

1.

### 1. Could you tell us your job role? \*

If more than one person is filling out the survey, please supply all job roles.

Practice development midwife

# 2. Could you please supply your contact details, so that we can have a point of contact for this request? $^{\ast}$

Name	
Email	
Telephone	
Employing Trust	University Hospitals Bristol

3. In your role, do you have a direct responsibility for delivering, managing or commission	ing
maternity specific training to maternity-services staff? *	

Please select by ticking boxes below.

X	Yes r	esponsibility	/for	commissioning	maternity	/ training
	103,1	Caponaidint	/ 101	COMMISSIONING	materint	y tranining.

- $\boxtimes$  Yes, responsibility for managing maternity training.
- ☑ Yes, responsibility for delivering maternity training.
- ☐ No, none of the above. (Please provide further information below)



# 2. The Management of Maternity Services Staff Training

1. Who is responsible for the <u>overall management</u> of maternity services staff training, in your trust? \* Please provide their role(s)/job title(s). For example, is training managed by human resources, clinical

governance, specialist midwives, obstetric staff, or a combination of the above? Is training organised by different teams for different staff groups e.g. midwifery, obstetrics?
Combination of above – all training is not split it is delivered to the whole MDT
2. Does your trust have a multi-disciplinary lead for maternity training? *
⊠Yes
□No
3. How are staff training priorities, for maternity services, decided by your trust? *
What is taken into consideration when deciding what training will be mandatory for maternity staff to attend? When additional training is provided, what is this in response to e.g. Training Needs Analysis? How do you decide which staff are offered training? How are these decisions made and who makes them?
Training Needs Analysis Document
4. Is data analysed and course content modified in response to evaluation of training programmes? *
⊠Yes (please give an example below)
Evaluation forms are completed and training modified if required



3. Thinking about maternity-specific training provided in the last financial year...

#### **Definitions**

- <u>Last financial year</u>: 1st April 2017 31st March 2018
- <u>Statutory training</u>: "is training that is usually required by law or where a statutory body has instructed an organisation to provide training on the basis of specific legislation."
- Mandatory training: "is compulsory training that is determined essential by an organisation for the safe and efficient delivery of services. This type of training is designed to reduce organisational risks and comply with local or national policies and government guidelines."
   "Some organisations use the terms essential or compulsory training as a 'catch all' to cover both mandatory and statutory training."

Taken from: Royal College of Nursing, 2018. *Training: statutory and mandatory* [Online]

1. With regard to mandatory training,	do you audit how often maternity staff attend updates within the
time specified by trust guidelines? *	

⊠Yes ⊠No

If no, please skip to Section 5 "Training Budgets" (p. 5).



4. Thinking about maternity-specific training provided in the last financial year...

1. When audited, what was the rate of timely attendance for all staff at mandatory training/updates?
□Less than 25%
□25-50%
□51-75%
□76-85%
□86-90%
⊠91-95%
□95% and over
□Not audited
2. What was the rate of timely attendance for midwives?
□Less than 25%
□25-50%
□51-75%
□76-85%
□86-90%
⊠91-95%
□95% and over
□Not audited
3. What was the rate of timely attendance for medical staff?
□Less than 25%
□25-50%
□51-75%
□76-85%
□86-90%
⊠91-95%
□95% and over
□Not audited
4. What was the rate of timely attendance for other staff groups (e.g. ODPs, MSWs)?
□Less than 25%
□25-50%
□51-75%
□76-85%
□86-90%
⊠91-95%
⊠95% and over
□Not audited



_					a constant		
5.	Tra	ınır	ηg	Вu	O	ge	ts

1. What was the amount (£) your Trust (from any source	spent on maternity training provision over the past financial year, in )? $^{*}$
£ not known	
2. Thinking about the source pounds sterling): *	e of these funds, how much was provided by each of the following (in
Allocated by the Trust	£
Health Education England	£
Funding	£
Hospital Charity Funds	£
Other (please specify)	£ from
<b>3. Please select the types of</b> i.e. a training budget per midw Choose an item.	training that you provide an individual budget for <u>midwives</u> to access. *  vife
<b>4. If so, how much is allocate</b> External Training Programm	ed for <u>each midwife</u> per year? *
Choose an item.	
In-House Training Programm Choose an item.	<u>nes</u>
5. If you provide an individual say in how their personal bu	al budget for midwives to access training, do these midwives have a
□Yes	aget is sperie:
□No	
□N/A	





5. Training Budgets
6. Please select the types of training that you provide an individual budget for <u>doctors</u> to access. * i.e. a training budget per doctor
Choose an item.
7. If so, how much is allocated for <u>each doctor</u> per year? * <u>External Training Programmes</u> Choose an item.
<u>In-House Training Programmes</u> Choose an item.
8. If you provide an individual budget for doctors to access training, do these doctors have a say in how their personal budget is spent? *  Yes  No  N/A
9. Please select the types of training that you provide an individual budget for other staff (e.g. ODPs, MSWs) to access. * i.e. a training budget per staff member
Choose an item.

10. Which other staff groups have an individual budget allocated?  $\mbox{\ensuremath{^{\ast}}}$ 



### 6. Training Topics

Please note that you will be asked more specific questions about certain topics, we apologise for any repetition (it will be limited as much as possible).

