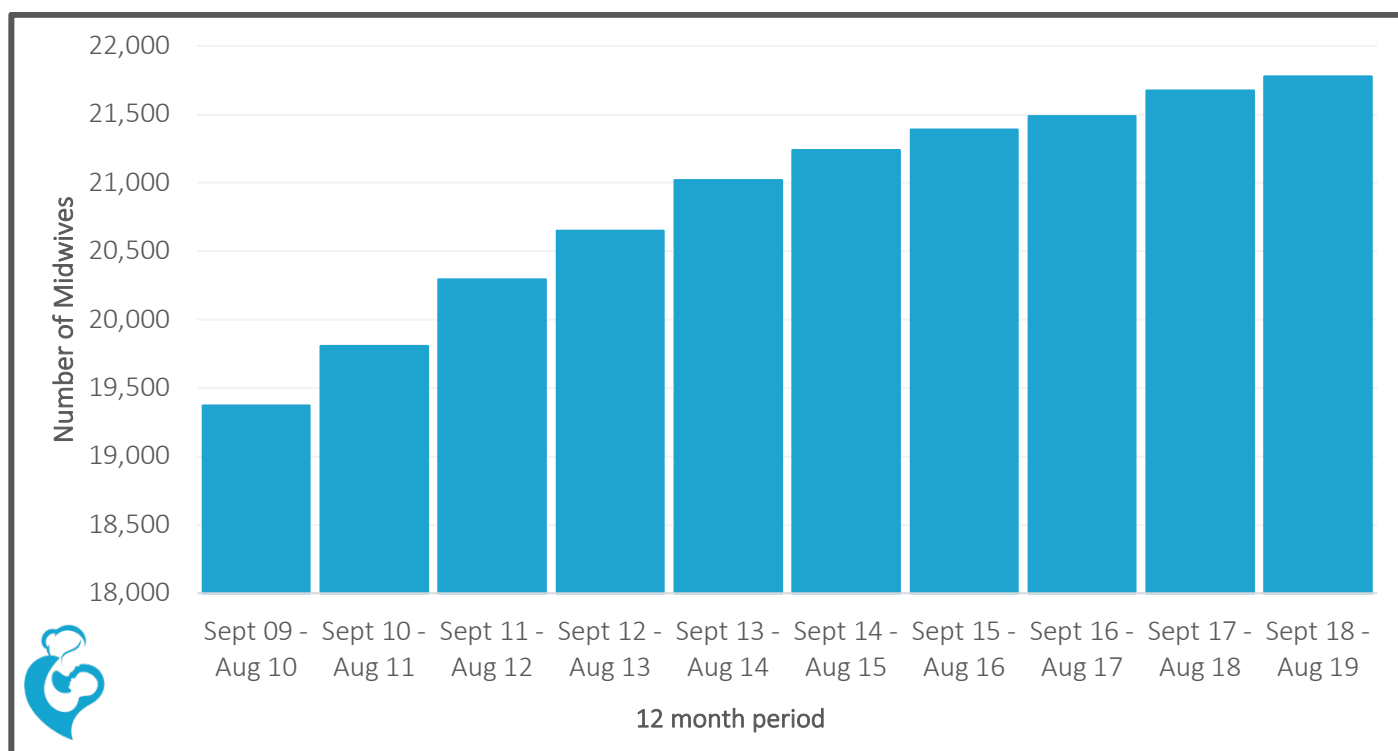


Fig 3. Average number of registered midwives by year

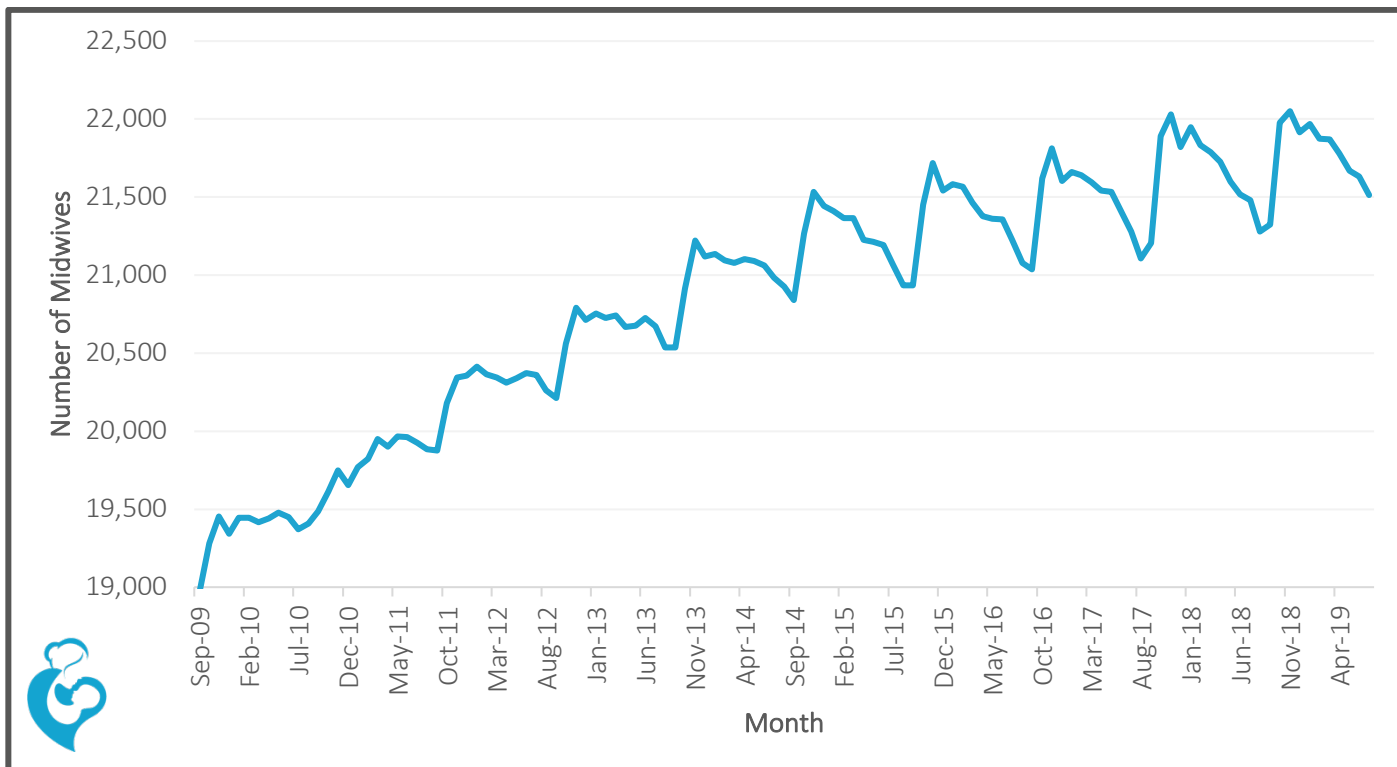


Fig 4. Number of registered midwives by month

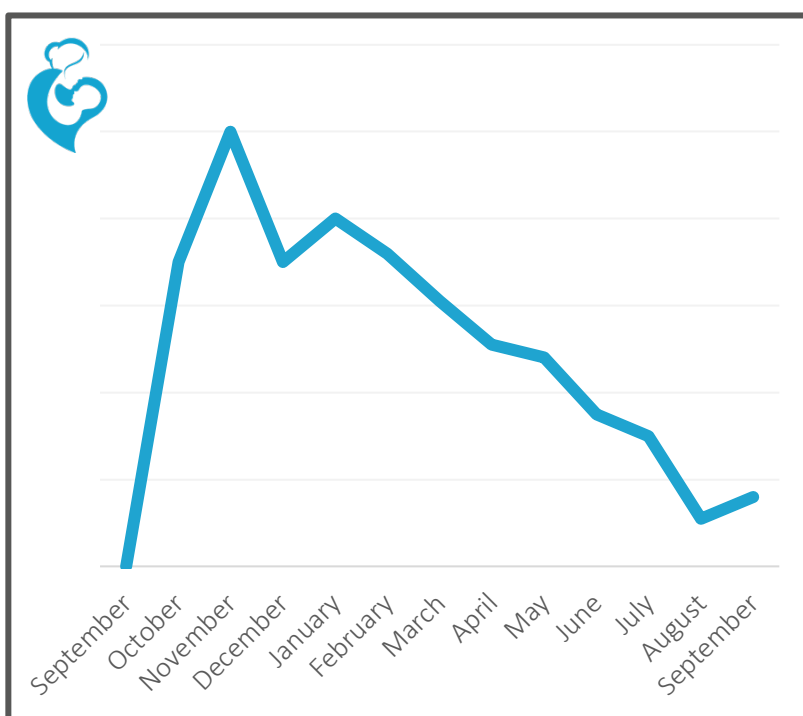


Fig 5. The cyclical pattern

Closer examination of the cyclical trends shows that a distinct pattern has developed in recent years, becoming more pronounced over time.

Broadly speaking, there is a **sharp increase in midwife numbers between September and November each year**, followed by a fall in December. For the rest of the year, there is a **gradual decline ending in overall numbers being slightly higher than they were 12 months prior**.

The likely cause of this pattern is an influx of newly registered midwives joining the NHS, at the same time, following their qualification. The numbers then fall gradually throughout the year as midwives retire, leave the profession, or move elsewhere to practice.

