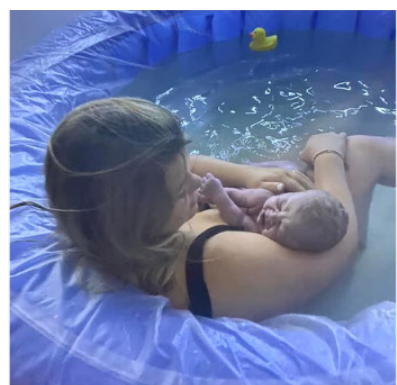


Cwm Taf Morgannwg University Health Board Maternity & Neonatal Vision 2023 – 2026

'Supporting Healthy Pregnancies and Empowering Parents: Starting Well'



[https://ctmuhb.nhs.wales/
services/maternity/](https://ctmuhb.nhs.wales/services/maternity/)



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Foreword

Pregnancy and childbirth are life changing events for women, pregnant people and their families. It's a time of new beginnings and precious opportunities. This time in a family's life is so important in shaping the lives of babies and parents forever. It's the privilege of our Maternity and Neonatal teams to care for families during their journey to parenthood.

Each year, around 4,500 babies are born across Cwm Taf Morgannwg. We recognise that every woman, pregnant person, pregnancy, baby and family is different. We want to give each and every family the best beginning, based on their individual needs and wishes. Our Maternity and Neonatal Vision demonstrates our commitment to giving women, parents and families personalised care, with genuine choice, focussed on the safety and quality of experience. We are dedicated to giving all children the best start by providing safe, effective and personalised care in the first weeks of a child's life.

We know that for some of our communities there are health inequalities in relation to access to, and experience of, maternity and neonatal care. This vision sets out how we will address these inequalities and demonstrates how we have listened to families, our workforce, communities and partners. We will provide equitable, culturally appropriate services, recognising intersectionality and differences among groups in accordance with requirements set out in Welsh Government's Race Equality Action Plan (2022).

Important note: we recognise that not all pregnant people will identify as women. When referencing pregnant women throughout this document, this is intended to be inclusive of pregnant and birthing people of all genders.

Thank you to all of our families who submitted the wonderful images for this publication.



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Introduction

This vision for maternity and neonatal services sets out our three year aim:

“To give all women, parents and families personalised care, with genuine choice, focussed on the safety and quality of experience, and giving all children the best start by providing safe and effective care in the first weeks of a child’s life.”

This reflects our improvement journey and explains how we will continue to work together with families to improve the services we offer and give new parents and babies the best start in life. This vision also sets out our ambitions to reset and renew our focus as we transform our services for the future. It provides the direction for our future journey, planning and delivery of maternity and neonatal services.

We recognise that babies who start well are more likely to reach their full health and well-being potential. Our aim is to support parents with the confidence to achieve this, ensuring families are empowered and are able to access the advice and support they need in the right place at the right time.



Prince Charles Hospital, Merthyr Tydfil

- Obstetric Unit
- Tair Afon Alongside Midwife Led Unit (AMU)
- Snowdrop Bereavement Room
- Local Neonatal Unit (LNU)

Royal Glamorgan Hospital, Llantrisant

- Tirion Birth Centre,
Freestanding Midwife Led Unit



Princess of Wales Hospital, Bridgend

- Obstetric Unit
- Daffodil Suite (Alongside Midwife Led room)
- Bluebell Suite (Bereavement room)
- Level 2 Special Care Baby Unit (SCBU)



