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CYMRU / WALES PROMPT

PRactical Obstetric Multi-Professional Training
Hyfforddiant Aml-broffesiynol Ymarferol mewn Obstetreg

PROMPT Wales Strategy

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The purpose of this strategy is to set out the vision, plan and work streams associated with the implementation and roll out of PROMPT Wales, within all Maternity Services, across NHS Wales Health Boards

Vision

To reduce avoidable harm and improve perinatal outcomes, through multi professional training to enhance safety, teamwork and communication



Background

Practical Obstetric Multi Professional Training (PROMPT) is designed to prepare all staff who are involved in the care of women and babies to recognise and manage obstetric emergencies, using a structured approach and algorithms.

The training principle is that “teams that work together, should train together” as it draws together all members of the multi-professional team – enhancing and strengthening communication and reducing the impact of human factors. Training is delivered locally, by local trainers, and is attended by local staff who work within maternity services.

The benefits of multi-professional training has been examined and pilots of PROMPT courses have been undertaken within Wales. Analysis of the implementation of multi-professional training in other healthcare systems clearly show that outcomes for women and babies can be significantly improved. The culture within maternity services can be enhanced - if the communication between all members of the multi-professional team is strengthened.

Having considered the content for a multi-professional training programme for Wales, which needs to include an understanding of situational awareness and adapt to the specific clinical programmes operating throughout NHS Wales organisations, the Wales Maternity Network considered that PROMPT training was appropriate. Collaborating with the PROMPT Maternity Foundation, adaptations to the PROMPT syllabus and training materials have been developed, in order to provide a PROMPT Wales training syllabus and support materials.

Requirements for multi-professional training to be provided to, and attended by, clinical staff within NHS Wales organisations, have been implemented into the Wales Maternity Standards.



Aims and Objectives

In order to ensure that effective multi-professional training and supporting materials are implemented within our maternity services across Wales, a number of aims will be delivered through a number of objectives:

001 Facilitate local PROMPT Wales Training Teams

001A Provide train the trainer development to support initial implementation of PROMPT Wales

001B Provide local trainer development sessions to support widening participation in local training teams

001C Provide updates and information to PROMPT Wales trainers

001D Establish a resource centre for PROMPT Wales trainers

001E Facilitate access to trainer materials for identified PROMPT Wales trainers

001F Provide periodic assurance reports to Heads of Midwifery and Clinical Directors in relation to the delivery of PROMPT Wales training within each organisation

002 Promote PROMPT Wales training among the multi-professional workforce in NHS Wales

002A Develop a PROMPT Wales brand and identity

002B Familiarise staff in the midwifery, obstetric, and anaesthetic staff roles with the importance and benefits of participating in PROMPT Wales training

002C Establish and utilise social media to promote PROMPT Wales

003 Promote evidence based practice and drills to support multi-professional staff responding to obstetric emergencies

003A Develop specific materials to ensure that local PROMPT Wales training teams are able to include NHS Wales initiatives e.g. OBS Cymru

003B Align PROMPT Wales scenarios and materials to initiatives established by the Wales Maternity Network

003C Generate and distribute analysis of information relating to claims within the maternity services sector

004 Co-ordinate resources to support world class multi-professional training across Wales

004A Facilitate units having access to appropriate birthing simulators

004B Facilitate cost effective access to course manuals for participants in PROMPT Wales training

005 Evaluate the impact of multi-professional training on the safety performance within NHS Wales Maternity Services

005A Conduct baseline research in relation to staff attitude within the maternity setting

005B Analyse the impact on staff attitude following PROMPT Wales implementation

005C Analyse the Service User Experience of women and partners who are involved in obstetric emergencies

006 Collaborate with NHS Wales Maternity Services to gather and present meaningful data dashboards to support local improvement plans

006A Establish an All Wales dataset for maternity quality measures and performance indicators

006B Gather and present data dashboards from all NHS Wales participating organisations

006C Provide support to aid local interpretation of the data dashboard and the development of improvement plans

007 Analyse causal factors of litigation in the speciality to focus local priorities

007A Provide local litigation data from Welsh Risk Pool case records

007B Identify trends of the causes of incidents within the maternity setting, which contributes to poor perinatal outcomes

Standards for the implementation of Multi-Professional Training

Through collaboration with Welsh Government and the members of the Wales Maternity Network, a sequence of all-Wales standards have been developed to ensure the successful implementation of multi-professional training.

