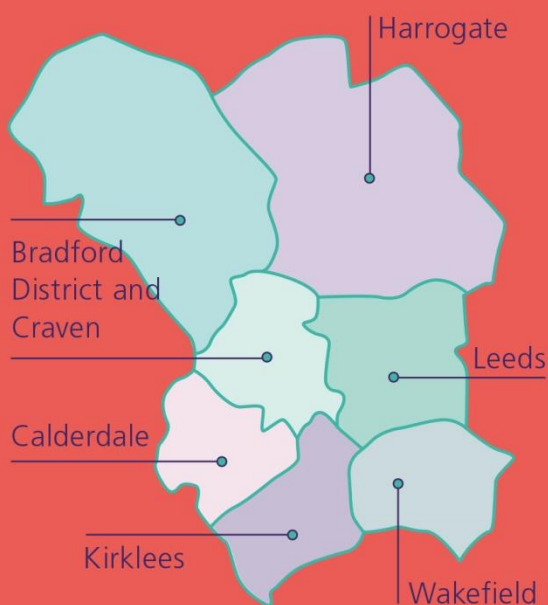


# Telling our Partnership story



Proud to be the  
West Yorkshire and  
Harrogate Health  
and Care Partnership

Committed to improving the health  
and wellbeing of people living in:



- > Working to improve people's health with and for them
- > Improving people's experience of healthcare
- > Making every penny in the pound count
- > Working to keep people well and make life better for 2.7 million people living in West Yorkshire and Harrogate.

West Yorkshire and Harrogate  
Health and Care Partnership



## The Local Maternity System recognising and celebrating success with the workforce

[The West Yorkshire and Harrogate Local Maternity System](#) (LMS) is a partnership of maternity and neonatal service providers, commissioners, local authorities and maternity voices partnerships working together to transform local maternity services.

The maternity workforce continued to work at pace throughout the pandemic. Midwives, maternity support workers, clinical and administrative staff have shown true commitment to the care of their patients.

This dedication has been recognised by many senior leaders on numerous occasions. Despite day-to-day pressures, the workforce is achieving some of the best outcomes for families in recent years and successfully delivering transformation projects.

## Milestones and achievements

### Workforce milestones

- Introduced a centralised recruitment process for newly qualified midwives. Virtual recruitment events were attended by 116 students. The advert, job description and interviews were standardised.
- Introduced a Labour Ward Co-ordinators forum to create a peer support network with the aim of improving wellbeing, building relationships and improving communication.
- Developed an LMS Professional Midwifery Advocate (PMA) strategy to support the maternity workforce to deliver safe, effective care and be well led.

### Staff wellbeing

- LMS funding to establish or enhance wellbeing rooms for staff wellbeing rooms.
- Worked alongside 'What Matters to Me Champions' to identify ways to support staff wellbeing.
- A workforce wellbeing survey was launched in February and 109 responses received. Colleagues will be offered support to stay well at work as we seek to have a healthy and resilient workforce.

### Staff development

- LMS funding for a leadership workshop for 20 Band 7 midwives.
- A Band 7 Midwife has been offered a place on The Fellowship High Potential 2 Programme from June 2021.
- One-to-one conversations have taken place with maternity support workers to map and identify the support required to address any learning gaps identified.

### Working collaboratively

Working collaboratively with health professionals, health visitors, obstetricians and midwives to develop standardised guidelines.



### New ways of working

The number of Continuity of Carer (CofC) teams across the LMS increased from 15 in January 2020 to 27 in February 2021.

The CofC model enables a pregnant woman to build a relationship with her midwife (and a small team of midwives) and have that support through her whole maternity journey.



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A partnership made up of the NHS, local councils, care providers, Healthwatch, community and carers organisations.

April 2021

West Yorkshire and Harrogate  
Health and Care Partnership