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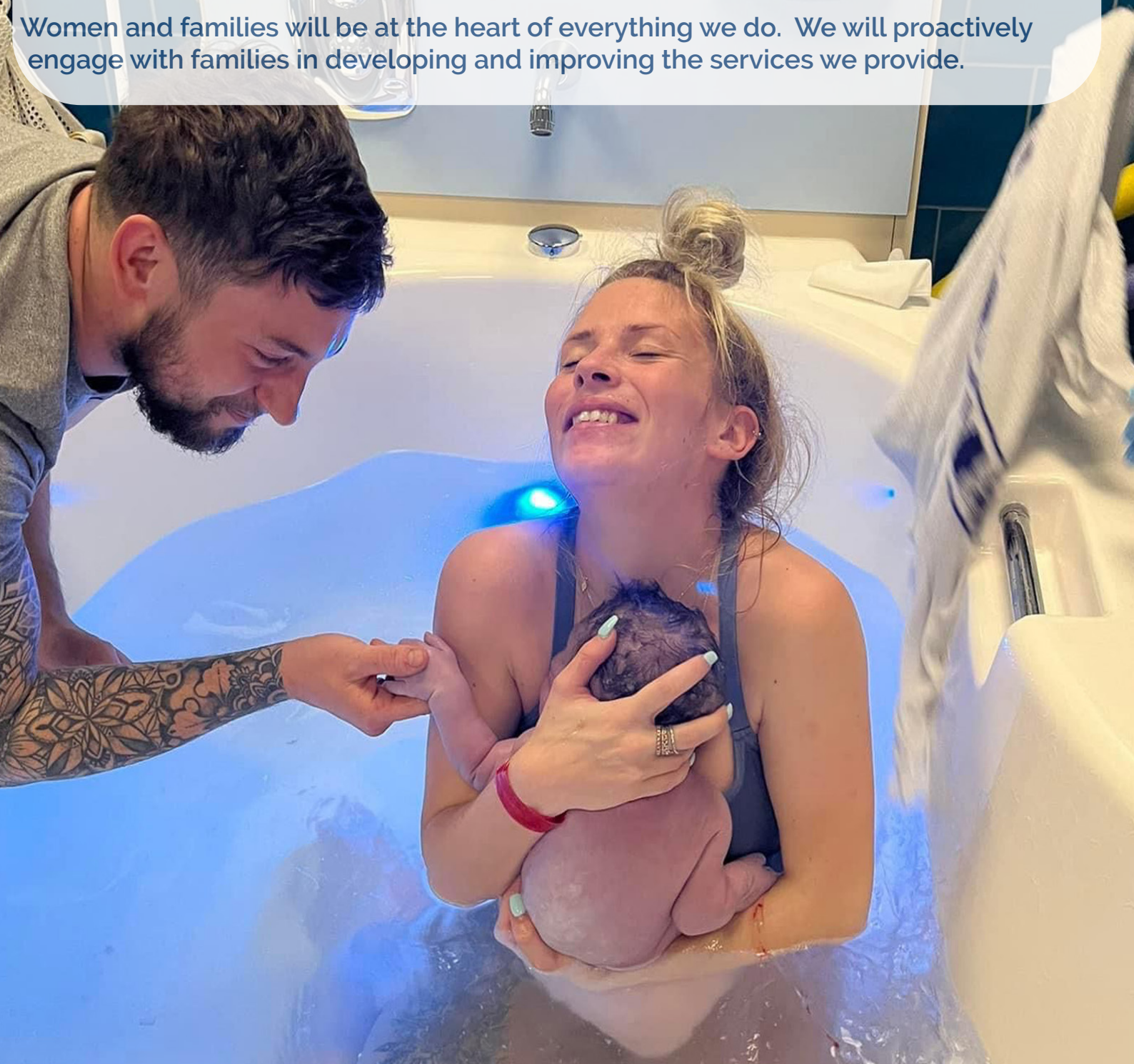
Developing the Vision

Our vision has been developed in collaboration with women, their families and our workforce. We have listened, and what we learned, along with what the data is telling us, has been integral in helping us to shape our vision for the next three years.

The legacy of the learning and recommendations from recent external reports, has led us on a continuous journey of improvement.