# 1. By topic, what training has been provided to maternity services staff by your trust, over the last financial year?

#### This should include training provided to any member of clinical staff

i.e. training considered mandatory; training considered non-mandatory; training provided in-house; training which was commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

mediam (e.g. omine of workshop baseu).	Training on this topic <u>was provided</u> to maternity services staff in my trust (select by clicking)	Training on this topic  was not provided  to maternity services staff in my  trust (select by clicking)
Emergency/skills & drills training Including cord prolapse, shoulder dystocia, vaginal breech, antepartum and postpartum haemorrhage, eclampsia.		
Continuous electronic fetal monitoring/CTG Including case review sessions and similar	$\boxtimes$	
Inter-personal and 'human factors' training Including teamwork, communication, situational awareness, conflict resolution, leadership, innovation and handover tools.		
Early recognition and management of the severely/critically ill woman Including early warning systems and HDU care		
Sepsis Including recognition and management of maternal sepsis and neonatal sepsis		
Co-morbidities in pregnancy and management of high-risk pregnancies Including hypertension, diabetes, obesity, venous thromboembolism		
Adult/Maternal Life Support Including Basic Life Support (BLS), Immediate Life Support (ILS) and/or Advanced Life Support (ALS) courses		
Newborn Life Support (NLS) Including NLS and/or Advanced Resuscitation of the Newborn Infant (ARNI) course or similar		
	Training on this topic	Training on this topic



	was provided to maternity services staff in my	to maternity services staff in my
Language franchischer	trust (select by clicking)	trust (select by clicking)
Learning from risk, patient		
experience, clinical incidents/governance and		
professionalism		
Including complaints, risk		
management/awareness, incident		
reporting, record keeping and		
accountability, confidentiality,		
candour, consent, raising		
concerns/whistle-blowing, litigation		
and conducting serious incident		
investigations.		
Maternal antenatal screening tests		
Including blood pressure and urine	$\boxtimes$	
screening; blood group and rhesus		
status; gestational diabetes		
screening; anaemia screening; HIV,		
syphilis and hepatitis B screening.		
Maternal antenatal care and advice		
Including smoking cessation, Growth	$\boxtimes$	
Assessment Protocols (GAP),		
substance misuse.		
Assessment, management and/or		
prevention of all types of perineal	$\boxtimes$	
trauma	_	
Perinatal mental health training		
3	$\boxtimes$	
	<u> </u>	
Bereavement Care		
3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	$\bowtie$	
Care of the well/unwell baby,		
newborn care and newborn	$\bowtie$	
screening		
Full physical examination of the newborn	NZ	
newborn		
Cana af war an fall awing an anative		
Care of women following operative		
interventions		
The state of the s		
Intermittent auscultation		_
Newborn Feeding		
	$\boxtimes$	Ш
	Training on this topic	Training on this topic



	was provided to maternity services staff in my trust (select by clicking)	was not provided to maternity services staff in my trust (select by clicking)
Female genital mutilation, Domestic abuse, forced marriage	$\boxtimes$	
Promoting normality in childbirth	$\boxtimes$	
Pressure ulcer prevention		
Cannulation and venepuncture		
Complementary therapies Including hypnobirthing, active birth, aromatherapy	$\boxtimes$	
Water birth/pool drill	$\boxtimes$	
Resilience training for healthcare professionals	$\boxtimes$	
Safeguarding vulnerable adults Including mental capacity	$\boxtimes$	
Safeguarding Vulnerable children and young people	$\boxtimes$	
Infection prevention and control Including hand hygiene, personal protective equipment (PPE) and aseptic non-touch technique (ANTT)	$\boxtimes$	
Medicines management and extended medicines management Including intravenous therapies, epidural and anaesthetic management, patient group directives		
Transfusion of blood and blood products Including Anti-D		
Other personal professional development courses Including revalidation, mentorship/assessor training, supervisor of midwives course, train the trainer, and similar.		
	Training on this topic	Training on this topic



	was provided to maternity services staff in my trust (select by clicking)	was not provided to maternity services staff in my trust (select by clicking)
Other statutory training/health and		
safety/occupational health	$\boxtimes$	
Including health and safety at work,		_
control of substances hazardous to		
health (COSHH), reporting injuries,		
diseases and dangerous occurrences		
(RIDDOR), fire safety, manual		
handling, equality and diversity,		
prevention of radicalisation, medical		
devices/gases training, inoculation		
injuries and sharps training.		
Other topics offered (please specify)		



## 6. Training Topics

1. If the following topics were provided in the last financial year, can you tell us if they were considered mandatory training by your trust?

If training on a topic was not provided, please click "Training on this topic was not mandatory for any staff/was not provided" otherwise, please click all options that apply to each topic.