Standard One: Determination of staff who should participate in PROMPT Wales Training

Inclusion of staff in PROMPT Wales training will involve the wider multi-professional team who work in the maternity care environment - including anaesthetists, obstetricians, operating department practitioners, midwives and maternity support staff. Those who regularly undertake allocated duties for the care of women and babies should participate in PROMPT Wales training.

Special consideration should be made in relation to locum and agency staff to ensure that these have appropriate access to PROMPT Wales training.

Health Boards should also liaise with education providers to ensure that the student workforce undertaking placements within NHS Wales have appropriate access to PROMPT Wales training.

- 1-1 Health Boards to identify the staff who are required to undertake PROMPT Wales Training and provide this to Wales Maternity Network by role and number
- 1-2 Health Boards to update the staff required to undertake PROMPT Wales and provide it to Wales Maternity Network on a six monthly basis

Standard Two: Development of local PROMPT Wales syllabus

Health Boards within Wales are required to establish a programme of training, which addresses the needs of its multi-professional staff. This can be determined using incident data, service user feedback or staff surveys and may include core topics with additional topics to address emerging themes and trends.

- 2-1 Health Boards to produce a syllabus for core PROMPT Wales topics which will be included in local training sessions.
- 2-2 Health Boards to submit their syllabus updated annually to Wales Maternity Network.

Standard Three: Maintaining a multi-professional training team

PROMPT Wales training has significant benefits by being a locally led programme, with trainers drawn from multi-professional staff who are familiar with the requirements of the programme. Local PROMPT Wales training teams must include staff drawn from midwifery, obstetric, anaesthetic and appropriate support staff roles.

- 3-1 Health Boards to maintain local training teams, ensuring that all elements of the multi-professional workforce are included.
- 3-2 Health Boards to facilitate the development of individuals as PROMPT Wales Trainers.



Standard Four: Multi-professional participation in PROMPT Wales Training

PROMPT Wales is a sustainable model of learning, which can be adapted to meet local needs. Research shows that success is achieved when a high proportion of the multi-professional teams participate in training.

- 4-1 All staff (100%), who are identified as being required to participate in PROMPT Wales training, to complete a PROMPT Wales training session by 31st March 2020.
- 4-2 From 1st April 2020, a minimum of 95% of staff (who are required to undertake PROMPT Wales Training) will complete a PROMPT Wales training session, annually.
- 4-3 Health Boards to update ESR Records for multi-professionals who have completed a PROMPT Wales training session.

PROMPT Wales Governance

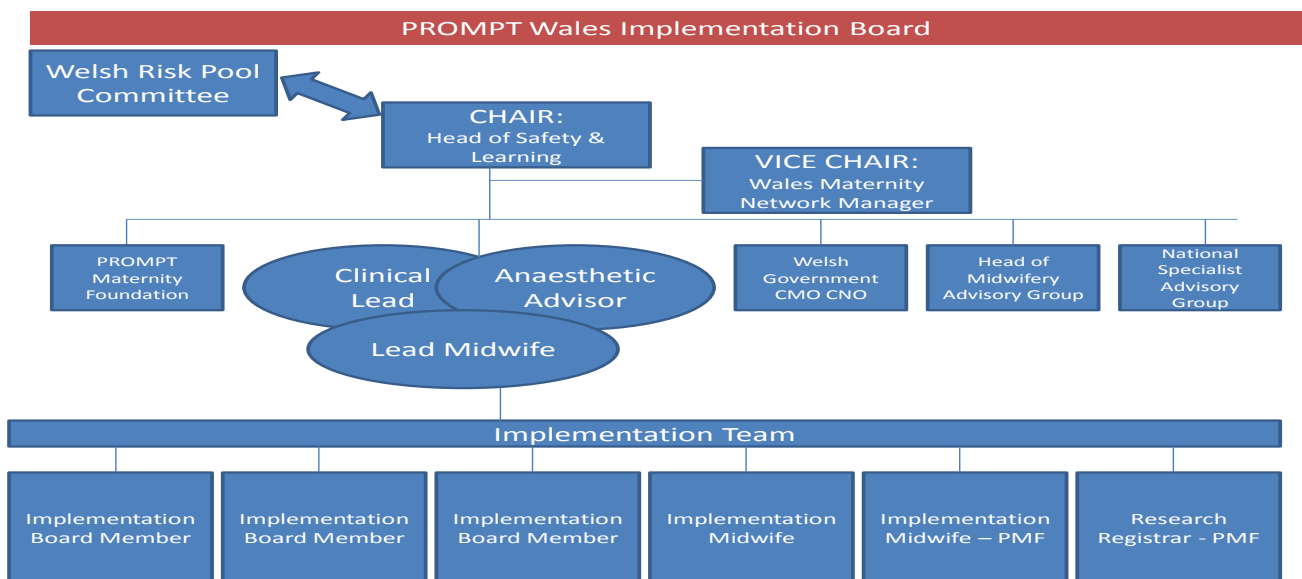
The PROMPT Wales programme is a collaboration between NHS Wales stakeholders, working towards the common aim of achieving a sustained implementation of PROMPT Wales training throughout all NHS Wales organisations.