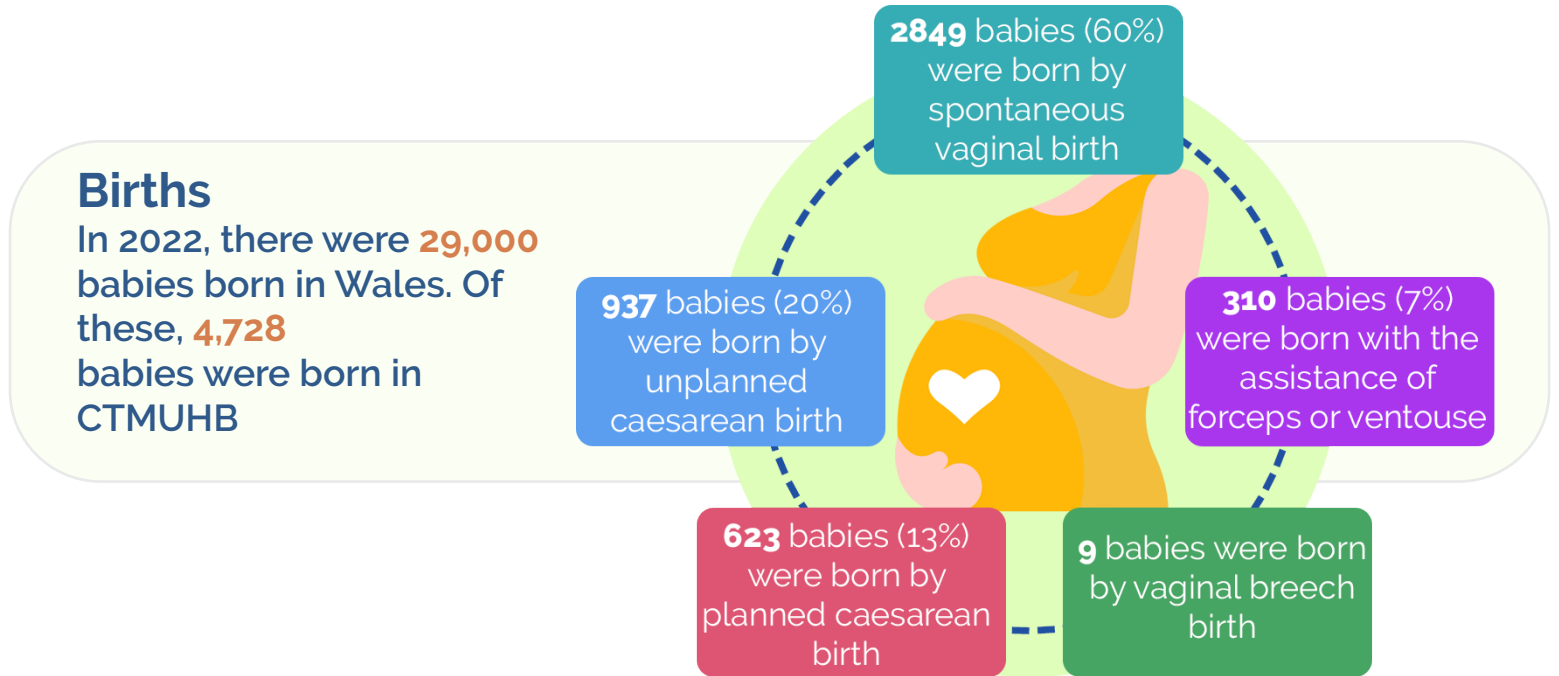
This vision sets out our plans to provide high quality maternity and neonatal care through continuous learning and quality improvement. We will achieve this through creating the optimal conditions for our teams to provide evidence-based care in a culture of psychological safety, where staff, women and families are encouraged and supported to raise concerns if clinical standards are not being met.

Women and families will be at the heart of everything we do. We will proactively engage with families in developing and improving the services we provide.