Training on this topic was mandatory for...

rraining on this t	opie was inc	inducery for	···			
	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals	Training on this topic was not provided/ was not mandatory
Emergency/skills & drills training Including cord prolapse, shoulder dystocia, vaginal breech, antepartum and postpartum haemorrhage, eclampsia.		×	×	×		
Continuous electronic fetal monitoring/CTG Including case review sessions and similar	$\boxtimes$	$\boxtimes$	$\boxtimes$		$\boxtimes$	
Inter-personal and 'human factors' training Including teamwork, communication, situational awareness, conflict resolution, leadership, innovation and handover tools.				×		
Early recognition and management of the severely/critically ill woman Including early warning systems and HDU care	$\boxtimes$	$\boxtimes$	$\boxtimes$	⊠	$\boxtimes$	
Sepsis Including recognition and management of maternal sepsis and neonatal sepsis						
Co-morbidities in pregnancy and management of high-risk pregnancies Including hypertension, diabetes, obesity, venous thromboembolism	$\boxtimes$	$\boxtimes$	$\boxtimes$			



	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support Workers	Other maternity allied health professionals	Training on this topic was not provided/ was not mandatory
Adult/Maternal Life Support Including Basic Life Support (BLS), Immediate Life Support (ILS) and/or Advanced Life Support (ALS) courses	$\boxtimes$		$\boxtimes$	$\boxtimes$		
Newborn Life Support (NLS) Including NLS and/or Advanced Resuscitation of the Newborn Infant (ARNI) course or similar						
Learning from risk, patient experience, clinical incidents/governance and professionalism Including complaints, risk management/awareness, incident reporting, record keeping and accountability, confidentiality, candour, consent, raising concerns/whistle-blowing, litigation and conducting serious incident investigations.						
Maternal antenatal screening tests Including blood pressure and urine screening; blood group and rhesus status; gestational diabetes screening; anaemia screening; HIV, syphilis and hepatitis B screening.						
Maternal antenatal care and advice Including smoking cessation, Growth Assessment Protocols (GAP), substance misuse.						
Assessment, management and/or prevention of all types of perineal trauma	$\boxtimes$					
Perinatal mental health training						
Bereavement Care						
	Midwives	Obstetricians	Obstetric Anaesthetists	Maternity Support	Other maternity	Training on this topic <b>was</b>





				Workers	allied health professionals	not provided/ was not mandatory
Care of the well/unwell baby, newborn care and newborn screening						
Full physical examination of the newborn	$\boxtimes$					
Care of women following operative interventions						
Intermittent auscultation	$\boxtimes$		$\boxtimes$			
Newborn Feeding	$\boxtimes$	$\boxtimes$		$\boxtimes$		
Female genital mutilation, domestic abuse, forced marriage	$\boxtimes$	$\boxtimes$		$\boxtimes$		
Promoting normality in childbirth	$\boxtimes$					
Cannulation and venepuncture	$\boxtimes$	$\boxtimes$	$\boxtimes$	$\boxtimes$		
Water birth/pool drill				$\boxtimes$		



	cluding training which is provided in-house; training which is commissioned by the trust but provided by ternal agencies and also training provided via any medium (e.g. online or workshop based).
	Did your trust offer <b>Emergency/skills &amp; drills training</b> to maternity staff in the last financial year? * luding cord prolapse, shoulder dystocia, vaginal breech, antepartum and postpartum haemorrhage, eclampsia.
	Yes, and it was mandatory training for some/all staff Yes, but it was not part of mandatory training No, this topic was not offered to staff by the trust
	In relation to Emergency Skills & Drills Training you did not provide this training, please skip to Section 9 (p. 16)
	If mandatory, how often is it required that relevant staff complete this training? *  arly
2.	If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
	What number of hours were staff required to have attended training on this topic for it to be considered complete?
M	ore than 7 hours - 8 hours
3.	If more than one professional group attended this training, did they attend it together? *
Yes	s, multi-professional training was provided on this topic
4.	Did your trust provide emergency/skills & drills training which was specific to the pre-hospital setting (i.e. specifically for community midwives)? $*$
	⊠ Yes
	□ No
5.	Thinking about emergency/skills & drills training, what specific training was provided as part of this topic? * (click each)  ☐ Shoulder dystocia ☐ Cord prolapse ☐ Eclampsia ☐ Antepartum haemorrhage ☐ Postpartum haemorrhage ☐ Vaginal breech birth ☐ Uterine Inversion
	☐ Other (please specify)



6. Who delivered the training on this topic for staff at your trust, over the last financial year? *
A combination of the above
7. If external providers were used, can you tell us which external providers delivered this training? * If external providers were not used, please write N/A.
8. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
□ Other (please specify)
9. How was this training delivered? * Please select all that apply
□ eLearning
□ Face-to-face; Lecture-Based
☑ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
□ Audio/Video     □ Divisto d Matarial
☐ Other (places specify)
Other (please specify)
<ul><li>10. Did you evaluate the training delivered on this topic? *</li><li>☒ Yes</li></ul>
□ No
<ul> <li>11. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> </ul>
☐ I do not have an evaluation form
12. If you have anything you would like to add which is relevant to this topic, please comment below



1. Did your trust offer <b>continuous electronic fetal monitoring/CTG tr</b> financial year?	aining to maternity staff in the last
Including case review sessions and similar	
<ul><li>☑ Yes, and it was mandatory training for some/all staff</li><li>☐ Yes, but it was not part of mandatory training</li><li>☐ No, this topic was not offered to staff by the trust</li></ul>	
10. In relation to Continous Electronic Fetal Monitoring/CTG If you did not provide this training, please skip to Section 11 (p. 18)	
1. If mandatory, how often is it required that relevant staff complete Yearly	e this training? *
2. If mandatory, what was the $\underline{\text{minimum duration}}$ of training manda $\underline{\text{*}}$	ated for relevant staff on this topic?
What number of hours were staff required to have attended training complete?	n this topic for it to be considered
1 hour - 2 hours	
3. If more than one professional group attended this training, did th	ey attend it together? *
Yes, multi-professional training was provided on this topic	
4. Who delivered the training on this topic for staff at your trust, over	er the last financial year? *
A combination of the above	
5. If external providers were used, can you tell us which external providers were not used, please write N/A.	oviders delivered this training? *
6. If external providers were used, how was this funded? * □ Allocated by the Trust □ Hospital Charity funds	
<ul><li>☑ Health Education England funding</li><li>☑ N/A</li></ul>	
☐ Other (please specify)	