The cyclical pattern started to develop and become more pronounced at around the same time that CPD budgets were cut. There are a number of different components that can lead to retention issues, but it is well established that insufficient CPD training can be a major factor. If nothing else, the timing is very coincidental.

The regularity of the trend can be well demonstrated by examining average monthly changes in workforce numbers.

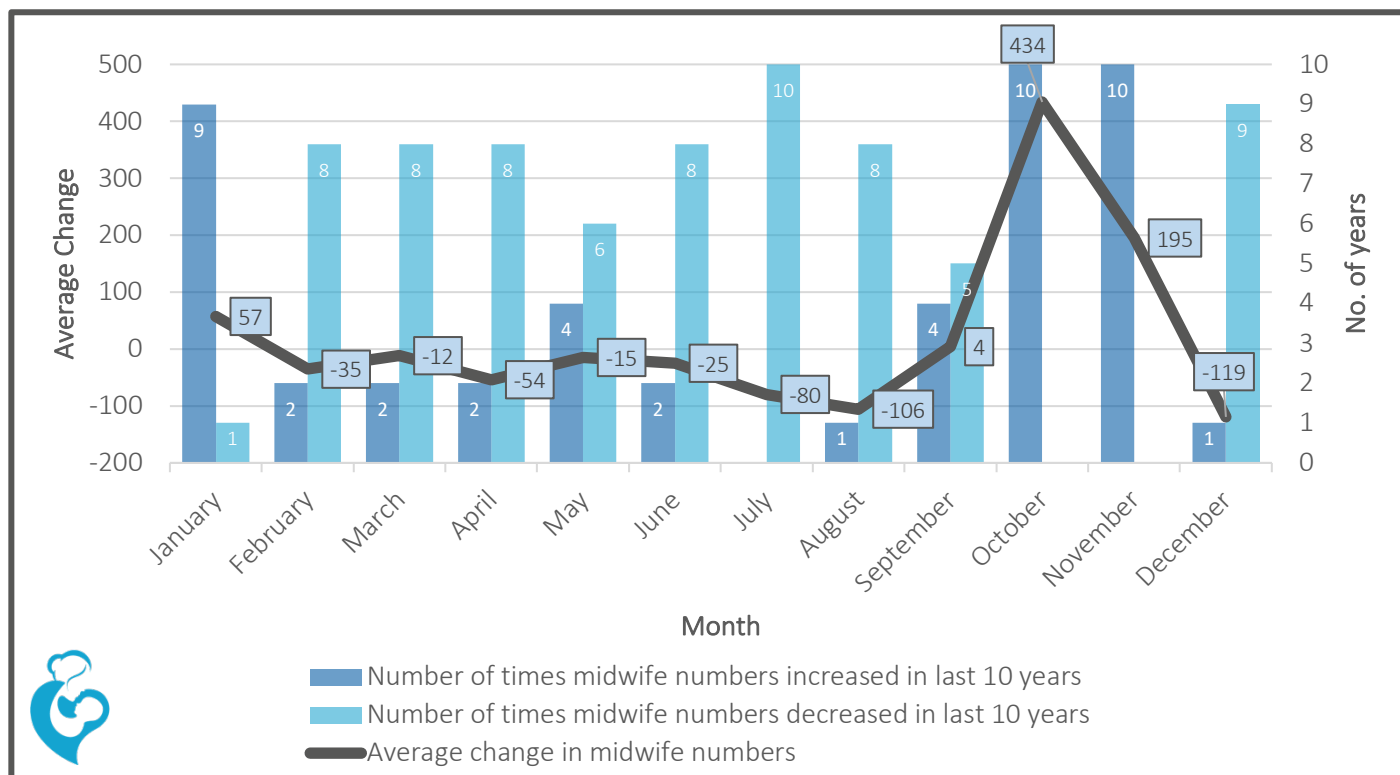


Fig 6. Average monthly changes in workforce numbers

What this means, in practice, is that the NHS needs to train many more midwives than ten years ago to increase the number practicing. Looking at the figures from 2017-18, it is clear that though the **workforce increased by 825** midwives in the Autumn intake, by the end of the year there were **only 117 more midwives** than the previous year. Retention is crucial in solving staffing issues, and proper CPD funding will assist.