Population Health

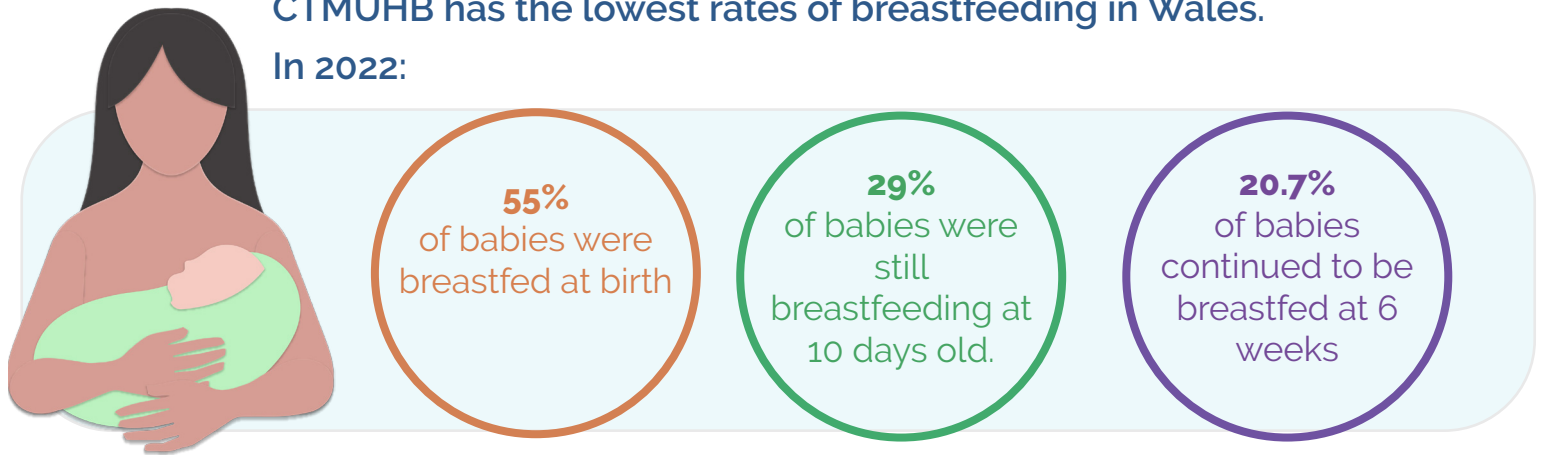
The population of the Health Board was estimated at 442,123 (StatsWales Welsh Government, June 2021), increasing to 530,000 when accounting for flows from areas including South Powys, North Cardiff, Neath Port Talbot and the Vale of Glamorgan. The population has high levels of social and economic deprivation.



Infant Feeding

CTMUHB has the lowest rates of breastfeeding in Wales.

In 2022:



In 2022, **18%** of women told us they were smokers at the time of booking for maternity care

Of this number, **15%** had given up smoking at the time of their baby's birth.

Around a third of women in Wales have a Body Mass Index (BMI) of over **30** at the time of booking for maternity care.

In CTMUHB in 2022, **38%** of women had a BMI of 30 or over.

Over **50%** of women report a mental health condition at the time of booking for maternity care.

Younger mums, aged 16-25 report the highest rates of mental health conditions including depression and anxiety.

CTMUHB has the highest rate of singleton live births with a low birthweight in Wales, at **7.1%** (compared to the Welsh average of 6.1%).

In 2022, there were **16 stillbirths** within CTMUHB. The number of stillbirths are assessed by MBRRACE-UK, Mothers & Babies: Reducing Risk through Audits and Confidential Enquires across the UK.