7. How was this training delivered? * Please select all that apply
□ eLearning □ Face-to-face; Lecture-Based □ Interactive Workshop-Based □ Simulation/Practical-Based Team Training □ Case-review sessions □ Audio/Video □ Printed Material □ Other (please specify)
8. Did you evaluate the training delivered on this topic? *  ☑ Yes □ No
<ul> <li>9. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> <li>☐ I do not have an evaluation form</li> </ul>
10. At your trust, was competency in CTG interpretation and management assessed?
□ Yes ⊠ No
11. If so, how was competency assessed?
12. If you have anything you would like to add which is relevant to this topic, please comment below



provided by external agencies and also training provided via any medium (e.g. online or workshop based).
1. Did your trust offer <b>interpersonal and "human factors" training</b> to maternity staff in the last financial year? * Including teamwork, communication, situational awareness, conflict resolution, leadership, innovation and handover tools.
<ul> <li>✓ Yes, and it was mandatory training for some/all staff</li> <li>✓ Yes, but it was not part of mandatory training</li> <li>☐ No, this topic was not offered to staff by the trust</li> </ul>
12. In relation to interpersonal and "human factors" training  If you did not provide this training, please skip to Section 13 (p. 20)
1. If mandatory, how often is it required that relevant staff complete this training? * Yearly
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
Less than 1 hour
3. If more than one professional group attended this training, did they attend it together? *
Choose an item.
4. Who delivered the training on this topic for staff at your trust, over the last financial year? * A combination of the above
5. If external providers were used, can you tell us which external providers delivered this training?*  If external providers were not used, please write N/A.
6. If external providers were used, how was this funded? *  □ Allocated by the Trust □ Hospital Charity funds □ Health Education England funding □ N/A
□ Other (please specify)





7. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Printed Material
☐ Other (please specify)
8. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
9. If you collect evaluation data for training on this topic, please attach an example/examples of
methods used to evaluate this training at your trust to your response.
☑ I have attached an evaluation form
☐ I do not have an evaluation form
10. If you have anything you would like to add which is relevant to this topic, please comment below



Including training which is provided in-house; training which is commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based)

bas	sed).
wc	Did your trust offer training on the <b>early recognition and management of the severely/critically ill</b> oman to maternity staff in the last financial year? *  cluding early warning systems and HDU care
	Yes, and it was mandatory training for some/all staff Yes, but it was not part of mandatory training No, this topic was not offered to staff by the trust
	. In relation to <b>early recognition and management of the severely/critically ill woman</b> you did not provide this training, please skip to Section 15 (p.22)
	If mandatory, how often is it required that relevant staff complete this training? *  arly
2.	If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
	What number of hours were staff required to have attended training on this topic for it to be considered complete?
Le	ss than 1 hour
3.	If more than one professional group attended this training, did they attend it together? *
Yes	, multi-professional training was provided on this topic
4.	Thinking about the training topic above, what specific training was provided for maternity staff? * Please click to select
$\boxtimes$	Early recognition of the severely ill woman Maternal early warning score systems (MEOWS or similar) Initial management of the severely ill woman HDU care
5.	Who delivered the training on this topic for staff at your trust, over the last financial year? *
	Providers directly employed by the Trust (In-House)
6.	If external providers were used, can you tell us which external providers delivered this training?* If external providers were not used, please write N/A.
Г	



7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
8. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *  ☑ Yes
□ No
10. If you collect <u>evaluation data</u> for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.   ☑ I have attached an evaluation form
☐ I do not have an evaluation form
11. If you have anything you would like to add which is relevant to this topic, please comment below



Including training which is provided in-house; training which is commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based).
1. Did your trust offer <b>sepsis</b> training to maternity staff in the last financial year? * Including recognition and management of maternal sepsis and neonatal sepsis
<ul><li>☑ Yes, and it was mandatory training for some/all staff</li><li>☐ Yes, but it was not part of mandatory training</li><li>☐ No, this topic was not offered to staff by the trust</li></ul>
<b>16.</b> In relation to <b>sepsis training</b> If you did not provide this training, please skip to Section 17 (p.24)
1. If mandatory, <u>how often</u> is it required that relevant staff complete this training? * Yearly
2. If mandatory, what was the <u>minimum duration</u> of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
Less than 1 hour
3. If more than one professional group attended this training, did they attend it together? *
Yes, multi-professional training was provided on this topic
<ul> <li>4. Thinking about the training topic above, what specific training was provided for maternity staff?</li> <li>☑ Recognition of neonatal sepsis</li> <li>☑ Management of neonatal sepsis</li> <li>☑ Management of maternal sepsis</li> <li>☑ Management of maternal sepsis</li> </ul>
5. Who delivered the training on this topic for staff at your trust, over the last financial year? *

6. If external providers were used, can you tell us which external providers delivered this training? \*

Providers directly employed by the Trust (In-House)

If external providers were not used, please write N/A.