Year	Size of Workforce			Cyclical Changes			Percentage Changes			Year on Year increase as percentage of initial increase
	September	November	September	Sept-Nov Change	Nov-Sept change	Sum	Sept-Nov % change	Nov-Sept % change	Sum	
2009-10	18,959	19,454	19,487	495	32	528	2.6%	0.2%	2.8%	106.6%
2010-11	19,487	19,748	19,878	261	129	391	1.3%	0.7%	2.0%	149.4%
2011-12	19,878	20,344	20,214	467	-131	336	2.3%	-0.6%	1.7%	72.0%
2012-13	20,214	20,790	20,537	576	-253	323	2.8%	-1.2%	1.6%	56.1%
2013-14	20,537	21,220	20,838	684	-382	302	3.3%	-1.8%	1.5%	44.1%
2014-15	20,838	21,532	20,934	694	-598	96	3.3%	-2.8%	0.6%	13.8%
2015-16	20,934	21,720	21,038	786	-682	104	3.8%	-3.1%	0.6%	13.2%
2016-17	21,038	21,812	21,206	775	-607	168	3.7%	-2.8%	0.9%	21.7%
2017-18	21,206	22,031	21,323	825	-708	117	3.9%	-3.2%	0.7%	14.2%

Table 5. The changing size of the midwifery workforce

The Cost of Maternity Training

Background

Baby Lifeline has conducted analysis to determine the minimum amount that should be spent on maternity safety training each year. The analysis is based upon national reports and recommendations and uses NHS workforce data from October 2019. Based on findings from *Mind the Gap*, the assumption has been made that the **absolute minimum time spent on CPD training each year should be 20 hours for midwives and obstetricians**, and 6.5 hours for maternity support staff. This will largely comprise Fetal Monitoring, Skills and Drills, and 'Human Factors' or Team Working training.

Assumptions

The findings, and in particular the cost of backfilling staff, are based upon thorough analysis of the workforce composition at each NHS trust. This involves examining the role, position, and pay scale of each FTE working in the maternity sector. **A more detailed analysis, including a breakdown by trust, can be found in the appendix** of this document.

The following assumptions have been made:

Number of CPD hours per year:

Midwives:	20 hours
Obstetricians:	20 hours
Nurses and Health Visitors:	6.5 hours
Other Support Staff:	6.5 hours

Ratio of internal to external training:

Internal Training:	50%
External Training:	50%

Cost Assumptions:

Hourly Cost of External Training:	£20
Additional Costs per FTE per hour:	£1.50

Maternity Workforce [6]:

Midwives:	22,228 FTE
Obstetricians:	6,226 FTE
Nurses and Health Visitors:	2,622 FTE
Other Support Staff:	6,910 FTE

Results

Number of Births	600,000
Cost of Backfilling Staff	£12,403,975
Direct Cost of External Training	£5,630,522
Additional Administrative Costs (Travel, Accommodation, Venues, etc.)	£938,420
TOTAL	£18,972,917
Cost per Birth	£32

The Cost of Inaction

The Human Cost

Data from the Office for National Statistics show that the extended perinatal mortality rate in England is around 6.8 per 1,000 births. This rate incorporates both stillbirths and neonatal deaths – 4.0 and 2.8 per 1,000 births respectively [1]. Recent estimates of the rate of Hypoxic Ischaemic Encephalopathy (HIE) in England are in the region of 2.6 per 1,000 births [2].

Based on these rates, and assuming around 600,000 births per year, we can expect to see in England:

- 2,400 stillbirths per year
- 1,680 early neonatal deaths per year
- 1,560 cases of HIE per year.

The stillbirths and neonatal deaths equate to **330,000 life years lost** [7] each year.

It is known that very many of these tragic outcomes are avoidable. For certain specific outcomes, around **75%** (71 [3]-79% [4]) are **avoidable with different care**. Even conservative estimates would suggest that **thousands of these outcomes could be avoided each year, and hundreds of thousands of life years could be saved**.

The Financial Cost

The human argument for reducing serious harm in maternity is indisputable and has long been understood. What has become clear in recent years, however, is that there is also a compelling economic argument. It has been estimated [8] that the lifetime costs associated with an incident of HIE are almost £800,000. Table 5 gives a breakdown of these costs.


HIE Lifetime Costs		
Direct costs	Hospital costs	£47,218
	Primary care costs	£7,144
	Pharmaceutical costs	£6,518
	Productivity costs	£276,250
	Total	£337,129
Social costs	Specialised childcare	£204,702
	Specialised education	£65,485
	Other social costs in child-age	£59,192
	Day activities for adults	£20,531
	Housing	£74,385
	Other social costs for adults	£7,748
	Total	£432,042
	OVERALL TOTAL	£769,171

Table 6. The lifetime costs of HIE.

Based on this figure, **each year in England there will be HIE-related harm caused that results in costs of £1.2 billion**. NHS Resolution data also show that the value of maternity claims received each year is **in excess of £2 billion** [9]. An individual claim can be worth tens of millions of pounds. Additionally, there are significant costs associated with stillbirth and neonatal death; such as treatment for conditions like depression and PTSD, as well as other social costs.


