

# NORFOLK AND WAVENEY LMNS NEWSLETTER

A QUARTERLY NEWSLETTER FROM YOUR LOCAL  
MATERNITY AND NEONATAL SYSTEM

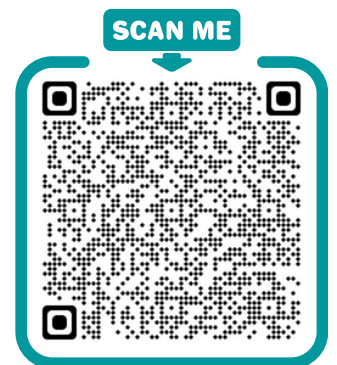
## *The LMNS...*

The Local Maternity and Neonatal System (LMNS) bring together commissioners, providers and service users to develop and implement a locally owned plan. The LMNS is overseen by a Board that includes Midwives, provider staff, Consultants, NHS England, Higher Education Institutes and Public Health.

*The local plan aims to deliver the recommendations of the Maternity and Neonatal Three Year Delivery Plan for Maternity and Neonatal Services published in March 2023.*

**Take a look at our 23/24 deliverables and all of our ongoing projects on the recently updated LMNS webpages using this link or QR code:**

CLICK HERE 



## **The LMNS Programme Team**



## THIS ISSUE

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# PERINATAL CULTURE WORKSHOP 2

On 15th November, 35 multi-disciplinary members of Maternity, Obstetrics and Neonatal colleagues from across Norfolk and Waveney joined forces to attend the second Perinatal Culture Workshop at Dereham Football Club.

Following on from the first workshop held in June, this second event aimed to build on previous conversations and discuss more tools for addressing workplace culture issues.

This included groups working together to assess real-life quotes taken from staff surveys and service user surveys conducted by the Maternity and Neonatal Voice Partnerships, where 66% of respondents felt the culture in units affected their care.



Each Trust presented during the event, to update on their current culture projects and progress within their maternity and neonatal units. Ideas of success were shared to implement across the system.

# PERINATAL CULTURE WORKSHOP 2: THEMES

## Key Theme 1

### Understanding each other's roles and understanding each other's workload

- Shadow shifts
- Repository of "a day in the life of" on LMNS Webpages
- Career days
- Visibility of career opportunities
- Trust processes for sharing job opportunities

## Key Theme 2

### Visibility and 'the small things'

- Using people's names
- Name badges
- Tea trolley rounds by Senior Leadership Teams (valuing staff to increase retention)

## Key Theme 3

### Communication

- Using toolkits such as Each Baby Counts Team of the Shift
- Checking in with each other
- Normalise staff sharing how they feel, asking "Are you okay?"
- Coordinators checking in regularly with staff wellbeing
- Professional Midwifery Advocate provision to support staff (work currently underway regionally)

## Key Theme 4

### Challenging Poor Behaviours

- Systemwide challenging poor behaviours Standard Operating Procedure (currently under development)
- Exploring the system processes and pressures that inhibit a good culture
- Active Bystander Training



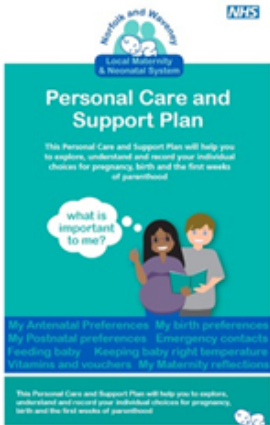
# PROJECT UPDATES



## PERSONALISED CARE AND SUPPORT PLANS (PCSP)

Progress and next steps for Norfolk & Waveney's new PCSPs:

- PCSP booklet approach agreed at LMNS board and funded for 1 year
- Booklet includes space for service users to write thoughts and questions, QR codes to education and information and inclusion of the BRAIN acronym
- Final PCSP approved at LMNS board in November
- Engagement and training underway



LAUNCHING MARCH

2024



## NHS England's New Labour Ward Coordinator Framework

At the end of 2023, NHS England released the much anticipated new Labour Ward Coordinator Framework that has been produced in response to an Ockenden Immediate Essential Action (2023). All Trusts are currently working through the self-assessment tool and feeding back to the LMNS Retention and Succession Planning Task and Finish Group. To take a look at the framework, click the link:



[CLICK HERE](#)

## Local Learning Event: Substance Misuse in Pregnancy



13TH FEBRUARY 2024



1PM-3PM

Free to attend for all  
Healthcare Practitioners



**BOOK NOW**



## Make Birth Better: Trauma Informed Care Training

On 30th November, 50 delegates from across Norfolk and Waveney Maternity and Obstetric Teams attended a full day workshop ran by Make Birth Better. The workshop focused on how we can make Trauma Informed Teams and support staff with vicarious trauma from the workplace. This was followed by the Perinatal Mental Health Local Learning Event on 5th December that had over 100 attendee's from across the country attend. The Local Learning Event was focused on The Lotus Team, who run Norfolk and Waveney's Perinatal Mental Health Service.

# POET DAYS 2023

## Pre-hospital Obstetric Emergency Training

Between 6-9th November, 70 Midwives, Maternity Support Workers, Paramedics and EMT's attended this years POET days at the Norfolk Accident Rescue Service base in Dereham. The training included immersive, point of care scenarios for pre-hospital clinicians to attend in real time. Scenarios included:

- Postpartum haemorrhage and transfer
- Shoulder dystocia and neonatal resuscitation
- Waterbirth and undiagnosed breech birth
- Cardiac and maternal collapse with neonatal resuscitation



The Core Competency Framework V2, included within the Three Year Delivery Plan for Maternity and Neonatal Services, specifies emergency training must be carried out with multi-disciplinary attendance and at the point of care. The POET days allowed midwives and paramedics, who will be working together in the community, to learn from each other and improve communication whilst also addressing the limitations and differences in handling emergency situations in a community setting.