Total neonatal unit admissions rate for babies of all gestations
Prince Charles Hospital (PCH): **10.8%**
Princess of Wales Hospital (POW): **9%**

Neonatal unit admissions of babies born at or over **37 weeks** (Wales target for all Neonatal units: **6%**)
Prince Charles Hospital (PCH): **6.8%**

Babies born at **34-36 weeks** will stay on average **4.6 days** in PCH neonatal unit and **5.7 days** in POW neonatal unit (Wales average: 6.5 days)

Babies born at over or over **37 weeks** will stay on average **2.4 days** in PCH neonatal unit and **2.1 days** in POW neonatal unit (Wales average 2.8 days)



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Delivering the vision

Choice and personalised care will be provided according to women's needs and wishes. Informed decision making, which places people at the centre of care provision, is paramount to building enabled and empowered parents.

We will continue to work in partnership with 'My Maternity My Way', Cwm Taf Morgannwg University Health Board's trusted women and families' advisory group.

We will continue to invest in our teams to deliver high quality, evidence-based care using continuous improvement as well as learning from concerns, incidents, trends and feedback in a 'Just Culture' of Psychological Safety, which focuses on organisational change when things go wrong.

Women and families will receive care which is planned in partnership with them and provided by skilled multi-professional teams. We will achieve this by providing timely access to services that support women and families to be as healthy as possible from pre-conception, to pregnancy and as they begin their journey into parenthood. We will ensure that all women and families across our communities have equitable access to our services.



Governance and Assurance

It is important that our Health Board is able to measure the progress being made during the life of the vision and to demonstrate what differences it is making. Quality, Safety & Patient Experience Committees, Maternity and Neonatal Safety Board and Welsh Government will monitor activity across the service on progress against the key principles identified in the vision.

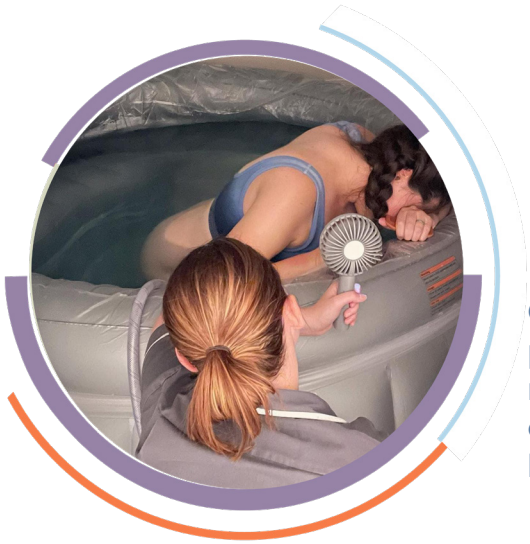
Findings and actions will be shared with a range of our partnership groups, including the Maternity & Neonatal Network, and with the wider public.

Evidence of clinical outcomes will be demonstrated through local and national reports including the Perinatal Mortality Review Tool (PMRT) process and National Neonatal Audit Programme (NNAP) data collection. A programme of local audit activity is outlined in a forward audit plan and is reviewed annually. Data within our maternity and neonatal dashboards are refreshed monthly and are regularly reviewed and used to inform our continuously evolving improvement plans.



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Creating Health



Our service will strive to reduce health inequalities through providing family centred care and building resilience. We recognise that we have many opportunities to work together with families who receive care in our service, to maximise health and positive experience. We will do this by:

- Neonatal care places the physical, psychological and social needs of babies, parents and their families at its heart.
- Parents and families work as partners in care during their babies' neonatal care whether at home, on the postnatal ward or in the neonatal unit.
- An annual programme of continuous engagement with women, families, maternity and neonatal colleagues so that our services evolve in a way that best meets the needs of families.
- Continuous engagement with families, with listening and feedback opportunities, with dedicated maternity and neonatal mechanisms in place. We will do this through co-production, creating a maternity and neonatal service which is designed around the needs of women and families.
- We will provide family integrated care in line with the All-Wales family integrated care path way for neonatal services (All Wales Neonatal Network 2018).