Most of these serious incidents could be avoided with different care.

References

- [1] Office for National Statistics – Child and Infant Mortality in England and Wales
- [2] Gale, Statnikov, et al on behalf of the Brain Injuries expert working group - Neonatal brain injuries in England: population-based incidence derived from routinely recorded clinical data held in the National Neonatal Research Database; 2017
- [3] Royal College of Obstetricians and Gynaecologists. Each Baby Counts: 2018 Progress Report. London: RCOG; 2018
- [4] Draper ES, Kurinczuk JJ, Kenyon S (Eds.) on behalf of MBRRACE-UK. MBRRACE-UK 2017 Perinatal Confidential Enquiry: Term, singleton, intrapartum stillbirth and intrapartum-related neonatal death. The Infant Mortality and Morbidity Studies, Department of Health Sciences, University of Leicester: Leicester; 2017
- [5] Health and Social Care Evaluations (HASCE) - The Maternity Safety Training Fund: An Evaluation
- [6] NHS Digital – NHS Workforce Statistics; October 2019
- [7] Calculated from life expectancy at birth of 80.96, derived from Worldbank.org data
- [8] Eunson, P. - The long-term health, social, and financial burden of hypoxic–ischaemic encephalopathy. *Developmental Medicine & Child Neurology*; 2015
- [9] NHS resolution – Annual report and accounts; 2017/18

Appendices

Appendix I: Recommended Minimum Annual Spend on Training by NHS Trust


Trust 	Births (2018-19)	Backfill Cost	External Training Cost	Additional Costs	Total	Cost per Birth
Airedale NHS Foundation Trust	2,040	£38,570	£774	£129	£39,473	£19
Ashford and St. Peter's Hospitals NHS Foundation Trust	3,760	£68,296	£1,909	£318	£70,523	£19
Barking, Havering and Redbridge University Hospitals NHS Trust	7,835	£147,260	£68,636	£11,439	£227,335	£29
Barnsley Hospital NHS Foundation Trust	2,810	£60,233	£28,512	£4,752	£93,498	£33
Barts Health NHS Trust	14,685	£290,981	£129,370	£21,562	£441,913	£30
Basildon and Thurrock University Hospitals NHS Foundation Trust	4,605	£80,823	£38,622	£6,437	£125,882	£27
Bedford Hospital NHS Trust	2,885	£46,433	£22,278	£3,713	£72,424	£25
Birmingham Women's and Children's NHS Foundation Trust	8,140	£146,090	£68,395	£11,399	£225,884	£28
Blackpool Teaching Hospitals NHS Foundation Trust	2,835	£52,959	£23,340	£3,890	£80,189	£28
Bolton NHS Foundation Trust	5,730	£112,425	£53,804	£8,967	£175,196	£31
Bradford Teaching Hospitals NHS Foundation Trust	4,955	£101,906	£49,026	£8,171	£159,103	£32
Brighton and Sussex University Hospitals NHS Trust	5,105	£105,103	£48,630	£8,105	£161,838	£32
Buckinghamshire Healthcare NHS Trust	4,840	£87,678	£40,455	£6,742	£134,875	£28
Calderdale and Huddersfield NHS Foundation Trust	4,875	£88,769	£41,200	£6,867	£136,835	£28
Cambridge University Hospitals NHS Foundation Trust	5,200	£104,031	£47,717	£7,953	£159,701	£31
Chelsea and Westminster Hospital NHS Foundation Trust	10,975	£201,606	£89,784	£14,964	£306,354	£28
Chesterfield Royal Hospital NHS Foundation Trust	2,660	£56,299	£26,064	£4,344	£86,708	£33
Countess of Chester Hospital NHS Foundation Trust	2,380	£58,247	£26,022	£4,337	£88,605	£37
County Durham and Darlington NHS Foundation Trust	4,720	£112,262	£50,899	£8,483	£171,644	£36
Croydon Health Services NHS Trust	3,405	£75,617	£34,547	£5,758	£115,922	£34
Dartford and Gravesham NHS Trust	4,725	£77,604	£35,927	£5,988	£119,519	£25
Doncaster and Bassetlaw Teaching Hospitals NHS Foundation Trust	4,575	£81,253	£40,781	£6,797	£128,832	£28
Dorset County Hospital NHS Foundation Trust	1,520	£38,259	£16,983	£2,831	£58,073	£38
Dudley Group NHS Foundation Trust	4,180	£70,967	£33,902	£5,650	£110,520	£26
East and North Hertfordshire NHS Trust	5,315	£92,590	£41,758	£6,960	£141,308	£27
East Cheshire NHS Trust	1,435	£33,898	£15,094	£2,516	£51,508	£36
East Kent Hospitals University NHS Foundation Trust	6,470	£140,695	£64,206	£10,701	£215,602	£33
East Lancashire Hospitals NHS Trust	6,040	£125,618	£61,795	£10,299	£197,713	£33