7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
8. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
□ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
8. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
9. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.  ☑ I have attached an evaluation form
☐ I do not have an evaluation form
10. If you have anything you would like to add which is relevant to this topic, please comment below
<u> </u>



Including training which is provided in-house; training which is commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

1. Did your trust offer training on <b>co-morbidities in pregnancy/management of high-risk pregnancies</b> to maternity staff in the last financial year? * Including hypertension, diabetes, obesity and venous thromboembolism
<ul> <li>☐ Yes, and it was mandatory training for some/all staff</li> <li>☑ Yes, but it was not part of mandatory training</li> <li>☐ No, this topic was not offered to staff by the trust</li> </ul>
<b>18.</b> In relation to <b>co-morbidities in pregnancy/management of high-risk pregnancies</b> If you did not provide this training, please skip to Section 19 (p.26)
1. If mandatory, how often is it required that relevant staff complete this training? * Choose an item.
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
Choose an item.
3. If more than one professional group attended this training, did they attend it together? *
Choose an item.
<ul> <li>4. Within the training topic above, what specific training was provided for maternity staff? Please click all that apply.  ☐ Hypertension  ☒ Diabetes  ☒ Obesity  ☒ Venous Thromboembolism  ☐ Cardiovascular disease  ☐ Other (please specify)</li> </ul>

5. Who delivered the training on this topic for staff at your trust, over the last financial year? \*

Providers directly employed by the Trust (In-House)

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If external pro	viders were not used, please write N/A.
7 If external pro	oviders were used, how was this funded? *
☐ Allocated by t	·
☐ Hospital Char	
•	tion England funding
□ N/A	
☐ Other (please	especify)
.,	
	training delivered? *
Please select all	that apply
■ eLearning	
□ Face-to-face;	Lecture-Based
☐ Interactive W	
	ractical-Based Team Training
□ Case-review s     □ Case-review s	
☐ Audio/Video	
☐ Printed Mate	rial
☐ Other (please	specify)
V	
•	ate the training delivered on this topic? *
⊠ Yes	
□ No	
10. If you collect	evaluation data for training on this topic, please attach an example/examples of
	evaluate this training at your trust to your response.
	ed an evaluation form
□ I do not have	an evaluation form
11. If you have a below	nything you would like to add which is relevant to this topic, please comment



Including training which is provided in-house: training which is commissioned by the trust but

provided by external agencies and also training provided via any medium (e.g. online or workshop based).
1. Did your trust offer training on adult/maternal life support training to maternity staff in the last financial year? Including Basic Life Support (BLS), Immediate Life Support (ILS) and/or Advanced Life Support (ALS) courses, or similar
<ul><li>☑ Yes, and it was mandatory training for some/all staff</li><li>☐ Yes, but it was not part of mandatory training</li><li>☐ No, this topic was not offered to staff by the trust</li></ul>
<b>20.</b> In relation to <b>adult/maternal life support training</b> If you did not provide this training, please skip to Section 21 (p.28)
<ol> <li>If mandatory, how often is it required that relevant staff complete this training? *</li> <li>Yearly</li> </ol>
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
1 hour - 2 hours
3. If more than one professional group attended this training, did they attend it together? *
Yes, multi-professional training was provided on this topic
<ul> <li>4. Within the training topic above, what specific training was provided for maternity staff? Please click all that apply.</li> <li>☑ Basic Life Support (BLS)</li> <li>☑ Immediate Life Support (ILS)</li> <li>☐ Advanced Life Support (ALS)</li> </ul>
Other (please specify)
5. Who delivered the training on this topic for staff at your trust, over the last financial year? *  Providers directly employed by the Trust (In-House)
6. If external providers were used, can you tell us which external providers delivered this training? * If external providers were not used, please write N/A.



7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
8. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
<ul><li>✓ Interactive Workshop-Based</li><li>✓ Simulation/Practical-Based Team Training</li></ul>
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *
∀es      ✓ Yes
□ No
10. If you collect evaluation data for training on this topic, please attach an example/examples of
methods used to evaluate this training at your trust to your response.
☐ I have attached an evaluation form
☑ I do not have an evaluation form
11. If you have anything you would like to add which is relevant to this topic, please comment
below



Including training which is provided in-house; training which is commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

	ed).
fina	Did your trust offer training on <b>newborn life support (NLS) training</b> to maternity staff in the last encial year?  Inding NLS and/or Advanced Resuscitation of the Newborn Infant (ARNI) course or similar
□ <b>'</b>	Yes, and it was mandatory training for some/all staff Yes, but it was not part of mandatory training No, this topic was not offered to staff by the trust
	In relation to <b>newborn life support (NLS) training</b> ou did not provide this training, please skip to Section 23 (p.30)
1. Yea	If mandatory, how often is it required that relevant staff complete this training? *  orly
2.	If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
	What number of hours were staff required to have attended training on this topic for it to be considered complete?
Mc	re than 2 hours - 3 hours
3.	If more than one professional group attended this training, did they attend it together? *
Yes,	multi-professional training was provided on this topic
	Within the training topic above, what specific training was provided for maternity staff? Please click all that apply. NLS Course
	Advanced Resuscitation of the Newborn Infant (ARNI) course
$\boxtimes$	Other (please specify)
NNE	BLS
5.	Who delivered the training on this topic for staff at your trust, over the last financial year? *
	Providers directly employed by the Trust (In-House)
	If external providers were used, can you tell us which external providers delivered this training? *  If external providers were not used, please write N/A.