Improving Care



Our service will provide safe, effective and compassionate care. Working alongside, and in partnership with our communities is at the heart of our ability to drive continuous improvement. Those we care for have a role to play in helping us focus on any areas that need to be improved. We will meet the needs of all of our families by offering the following:

- Sexual health checks and cervical screening
- Support with planning a pregnancy, especially for those with underlying serious health conditions.
- Timely, direct access to maternity care and early pregnancy advice and information, via digital self-referral.
- All women will have a named midwife and some may also need a named obstetrician who are responsible for planning care in partnership with the woman and her family.
- Women and families can expect continuity of carer across the whole of their maternity journey with seamless links to specialist care if and when required. Continuity of carer will afford women the opportunity to build trusting relationships during pregnancy and into parenthood.
- Early access to specialist antenatal care for women with underlying health conditions such as diabetes, cardiac disease and epilepsy.
- Evidence based, accessible information to help parents make informed decisions about all aspects of maternity and neonatal care.
- Offering all immunisations recommended in pregnancy.
- Encouraging women to maintain a healthy lifestyle in pregnancy, including weight management, taking exercise, stopping smoking and services to support with alcohol and substance misuse.



- Ensuring women are partners in planning individualised care for pregnancy, labour and early parenthood.
- Providing information to enable women to understand their choices and support birth planning and preferences.
- Providing information about how to feed their baby, according to needs and wishes.
- Providing sensitive and personalised emotional and wellbeing support throughout pregnancy.
- Choice of place of birth, which includes freestanding and alongside midwifery units, theatres, labour ward and home birth services.
- Providing dignified, respectful and compassionate care sensitive to the needs and wishes of women and families.
- Recognising labour and birth as a pivotal life event for women and families, ensuring they are treated with dignity, respect and compassion at all times.
- Keeping mothers and babies together, supporting prolonged skin-to-skin contact following birth.
- Supporting parents to establish feeding, and helping them to meet their feeding goals.
- Fathers, birthing partners, co-parents and other family members actively encouraged and supported to become an integral part of all aspects of maternal and newborn care.
- Dedicated facilities available for parents and families of babies receiving neonatal care, including offering face to face or virtual visits to the neonatal unit if admission or transfer is anticipated.
- Equipping parents and carers with the knowledge and skills to feel confident and capable to care for their baby's health and well-being.
- Discussing adverse incidents with parents and families in a sensitive way, in person, as soon as practically possible.



Sustaining our future



We will embed quality and provide value based healthcare. We have embedded an open and transparent system to ensure the care we provide is safe, effective and evidence based. Learning is at the heart of our culture.

- Ensuring the correct number of doctors, midwives, neonatal nurses and support staff to provide safe, effective and timely care in the right place. This will be regularly reviewed through workforce planning, making sure that nationally agreed standards are met and staff turnover and vacancy rates are monitored.
- Monitoring environments of care to make sure they are fit for purpose and accessible to women and families.
- Exploring new models of care and roles which meets the recommendations of the All Wales Maternity and Neonatal Safety Support Programme.
- Using patient reported experience and outcome measures to understand and improve the quality of women and families' experiences.
- Maximising the use of digital technologies for women and families, ensuring this aligns with the Digital Maternity Cymru programme of work.
- Enabling parents who are unable to visit their babies on the neonatal unit to have access to an electronic means of maintaining audio-visual contact with their baby.
- A neonatal team with access to a dietitian, physiotherapist and/or occupational therapist, neonatal pharmacist, speech and language therapist and a clinical psychologist.
- Neonatal community outreach that will focus on family integrated care, delivering neonatal special care services at home, educating parents and families, reducing hospital stay and improving parental experience.



Inspiring People



Our service invests in skilled multi-professional teams. We will create a positive learning environment, where our multi-professional teams train and work together in a service committed to well-being and continuous professional development.