East Suffolk and North Essex NHS Foundation Trust	6,735	£129,566	£59,831	£9,972	£199,368	£30
East Sussex Healthcare NHS Trust	980	£70,428	£31,659	£5,277	£107,364	£110
Epsom and St Helier University Hospitals NHS Trust	4,280	£108,350	£47,269	£7,878	£163,498	£38
Frimley Health NHS Foundation Trust	9,280	£163,476	£74,100	£12,350	£249,926	£27
Gateshead Health NHS Foundation Trust	1,720	£51,802	£23,213	£3,869	£78,883	£46
George Eliot Hospital NHS Trust	2,240	£43,055	£19,699	£3,283	£66,037	£29
Gloucestershire Hospitals NHS Foundation Trust	5,820	£106,871	£52,319	£8,720	£167,909	£29
Great Western Hospitals NHS Foundation Trust	4,070	£73,575	£34,582	£5,764	£113,920	£28
Guy's and St Thomas' NHS Foundation Trust	6,510	£163,450	£69,353	£11,559	£244,362	£38
Hampshire Hospitals NHS Foundation Trust	4,980	£98,301	£43,883	£7,314	£149,498	£30
Harrogate and District NHS Foundation Trust	1,770	£40,653	£17,723	£2,954	£61,330	£35
Hillingdon Hospitals NHS Foundation Trust	4,300	£79,556	£35,830	£5,972	£121,357	£28
Homerton University Hospital NHS Foundation Trust	5,785	£115,170	£51,735	£8,622	£175,528	£30
Hull University Teaching Hospitals NHS Trust	5,040	£93,398	£41,520	£6,920	£141,837	£28
Imperial College Healthcare NHS Trust	8,830	£198,642	£85,824	£14,304	£298,770	£34
Isle of Wight NHS Trust	1,005	£30,284	£13,554	£2,259	£46,097	£46
James Paget University Hospitals NHS Foundation Trust	1,905	£40,322	£18,515	£3,086	£61,922	£33
Kettering General Hospital NHS Foundation Trust	3,220	£71,532	£32,156	£5,359	£109,048	£34
King's College Hospital NHS Foundation Trust	9,085	£194,422	£86,599	£14,433	£295,454	£33
Kingston Hospital NHS Foundation Trust	4,845	£93,371	£43,859	£7,310	£144,540	£30
Lancashire Teaching Hospitals NHS Foundation Trust	4,205	£86,565	£41,249	£6,875	£134,689	£32
Leeds Teaching Hospitals NHS Trust	9,120	£192,778	£91,572	£15,262	£299,613	£33
Lewisham and Greenwich NHS Trust	8,065	£160,146	£71,985	£11,998	£244,129	£30
Liverpool Women's NHS Foundation Trust	8,150	£161,356	£71,504	£11,917	£244,778	£30
London North West University Healthcare NHS Trust	4,510	£93,213	£37,372	£6,229	£136,814	£30
Luton and Dunstable University Hospital NHS Foundation Trust	5,065	£100,288	£45,321	£7,554	£153,163	£30
Maidstone and Tunbridge Wells NHS Trust	5,835	£111,151	£49,252	£8,209	£168,612	£29
Manchester University NHS Foundation Trust	13,390	£311,930	£142,760	£23,793	£478,483	£36
Medway NHS Foundation Trust	4,770	£87,676	£42,024	£7,004	£136,705	£29
Mid Cheshire Hospitals NHS Foundation Trust	2,885	£55,662	£25,801	£4,300	£85,763	£30
Mid Essex Hospital Services NHS Trust	4,155	£69,462	£33,168	£5,528	£108,158	£26
Mid Yorkshire Hospitals NHS Trust	6,010	£107,404	£50,077	£8,346	£165,826	£28
Milton Keynes University Hospital NHS Foundation Trust	3,460	£64,256	£30,359	£5,060	£99,675	£29
Newcastle Upon Tyne Hospitals NHS Foundation Trust	6,435	£133,773	£62,916	£10,486	£207,174	£32
Norfolk and Norwich University Hospitals NHS Foundation Trust	5,340	£112,132	£49,517	£8,253	£169,902	£32