Welsh Risk Pool Committee: The WRP has established core funding to support the development and implementation of PROMPT Wales.

Wales Maternity Network: The Network is the key for the engagement of all stakeholders in planning and implementing PROMPT Wales

Stakeholders: A number of organisations contribute to the strategic vision and operational implementation of PROMPT Wales

- Welsh Government
- National Specialist Advisory Group
- Head of Midwifery Advisory Group
- OBS Cymru





The Welsh Risk Pool Head of Safety and Learning provides line management to the key staff who support the programme and coordinates the operational implementation of the programme.

The Wales Maternity Network Manager is the lead for engagement with all NHS Wales organisations and the establishment of performance dashboard – ensuring the PROMPT Wales programme addresses the needs of maternity services in Wales.

The PROMPT Wales: National Clinical Lead uses their clinical and operational experience to analyse the performance of PROMPT Wales and to determine the measures necessary to engage the Multi-Professional workforce.

The Anaesthetic Lead Advisor utilises their specialty experience in ensuring that the PROMPT Wales programme and materials align to the approach in NHS Wales.

The PROMPT Wales: National Lead Midwife engages with local training teams to coordinate the planning and delivery of PROMPT Wales training within maternity services in Wales.

Implementation Board Members are experienced clinicians from across Wales, supporting local training teams to develop and implement PROMPT Wales programmes.

Funding:

Implementation of the PROMPT Wales programme is funded by the Welsh Risk Pool, aiming to reduce the financial burden associated with litigation claims in maternity services. Funding has been agreed to ensure that all obstetric units have access to suitable training manikins and learning resources and covered the cost of establishing a network of PROMPT Wales Trainers across all organisations has been through Train-the-Trainer events.

Funding has also been provided to ensure specialist and experienced staff to work as implementation support to all Health Board in Wales – helping to setup and run local training sessions. The cost of abstraction of staff to deliver and attend training is met by each Health Board.

Implementation Plan & Timescale

Mar 2017	Analysis of benefits for multi-professional training within NHS Wales Maternity Services
Jul 2017	Outline clinical benefits and business case presented to Welsh Risk Pool to establish framework and likely costs of improving recognition and response to obstetric emergencies
Nov 2018	Detailed business case for the implementation of PROMPT Wales
Feb 2018	Procurement of multi-professional training programme and equipment & Resources to support local training teams
Mar 2018	Agreement with PROMPT Maternity Foundation to establish PROMPT Wales and provide support during 2018-19 implementation
Mar 2018	Establishment of Local Training Teams with NHS Wales organisations
Apr 2018	Recruitment of key PROMPT Wales Leadership Team members
Apr 2018	Collaboration with OBS Cymru
May–Jun 2018	PROMPT Wales Train the Trainer development events
Jun 2018	Planning for Community Midwifery PROMPT Wales programme
Jul 2018	Production and dissemination of training certification for Local Trainers and collection of Train-the-Trainer evaluation
Jul 2018	Implementation Support planning with Local Training Teams
Jul 2018	Development and dissemination of communication, media and learning resources to support local training teams
Jul 2018	Planning with Welsh Government for mandatory status for Multi-Professional Training programme in NHS Wales
Sep 2018	Publication of PROMPT Wales Implementation Support Information – outlining the support provided to Health Board
Sep 2018	Delivery of Training Manikins and Course Manuals for use by Local Training Teams
Sep 2018	Safety Attitude Questionnaires released to Health Board and completion encouraged
Sep 2018	Roll out of PROMPT Wales training sessions in NHS Wales organisations
Oct 2018	PROMPT Wales Launch Event