7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
8. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *
□ Yes
⊠ No
10. If you collect <u>evaluation data</u> for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.
☐ I have attached an evaluation form
☑ I do not have an evaluation form
11. If you have anything you would like to add which is relevant to this topic, please comment below



<ol> <li>Did your trust offer training on learning from risk, patient experience, clinical incidents/governance, and professionalism to maternity staff in the last financial year?</li> <li>Including complaints, risk management/awareness, incident reporting, record keeping and accountability, confidentiality, candour, consent, raising concerns/whistle-blowing, litigation and conducting serious incident investigations.</li> <li>Yes, and it was mandatory training for some/all staff</li> <li>Yes, but it was not part of mandatory training</li> <li>No, this topic was not offered to staff by the trust</li> </ol>
24. In relation to learning from risk, patient experience, clinical incidents/governance, and professionalism  If you did not provide this training, please skip to Section 25 (p.32)
<ol> <li>If mandatory, how often is it required that relevant staff complete this training? *</li> <li>Every 2 years</li> </ol>
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
* What number of hours were staff required to have attended training on this topic for it to be considered complete?
1 hour - 2 hours
3. If more than one professional group attended this training, did they attend it together? *
Choose an item.
<ul> <li>4. Within the training topic above, what specific training was provided for maternity staff?</li></ul>
□Other (please specify)



5. Who delivered the training on this topic for staff at your trust, over the last financial year? \*

Providers directly employed by the Trust (In-House)
6. If external providers were used, can you tell us which external providers delivered this training? *
7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
Q. Harranga this training delivers d2 *
8. How was this training delivered? * Please select all that apply
riease select all that apply
■ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
Simulation/Practical-Based Team Training
☐ Case-review sessions
□ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
10. If you collect evaluation data for training on this topic, please attach an example/examples of
methods used to evaluate this training at your trust to your response.
☐ I have attached an evaluation form
☐ I do not have an evaluation form
11. If you have anything you would like to add which is relevant to this topic, please comment below



1. Did your trust offer training on <b>maternal antenatal screening tests</b> to maternity staff in the last financial year? Including blood pressure and urine screening; blood group and rhesus status; gestational diabetes screening; anaemia screening; HIV, syphilis and hepatitis B screening.
<ul><li>☑ Yes, and it was mandatory training for some/all staff</li><li>☐ Yes, but it was not part of mandatory training</li><li>☐ No, this topic was not offered to staff by the trust</li></ul>
26. In relation to <b>maternal antenatal screening tests</b> If you did not provide this training, please skip to Section 27 (p.34)
1. If mandatory, how often is it required that relevant staff complete this training? * Every 2 years
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
1 hour - 2 hours
3. Who delivered the training on this topic for staff at your trust, over the last financial year? *
Providers directly employed by the Trust (In-House)
4. If external providers were used, can you tell us which external providers delivered this training? *
5. If external providers were used, how was this funded? * □ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)



6. How was this training delivered? *
Please select all that apply
□ eLearning
□ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
□ Audio/Video
☐ Printed Material
☐ Other (please specify)
7. Did you evaluate the training delivered on this topic? *
<ul> <li>No</li> <li>8. If you collect <u>evaluation data</u> for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> </ul>



1. Did your trust offer <b>training on maternal antenatal care and advice</b> to maternity staff in the last financial year? Including smoking cessation, Growth Assessment Protocols (GAP), substance misuse.
<ul> <li>✓ Yes, and it was mandatory training for some/all staff</li> <li>✓ Yes, but it was not part of mandatory training</li> <li>✓ No, this topic was not offered to staff by the trust</li> </ul>
28. In relation to <b>training on maternal antenatal care and advice</b> If you did not provide this training, please skip to Section 29 (p.36)
<ol> <li>If mandatory, how often is it required that relevant staff complete this training? *</li> <li>Every 2 years</li> </ol>
2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic?
What number of hours were staff required to have attended training on this topic for it to be considered complete?
Less than 1 hour
3. If more than one professional group attended this training, did they attend it together? *  No, different professional groups attended training separately
<b>4.</b> Within the training topic above, what specific training was provided for maternity staff? Please tick all that apply.
□Smoking cessation □Growth Assessment Protocols (GAP) □Substance misuse □Other (please specify)
5. Who delivered the training on this topic for staff at your trust, over the last financial year? *
Choose an item.
6. If external providers were used, can you tell us which external providers delivered this training? *  If external providers were not used, please write N/A.





7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
8. How was this training delivered? *
Please select all that apply
□ eLearning
☐ ELEGITING  ☐ Face-to-face; Lecture-Based
☑ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
10. If you collect <u>evaluation data</u> for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.  ☑ I have attached an evaluation form
☐ I do not have an evaluation form
11. If you have anything you would like to add which is relevant to this topic, please comment below



1. Did your trust offer assessment, management and/or prevention of all types of perineal trauma to maternity staff in the last financial year?
☐ Yes, but it was not part of mandatory training
$\square$ No, this topic was not offered to staff by the trust
30. In relation to assessment, management and/or prevention of all types of perineal trauma If you did not provide this training, please skip to Section 31 (p.38)
1. If mandatory, how often is it required that relevant staff complete this training? * Less than once every 2 years
2. If mandatory, what was the <u>minimum duration</u> of training mandated for relevant staff on this topic?  *
What number of hours were staff required to have attended training on this topic for it to be considered complete?
1 hour - 2 hours
3. If more than one professional group attended this training, did they attend it together? *
Attended by one professional group only
<b>4.</b> Within the training topic above, what specific training was provided for maternity staff? Please tick all that apply.
☑Prevention of perineal trauma
⊠Assessment and management of first degree tears
☑Assessment and management of second degree tears
Assessment and management of third degree tears
□ Assessment and management of fourth degree tears
Other (please specify)
5. Who delivered the training on this topic for staff at your trust, over the last financial year? *
Providers directly employed by the Trust (In-House)
6. If external providers were used, can you tell us which external providers delivered this training? * If external providers were not used, please write N/A.





7. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
□ N/A
☐ Other (please specify)
O I I a consideration and although 12 W
8. How was this training delivered? * Please select all that apply
Please select all triat apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☑ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
9. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
<ul> <li>10. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> <li>☐ I do not have an evaluation form</li> </ul>
11. If you have anything you would like to add which is relevant to this topic, please comment below





31. Still thinking about training offered to maternity staff by your Trust over the last financial year... 1. Did your trust offer **perinatal mental health training** to maternity staff in the last financial year? ☐ Yes, and it was mandatory training for some/all staff ☐ Yes, but it was not part of mandatory training ☐ No, this topic was not offered to staff by the trust 32. In relation to perinatal mental health training 1. If mandatory, how often is it required that relevant staff complete this training? \* Every 2 years 2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? What number of hours were staff required to have attended training on this topic for it to be considered complete? Less than 1 hour 3. Who delivered the training on this topic for staff at your trust, over the last financial year? \* Providers directly employed by the Trust (In-House) 4. If external providers were used, can you tell us which external providers delivered this training? \* If external providers were not used, please write N/A. 5. If external providers were used, how was this funded? \* ☐ Allocated by the Trust ☐ Hospital Charity funds ☐ Health Education England funding □ N/A ☐ Other (please specify)





6. How was this training delivered? *
Please select all that apply
□ eLearning
□ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
7. Did you evaluate the training delivered on this topic? *  ☑ Yes □ No
<ul> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> <li>☐ I do not have an evaluation form</li> </ul>
9. If you have anything you would like to add which is relevant to this topic, please comment below



33. Still thinking about training offered to maternity staff by your Trust <u>over the last financial</u> <u>year...</u>

Including training which is provided in-house; training which is commissioned by the trust but provided by external agencies and also training provided via any medium (e.g. online or workshop based).

1.	Did your trust offer <b>bereavement care training</b> to maternity staff in the last financial year? *
$\boxtimes$	Yes, and it was mandatory training for some/all staff Yes, but it was not part of mandatory training No, this topic was not offered to staff by the trust
	. In relation to <b>bereavement care training</b> you did not provide this training, please skip to Section 35 (p.42)
	If mandatory, <u>how often</u> is it required that relevant staff complete this training? * oose an item.
2.	If mandatory, what was the $\underline{\text{minimum duration}}$ of training mandated for relevant staff on this topic?
	What number of hours were staff required to have attended training on this topic for it to be considered complete?
Ch	oose an item.
	If more than one professional group attended this training, did they attend it together? * ended by one professional group only
4.	Who delivered the training on this topic for staff at your trust, over the last financial year? *
	A combination of the above
5.	If external providers were used, can you tell us which external providers delivered this training? * If external providers were not used, please write N/A.





6. If external providers were used, how was this funded? *
☐ Allocated by the Trust
☐ Hospital Charity funds
☐ Health Education England funding
⊠ N/A
☐ Other (please specify)
7. How was this training delivered? *
7. How was this training delivered? * Please select all that apply
rease select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☑ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
8. Did you evaluate the training delivered on this topic? *
⊠ Yes
□ No
9. If you collect evaluation data for training on this topic, please attach an example/examples of
methods used to evaluate this training at your trust to your response.
☑ I have attached an evaluation form
☐ I do not have an evaluation form
10. If you have anything you would like to add which is relevant to this topic, please comment below





35. Still thinking about training offered to maternity staff by your Trust <u>over the last financial</u> <u>year...</u>

	id your trust offer care of the well/unwell baby, newborn care and newborn screening to maternity f in the last financial year?
□ Y	Yes, and it was mandatory training for some/all staff Yes, but it was not part of mandatory training Yes, this topic was not offered to staff by the trust
	In relation to care of the well/unwell baby, newborn care and newborn screening ou did not provide this training, please skip to Section 37 (p.44)
	f mandatory, how often is it required that relevant staff complete this training? * ry 2 years
2. I	f mandatory, what was the <u>minimum duration</u> of training mandated for relevant staff on this topic?
	What number of hours were staff required to have attended training on this topic for it to be considered complete?
Less	s than 1 hour
	Who delivered the training on this topic for staff at your trust, over the last financial year? * Providers directly employed by the Trust (In-House)
	f external providers were used, can you tell us which external providers delivered this training? * f external providers were not used, please write N/A.
	f external providers were used, how was this funded? *
	illocated by the Trust
	lospital Charity funds
	lealth Education England funding
	I/A Other (please specify)
	outer (piease specify)