North Bristol NHS Trust	5,900	£117,179	£56,444	£9,407	£183,030	£31
North Cumbria Integrated Care NHS Foundation Trust	2,710	£70,089	£31,072	£5,179	£106,340	£39
North Middlesex University Hospital NHS Trust	4,555	£92,358	£41,017	£6,836	£140,211	£31
North Tees and Hartlepool NHS Foundation Trust	2,675	£63,125	£27,921	£4,653	£95,699	£36
North West Anglia NHS Foundation Trust	6,460	£112,361	£51,912	£8,652	£172,924	£27
Northampton General Hospital NHS Trust	4,430	£81,498	£39,440	£6,573	£127,511	£29
Northern Devon Healthcare NHS Trust	1,225	£36,519	£16,156	£2,693	£55,367	£45
Northern Lincolnshire and Goole NHS Foundation Trust	3,910	£88,351	£41,344	£6,891	£136,586	£35
Northumbria Healthcare NHS Foundation Trust	3,100	£73,775	£35,336	£5,889	£115,001	£37
Nottingham University Hospitals NHS Trust	8,715	£199,154	£91,375	£15,229	£305,759	£35
Oxford University Hospitals NHS Foundation Trust	7,410	£147,502	£68,446	£11,408	£227,356	£31
Pennine Acute Hospitals NHS Trust	8,420	£182,956	£85,927	£14,321	£283,204	£34
Poole Hospital NHS Foundation Trust	4,000	£75,274	£35,627	£5,938	£116,839	£29
Portsmouth Hospitals NHS Trust	5,165	£90,899	£43,133	£7,189	£141,221	£27
Princess Alexandra Hospital NHS Trust	3,900	£71,499	£33,571	£5,595	£110,665	£28
Queen Elizabeth Hospital King's Lynn NHS Foundation Trust	2,105	£53,341	£24,417	£4,069	£81,828	£39
Rotherham NHS Foundation Trust	2,475	£52,289	£24,736	£4,123	£81,147	£33
Royal Berkshire NHS Foundation Trust	4,605	£97,864	£43,822	£7,304	£148,990	£32
Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust	230	£23,266	£9,656	£1,609	£34,531	£150
Royal Cornwall Hospitals NHS Trust	4,110	£80,001	£36,938	£6,156	£123,096	£30
Royal Devon and Exeter NHS Foundation Trust	3,800	£69,288	£31,870	£5,312	£106,469	£28
Royal Free London NHS Foundation Trust	8,505	£182,016	£80,964	£13,494	£276,473	£33
Royal Surrey County Hospital NHS Foundation Trust	2,825	£61,150	£25,975	£4,329	£91,454	£32
Royal United Hospitals Bath NHS Foundation Trust	4,670	£70,027	£34,190	£5,698	£109,915	£24
Royal Wolverhampton NHS Trust	4,930	£104,127	£48,569	£8,095	£160,790	£33
Salisbury NHS Foundation Trust	2,065	£45,835	£20,837	£3,473	£70,145	£34
Sandwell and West Birmingham Hospitals NHS Trust	5,440	£111,587	£50,935	£8,489	£171,012	£31
Sheffield Teaching Hospitals NHS Foundation Trust	6,375	£133,772	£62,261	£10,377	£206,410	£32
Sherwood Forest Hospitals NHS Foundation Trust	3,175	£57,496	£26,800	£4,467	£88,763	£28
Shrewsbury and Telford Hospital NHS Trust	4,340	£108,638	£52,963	£8,827	£170,428	£39
South Tees Hospitals NHS Foundation Trust	4,845	£96,938	£44,472	£7,412	£148,821	£31
South Tyneside and Sunderland NHS Foundation Trust	950	£84,763	£39,388	£6,565	£130,716	£138
South Warwickshire NHS Foundation Trust	2,840	£55,871	£25,204	£4,201	£85,276	£30
Southend University Hospital NHS Foundation Trust	3,490	£68,148	£32,311	£5,385	£105,844	£30
Southport and Ormskirk Hospital NHS Trust	2,210	£50,860	£23,059	£3,843	£77,762	£35

