

## Appendix 2 Maternity Real Time Staffing levels of care template

The real time staffing resource is for identifying risk, in a predefined period, caused by staffing issues which affects the health and wellbeing or safety of women and babies, or the quality of care that can be provided by any member of staff.

Level Of Care - Core <i>(Previously Low)</i>	Guidance on Care Required
<b>Descriptor:</b> Women or babies who do not require increased care or who require minimal increase in midwifery care in any setting: Continual risk assessment with no new risk factors identified requiring action or escalation	
<b>Woman Requires:</b>	Routine physical, psychological, social, cultural, and spiritual midwifery care, support and assistance
	Standard Observations: Early Warning Score requiring no further action or escalation.
	Routine parenthood education
	Routine medication
<b>Baby Requires:</b>	Standard Observations: Early Warning Score requiring no further action or escalation.

	General support with infant feeding and care
<b>Midwife Requires:</b>	Time to enable and advocate for the view, preferences and decisions for women partners and families.
	Time to care and support women, their newborn, partner and families
	The ability to ensure that women partners and families have all the information needed to fully inform their decisions.
	Time to anticipate, prevent and respond to developing complications and additional care needs.
	Time to provide effective record keeping, and maintain consistent, complete, clear, accurate, secure, and timely records to ensure an account of all care given is available for review by the woman and by all professionals involved in care
	Time to work in partnership with the woman, use evidence-based, best practice approaches to plan and carry out ongoing integrated assessment, individualised care planning and evaluation for both the woman and the newborn infant, based on sound knowledge and understanding of normal processes and recognition of deviations from these
	Time to coordinate care with wider services

<b>Level of Care - Enhanced</b> <i>(Previously Medium)</i>	<b>Guidance on Care Required</b>
<b>Descriptor:</b> Women or babies who require moderate increase in care in any setting: additional care factors require real time further midwifery support, advocacy, intervention/liaison with other professional groups and agencies e.g. (not exhaustive) Obstetric, Neonatology Medical, GP/Primary Care, Primary Mental Health (mild anxiety etc.), Social Services, wider care service (housing, women's aid)	
<b>Woman Requires:</b>	Enhanced physical, psychological, social, cultural and spiritual midwifery care, support and assistance
	Additional Observations: Early Warning Score requiring increased monitoring and/ or escalation. E.g. hourly observations

	Further action and support required following identification of additional care needs and/or concern i.e. following tests/scan results/ observations/parenthood skills
	Barriers to communication requiring additional time i.e. individuals whose first language is not English or requiring additional support with verbal/ written information
	Perinatal mental health support required
	Women restricted mobility (i.e. up to 6 hours following regional analgesia administration or those with additional accessibility needs that requires additional support)
	Enhanced, prolonged, intensive discussions with women, child or adult support and protection with women and their families and other health and social care professionals
	Additional medications e.g. Frequent IV medications
<b>Baby Requires:</b>	Additional Observations: Early Warning Score requiring increased monitoring and/ or escalation
	Additional care due to complications
	Increased one to one assistance with feeding and baby care
	Neonate suitable for transitional care (as per local guidance)
	Neonate having phototherapy or increased care on ward i.e. NEWs observations, neonatal abstinence
<b>Midwife Requires:</b>	Additional care due to complications
	Increased one to one assistance with feeding and baby care
	Neonate suitable for transitional care (as per local guidance)
	Neonate having phototherapy or increased care on ward i.e. NEWs observations, neonatal abstinence
	Time to care and support women, newborn, partner and families with additional care requirements
	Time to provide effective record keeping, and maintain consistent, complete, clear, accurate, secure, and timely records to ensure an account of all care given is available for review by the woman and by all professionals involved in care
	Time to inform and update interdisciplinary and multiagency professionals involved in care planning and provision.