6. How was this training delivered? *
Please select all that apply
□ eLearning
□ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
7. Did you evaluate the training delivered on this topic? *  ☑ Yes □ No
<ul> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> <li>☐ I do not have an evaluation form</li> </ul>
9. If you have anything you would like to add which is relevant to this topic, please comment below



37. Still thinking about training offered to maternity staff by your Trust over the last financial year... 1. Did your trust offer full physical examination of the newborn to maternity staff in the last financial year? ☑ Yes, and it was mandatory training for some/all staff ☐ Yes, but it was not part of mandatory training  $\square$  No, this topic was not offered to staff by the trust 38. In relation to full physical examination of the newborn 1. If mandatory, how often is it required that relevant staff complete this training? \* Every 2 years 2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? What number of hours were staff required to have attended training on this topic for it to be considered complete? More than 6 hours - 7 hours 3. Who delivered the training on this topic for staff at your trust, over the last financial year? \* A combination of the above 4. If external providers were used, can you tell us which external providers delivered this training? \* If external providers were not used, please write N/A. 5. If external providers were used, how was this funded? \* ☑ Allocated by the Trust ☐ Hospital Charity funds ☐ Health Education England funding □ N/A ☐ Other (please specify)





6. How was this training delivered? *
Please select all that apply
□ eLearning
⊠ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☑ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
7. Did you evaluate the training delivered on this topic? * □ Yes □ No
□ Yes
<ul> <li>Yes</li> <li>No</li> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>□ I have attached an evaluation form</li> </ul>





□ N/A

☐ Other (please specify)

39. Still thinking about training offered to maternity staff by your Trust over the last financial year... 1. Did your trust offer care of women following operative interventions to maternity staff in the last financial year? ☐ Yes, and it was mandatory training for some/all staff ☐ Yes, but it was not part of mandatory training oximes No, this topic was not offered to staff by the trust **40.** In relation to care of women following operative interventions 1. If mandatory, how often is it required that relevant staff complete this training? \* Choose an item. 2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? What number of hours were staff required to have attended training on this topic for it to be considered complete? Choose an item. 3. Who delivered the training on this topic for staff at your trust, over the last financial year? \* Choose an item. 4. If external providers were used, can you tell us which external providers delivered this training? \* If external providers were not used, please write N/A. 5. If external providers were used, how was this funded? \* ☐ Allocated by the Trust ☐ Hospital Charity funds ☐ Health Education England funding





6. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☐ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
7 Did very evaluate the training delivered on this text of *
7. Did you evaluate the training delivered on this topic? *  ☐ Yes  ☐ No
<ul> <li>Yes</li> <li>No</li> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>□ I have attached an evaluation form</li> </ul>
<ul> <li>☐ Yes</li> <li>☐ No</li> <li>8. If you collect <u>evaluation data</u> for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> </ul>
<ul> <li>Yes</li> <li>No</li> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>□ I have attached an evaluation form</li> </ul>





41. Still thinking about training offered to maternity staff by your Trust over the last financial year... 1. Did your trust offer training on **intermittent auscultation** to maternity staff in the last financial year? ☑ Yes, and it was mandatory training for some/all staff ☐ Yes, but it was not part of mandatory training  $\square$  No, this topic was not offered to staff by the trust **42.** In relation to intermittent auscultation 1. If mandatory, how often is it required that relevant staff complete this training? \* Yearly 2. If mandatory, what was the minimum duration of training mandated for relevant staff on this topic? What number of hours were staff required to have attended training on this topic for it to be considered complete? Less than 1 hour 3. Who delivered the training on this topic for staff at your trust, over the last financial year? \* Providers directly employed by the Trust (In-House) 4. If external providers were used, can you tell us which external providers delivered this training? \* If external providers were not used, please write N/A. 5. If external providers were used, how was this funded? \* ☐ Allocated by the Trust ☐ Hospital Charity funds ☐ Health Education England funding □ N/A ☐ Other (please specify)





6. How was this training delivered? *
Please select all that apply
□ eLearning
☐ Face-to-face; Lecture-Based
☑ Interactive Workshop-Based
☐ Simulation/Practical-Based Team Training
☐ Case-review sessions
☐ Audio/Video
☐ Printed Material
☐ Other (please specify)
7. Did you evaluate the training delivered on this topic? *  ☑ Yes □ No
⊠ Yes
<ul> <li>Yes</li> <li>No</li> <li>8. If you collect evaluation data for training on this topic, please attach an example/examples of methods used to evaluate this training at your trust to your response.</li> <li>☑ I have attached an evaluation form</li> </ul>



## 43. Final Thoughts

1. In your Trust, have you identified barriers to providing training? *
If so, what were they?
Please select all that apply.
M Ctoffing
□ Staffing
□ Financial
☐ Equipment
☑ Venue restrictions
☐ Venue availability
☐ Facilitator availability
☐ Location of relevant training courses
☐ No barriers identified
☐ Other (please specify)
2. In your Trust, have you identified barriers to staff attendance at scheduled training? * If so, what were they? Please select all that apply.
If so, what were they?
If so, what were they? Please select all that apply.
If so, what were they? Please select all that apply.  □Staffing
If so, what were they? Please select all that apply.  □Staffing □Sickness
If so, what were they? Please select all that apply.  □Staffing □Sickness □Communication
If so, what were they? Please select all that apply.  □Staffing □Sickness □Communication □No barriers identified
If so, what were they? Please select all that apply.  □Staffing □Sickness □Communication □No barriers identified