St George's University Hospitals NHS Foundation Trust	4,925	£119,519	£53,207	£8,868	£181,595	£37
St Helens and Knowsley Teaching Hospitals NHS Trust	3,960	£74,663	£33,744	£5,624	£114,031	£29
Stockport NHS Foundation Trust	3,025	£62,105	£28,803	£4,801	£95,709	£32
Surrey and Sussex Healthcare NHS Trust	5,110	£77,270	£35,489	£5,915	£118,674	£23
Tameside and Glossop Integrated Care NHS Foundation Trust	2,180	£56,311	£25,816	£4,303	£86,429	£40
Taunton and Somerset NHS Foundation Trust	2,975	£65,728	£31,493	£5,249	£102,471	£34
Torbay and South Devon NHS Foundation Trust	2,165	£46,144	£21,187	£3,531	£70,862	£33
United Lincolnshire Hospitals NHS Trust	4,750	£100,486	£47,479	£7,913	£155,878	£33
University College London Hospitals NHS Foundation Trust	6,785	£145,740	£60,255	£10,043	£216,038	£32
University Hospital Southampton NHS Foundation Trust	5,365	£115,170	£51,938	£8,656	£175,765	£33
University Hospitals Birmingham NHS Foundation Trust	9,330	£195,103	£88,238	£14,706	£298,047	£32
University Hospitals Bristol NHS Foundation Trust	4,890	£116,590	£50,043	£8,341	£174,974	£36
University Hospitals Coventry and Warwickshire NHS Trust	5,685	£99,040	£45,980	£7,663	£152,683	£27
University Hospitals of Derby and Burton NHS Foundation Trust	8,815	£177,359	£81,231	£13,538	£272,129	£31
University Hospitals of Leicester NHS Trust	9,610	£189,126	£87,459	£14,577	£291,162	£30
University Hospitals of Morecambe Bay NHS Foundation Trust	3,030	£85,340	£38,012	£6,335	£129,687	£43
University Hospitals of North Midlands NHS Trust	6,350	£122,997	£59,052	£9,842	£191,891	£30
University Hospitals Plymouth NHS Trust	3,840	£73,830	£34,363	£5,727	£113,920	£30
Walsall Healthcare NHS Trust	3,625	£78,571	£35,676	£5,946	£120,193	£33
Warrington and Halton Hospitals NHS Foundation Trust	2,635	£57,058	£25,493	£4,249	£86,799	£33
West Hertfordshire Hospitals NHS Trust	4,415	£85,322	£38,443	£6,407	£130,172	£29
West Suffolk NHS Foundation Trust	2,295	£50,585	£21,868	£3,645	£76,098	£33
Western Sussex Hospitals NHS Foundation Trust	4,735	£110,882	£49,537	£8,256	£168,675	£36
Whittington Health NHS Trust	3,475	£79,232	£35,873	£5,979	£121,084	£35
Wirral University Teaching Hospital NHS Foundation Trust	2,990	£69,636	£32,424	£5,404	£107,465	£36
Worcestershire Acute Hospitals NHS Trust	5,145	£105,374	£47,746	£7,958	£161,078	£31
Wrightington, Wigan and Leigh NHS Foundation Trust	2,070	£65,117	£30,180	£5,030	£100,326	£48
Wye Valley NHS Trust	1,670	£37,823	£16,834	£2,806	£57,463	£34
Yeovil District Hospital NHS Foundation Trust	1,300	£32,868	£15,444	£2,574	£50,886	£39
York Teaching Hospital NHS Foundation Trust	4,485	£88,677	£40,599	£6,766	£136,043	£30
TOTAL (1000s)	600	£12,403	£5,630	£938	£18,972	* £32

Appendix II – Breakdown of FTE By Role and Grade and Hourly Backfill Cost

Role	 Band/Grade	FTE	Total Hourly Cost
Midwife	Band 5	2,677.0	£36,083
Midwife	Band 6	15,129.0	£253,150
Midwife	Band 7	4,203.1	£84,364
Midwife	Band 8a	221.9	£5,284
Midwife	Band 8b	23.7	£668
Midwife	Band 8c	11.0	£367
Midwife	Total	22,265.7	£379,917
Obstetrician	Consultant	2,479.7	£121,505
Obstetrician	Associate Specialist	97.2	£3,970
Obstetrician	Specialty Doctor	385.9	£11,627
Obstetrician	Staff Grade	10.9	£284
Obstetrician	Specialty Registrar	2,813.6	£61,892
Obstetrician	Core Training	234.5	£4,501
Obstetrician	Foundation Doctor Year 2	257.4	£4,220
Obstetrician	Foundation Doctor Year 1	84.0	£1,190
Obstetrician	Total	6,363.2	£209,189
Nurse/Health Visitor	Other	15.1	£231
Nurse/Health Visitor	Band 5	985.4	£13,282
Nurse/Health Visitor	Band 6	495.7	£8,294
Nurse/Health Visitor	Band 7	415.7	£8,343
Nurse/Health Visitor	Band 8a	426.6	£10,157
Nurse/Health Visitor	Band 8b	153.6	£4,338
Nurse/Health Visitor	Band 8c	86.5	£2,889
Nurse/Health Visitor	Band 8d	37.6	£1,499
Nurse/Health Visitor	Band 9	13.0	£626
Nurse/Health Visitor	Total	2,614.0	£49,427
Support Staff	Band 1	26.6	£240
Support Staff	Other	35.3	£542
Support Staff	Band 2	4,055.0	£37,116
Support Staff	Band 3	2,287.6	£22,616
Support Staff	Band 4	472.1	£5,314
Support Staff	Band 5	49.2	£663
Support Staff	Total	9,552.8	£116,545
GRAND TOTAL		40,795.7	£755,078