**Feedback was 100% positive, with the average confidence pre-course at 5.2/10 increasing to 8.31/10 post course, demonstrating a 64.5% increase in clinical confidence in pre-hospital obstetric emergency care.**

*With thanks to EEAST and NARS for supporting and collaborating on the training days.*

# PERINATAL PELVIC HEALTH STUDY DAY

The first annual Perinatal Pelvic health study day was held in November, which aimed to break the silence on all pelvic health topics that are often considered as taboo.

With urinary incontinence affecting one in three, and pelvic organ prolapse affecting one in twelve individuals, and anal incontinence affecting one in ten during pregnancy and childbirth, pelvic & perineal health is a topic relevant to all health professionals who are at the forefront of maternity care.

We lifted the lid on pelvic health taboo topics which can be difficult or embarrassing to discuss with service users, and this event provided a safe space for health professionals to develop their awareness and competence to do just that. From childbirth related obstetric anal sphincter injury to the mental health impacts of pelvic health, we covered a range of topics that are often swept under the rug.

The event was opened by NHS England programme lead for Perinatal Pelvic Health Service, Charlie Podschies. Presenters included some of the leading medical, midwifery and allied health professionals in pelvic health across East Anglia, in addition to a service user with her lived experience of pelvic floor dysfunction.



50 health professionals attended from various specialities ranging from midwives, continence advisors, pelvic health physiotherapists and health visitors. The study day was very well received with a request for this to become an annual event.

## Feedback on how the study day has changed practice:

‘Brilliant day for networking, finding out more about resources and points of referral. I also feel much more confident asking questions about the pelvic floor and Health.’ – health visitor.

‘Just feel empowered to ask about pelvic health, know where to refer to for help, understand the mental health impact as well.’ – midwife.

# DIGITAL UPDATES



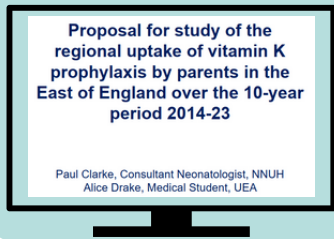
Digital Maternity Teams from across Norfolk & Waveney joined the EoE DMERG for its 2nd birthday celebrations. The event was led by The LMNS leads Digital Midwives (chaired by Delyse Maidman) and attended by Regional leads Sam Neville (Clinical Nursing Information Officer) and Mat Fry (Head of Maternity Clinical Network & Nursing Programmes)



Back row: L-R Caroline, Mat, Coral, Emma, Kristie, Dawn, Rachel, Sarah, Debbie, Paula, Emily, Emma  
Front (&middle) row: L-R Sam, Fiona, Stacey, Angie, Delyse, Lisa, Claire, Chloe, Jess, Gloria

The day's agenda built on collaboration, shared learning, enhancing skills and knowledge and most importantly establishing friendships across borders.

**RPQOG:** Abi Davey joined us from region to get feedback on the current Safety highlight report (RPQOG), and help develop improvements with the current tool, enabling quality data, oversight and streamlined reporting, removing data burden.



**Vitamin K Survey:** Paul Clarke, from NNUH introduced the study he is leading, which will look to capture data and oversight of Vitamin K from across the East Of England.

| LMNS | Current MIS Landscape          | Future MIS Landscape EDD |
|------|--------------------------------|--------------------------|
| N&W  | A Euroking, A Euroking         | MEDITECH 2026            |
| C&P  | Epic                           | ? March 2026, Epic       |
| HWE  | EMERY, CAMSO, IQClinical       | EMERY, Cerner, 2026      |
| SNEE | Cerner, Lorenzo, System C      | Cerner, Epic Oct 2025    |
| MSE  | Lorenzo, System C, System C    | ? 2027                   |
| BLMK | IQClinical, IQClinical, Cerner | ? Cerner                 |

**Digital Landscape:** East of England is undergoing considerable change over the next few years, with an increasing move towards Electronic Patient Records. Digital Midwives are key stakeholders representing & highlighting maternity and neonatal service needs.

Whilst Norfolk & Waveney will be the lone **Meditech** site within the East, there is much shared learning including, roll out plans, data provision, benefits, process maps and training. This is an exciting opportunity for Norfolk & Waveney to lead the build for a modern sustainable single digital health record across all Trusts, that includes maternity and neonatal services.



**National Update:** Jules Gudgeon, Chief Midwifery Information Officer, NHSE provided a National update, which included:

- Magentus National Patient Safety Alert, to be actioned by 7th June. This is especially relevant to NNUH and JPUH who both have Magentus as supplier to their Maternity Digital record, and are working within Trust to mitigate risk and engage with supplier to apply resolutions. Alongside this both trust are focusing on business continuity plans in the worse case scenario of a lack of access to a digital maternity record. All three Trusts are also reviewing systems against the **Digital Capabilities Framework (DCF)**
- 2024 will see the National DMERG partner with **The Good Things Foundation**, to enable equity of data access to our service users. This will build on the work current Digital Connect project



**Regional showcases:** This included a comprehensive overview of the **Digital Reflection Tool**, by Jess Nichols from QEH. Highlighting the importance of digital record keeping to be seen as important as medication administration:

**Right person, Right Data, Right Place, Right Time, Right login.**

The focus on the Tool is for Education and reflection and has been well received within student and preceptorship training

Please contact the LMNS Digital Midwife if you wish to discuss any elements of the Digital and data workstream: [Delyse.maidman@nhs.net](mailto:Delyse.maidman@nhs.net)