Action Plan

Timescale	Target	Information	Responsibility
Sep 2018	Outline Data Collection	Activity and planning data relating to each Health Board to be collected and collated	Lead Midwife
Sep 2018	Wales Faculty Confirmation	Gathering of all Local PROMPT Wales Trainers and collating information into a central database	Lead Midwife
Sep 2018	ESR Updating for Trainers	Creation of Train-the-Trainer sessions on ESR and logging of attendance by participants	WRP Operations Manager
Sep 2018	ESR Course Creation for attendees	Creation of system for health bodies to log attendance on local PROMPT Wales courses	WRP Operations Manager
Oct 2018	Service User Experience Research planning	Format, design and ethical approval agreed for Service User Experience research	Research Obstetric Registrar
Nov 2018	Support Visits	Each Health Body to have received implementation support visits from the PROMPT Wales team	Lead Midwife
Nov 2018	Focus on care provided outside of obstetric-led care	Promote through a task & finish group how local faculties can ensure PROMPT Wales training content includes care provision in the home setting, birthing centres, midwifery-led units and other locations out of hospital.	Consultant Midwife – Powys tHB
Nov 2018	Dashboard Design	Development of Performance Indicators and Data Dashboard	Research Obstetric Registrar
Nov 2018	Safety Attitude Questionnaires Collected	SAQ Documents collected from Health Board and completion encouraged	Research Obstetric Registrar
Dec 2018	Implementation Plans	Each Health Board to have produced and agreed a PROMPT Wales Training Plan	Nominated PROMPT Wales Leads

Risk Management

TITLE	RISK RATING
Potential poor take-up of programme	MODERATE RISK
<i>There is the potential for a lack of take-up across NHS Wales, particularly among obstetric and anaesthetic staff. This would represent a significant barrier to the effectiveness of the programme, as PMF research indicates that successful programmes occur where take-up is in excess of 90%.</i>	
Risk Mitigation	
<p>This risk is mitigated through the support of CNO and CMO who will agree mandatory status of the programme. Pilot programmes in Wales have been well received and attended.</p> <p>Impact on staffing and services is expected to be negligible, as Midwives would undertake PROMPT Wales instead of the existing skills & drills sessions and medical staff would be expected to utilise study leave sessions to undertake the programme.</p> <p>The Medical Directors Forum have been supportive of the need for the programme and the PROMPT Wales team will work closely with the forum to assist health bodies in resolving access difficulties. It should be noted that the training is locally delivered and can be scheduled to fit around commitments and workload at a Unit level.</p>	

TITLE	RISK RATING
Failure of programme to meet learning needs of staff working in the maternity sector in NHS Wales	LOW RISK
Risk Mitigation	
<p>The programme is an international programme which has been adjusted to ensure NHS Wales principles (including the OBS Cymru approach to PPH) is incorporated.</p>	

TITLE	RISK RATING
Recruitment & Retention of PROMPT Wales Leadership staff	LOW RISK
<i>The success of PROMPT Wales is partly requiring consistent and effective implementation support & leadership. This requires the recruitment and retention of key personnel, drawn from existing NHS Wales organisations.</i>	
Risk Mitigation	
<p>All NHS Wales organisations have supported the need for key personnel to be seconded into the PROMPT Wales Implementation support and the Welsh Risk Pool has agreed to host these positions. Funding has been assured for the duration of the planned programme.</p>	