



Freedom of Information Request: Our Reference CTMUHB_606_25

You asked:

I wish to make a Freedom of Information request relating to workplace practices in the maternity service provided by your trust/board. Please can you answer the following questions:

1. Are midwives in your trust/board protected by Working Time Regulations 1998 (WTR)?

Yes.

2. Is there any system in place to audit or ensure compliance with WTR within your maternity service?

Yes.

3. Are midwives in your trust/board asked to opt out of WTR protections as a condition of employment?

Staff are given the option to opt out.

4. If so, is it made clear to staff that the opt-out is voluntary? Is the opt-out time-limited, or indefinite? And under what criteria, 'emergency' or otherwise, does your maternity service justify this opt-out?

The Health Board has a WTR procedure/policy (attached) which states that staff are able to opt out and re-opt in on a voluntary basis.

5. What are your staffing arrangements for covering on-call maternity services, either at home births and/or to cover short staffing within the maternity unit?

For all home births and the free-standing birthing unit there is a community on call rota. In addition there is a senior midwifery manager on call for additional acuity oversight within the acute and community setting. Where the acute acuity goes into escalation, the escalation policy states a community midwife to be called to support this activity.

6. How often are midwives in your trust/board called out to provide services overnight after working clinically during the day? In these instances, what is your system for compensatory rest and/or time off in lieu (TOIL)?

Community midwives participate in the on-call rota. Midwives undertaking on-call duties work a reduced rostered day to accommodate this

requirement. Where a midwife is called out during the night to provide community support, the following day will be allocated as a rest day

7. If a midwife identifies that s/he is unable to provide safe care due to exhaustion, do you have a standard operating procedure for providing relief?

Where a midwife feels unable to provide safe care, they are to escalate to their line manager. For out of hours they are required to notify the Senior Midwifery Manager on call who will ensure all appropriate steps are taken to support the midwife.