- Ensuring our maternity and neonatal care and support is delivered collaboratively in partnership with all.
- Achieving continuity of care, wherever possible, as recommended nationally.
- Leaders and clinicians living the Health Board's values and priorities as set out in this vision.
- Development of Neonatal workforce model to include Advanced Neonatal Nurse Practitioners (ANNP's) with the potential inclusion of Physician Associates and a Nurse Consultant.
- Ensuring all staff providing intrapartum care are trained in neonatal life support.
- Developing new roles, flexible working patterns and career succession opportunities.
- Providing equal access to essential training, coaching, leadership and development opportunities for all members of the multi-professional team.
- Leading with kindness, compassion and respect.
- Supporting colleagues to start well, stay well and leave well.
- Growing our research, development, quality improvement and innovation culture.
- Embedding a culture of psychological safety where staff feel supported to speak up if they have concerns about behaviour or standards of care.
- Working collaboratively as one multi-professional team both within the Health Board and with networks and colleagues across Wales engaging in national programmes of improvement work.



If you would like to support us to deliver our vision please contact us:
CTM.WomensExperiencesCTUHB@wales.nhs.uk

Appendix 1: National Reports and Strategies which have informed the development of this vision

A Healthier Wales Welsh Government plan	A Healthier Wales (gov.wales)
All Wales Breastfeeding 5 year action plan (2019)	Breastfeeding plan 2019 to 2024 GOV.WALES
Birth Rights - An inquiry into racial injustice and human rights in UK maternity care (2020)	Inquiry into racial injustice in maternity care - Birthrights
Clinical Supervision for Midwives in Wales, (2017)	clinical-supervision-for-midwives-in-wales.pdf (gov.wales)
Each Baby Counts (March 2021)	ebc-2020-final-progress-report.pdf (rcog.org.uk)
Ockenden Report (March 2022)	Findings, conclusions and essential actions from the independent review of maternity services at the Shrewsbury and Telford Hospital NHS Trust - final Ockenden report (publishing.service.gov.uk)
Healthy Weight, Healthy Wales Delivery Plan (March 2021)	Healthy Weight: Healthy Wales delivery plan 2021 to 2022 [HTML] GOV.WALES
Maternity Care in Wales 5 Year Vision, July 2019	maternity-care-in-wales-a-five-year-vision-for-the-future-2019-2024.pdf (gov.wales)
RCM Continuity of Carer (November 2018)	Continuity of carer (rcm.org.uk)
Midwives Voices Wales – A survey exploring midwives' views and experiences of working in Wales	 Midwives Voices Wales BOOK LORES.p
The NHS Long Term Plan, (January 2019)	NHS Long Term Plan
Welsh Government Race Equality Action Plan for Wales (2021)	41912 An Anti-Racist Wales - Race Equality Action Plan for Wales (gov.wales)
RCM Rebirth Report (June 2022)	0107_re_birth_summary_digital_v2.pdf (rcm.org.uk)
King's Fund The Courage of Compassion, September 2020	word template (kingsfund.org.uk)
We Are The NHS People Plan (2020/2021)	We-Are-The-NHS-Action-For-All-Of-Us-FINAL-March-21.pdf (england.nhs.uk)
Well-being of Future Generations (Wales) Act (2015)	Well-being of Future Generations (Wales) Act 2015 – The Future Generations Commissioner for Wales
NHS Improvement – Getting the most from developmental well-led reviews: Commissioning external suppliers and working with peer reviewers (2017)	WLF supplementary guide 23oct.pdf (england.nhs.uk)
Your Birth – We Care – A Survey exploring women's experience pregnancy and birth in Wales	Layout 1 (gov.wales)
All Wales Neonatal Quality Indicators (2017)	https://collaborative.nhs.wales/files/maternity-and-neonatal-network/allwalesneonatalstandardsthirdedition-pdf/
Race Equality Action Plan – An Anti-Racist Wales (Welsh Government 2022)	41912 An Anti-Racist Wales - Race Equality Action Plan for Wales (gov.wales)
Human Rights Act (1998)	Human Rights Act 1998 (legislation.gov.uk)
Equality Act (2010)	Equality Act 2010: guidance - GOV.UK (www.gov.uk)

