

The Impact of External, Collaborative, Maternity Training on Healthcare Professionals

Responses collected via Survey Monkey request to Baby Lifeline’s mailing list of past delegates (those who opted-in only).

Request sent: Friday, April 13, 2018

Report Collated: Monday, April 16, 2018



72 total responses to date.

Executive Summary

The Impact of External, Collaborative, Maternity Training on Healthcare Professionals

This was an informal request sent to our mailing list of past delegates on a Friday afternoon, calling for stories of how the training they attended has influenced their practice. We had received 72 responses by close of business on Monday 16th April, 3 days after sending the request.

Respondents represented attendees at each of our courses, with our *CTG Masterclass*, *Childbirth Emergencies in the Community*, and *Developing 'Human Factors' Skills* courses being the best represented, respectively. The majority of respondents (76%) had attended their most recent Baby Lifeline course within the past year, although respondents who had last attended more than two years ago were also represented (6% of respondents).

When asked, **99% of respondents felt the Baby Lifeline course they had attended had influenced or changed their practice** in some way. **Of these respondents, 100% felt that this impact had lasted** until the present day.

Descriptive responses

When respondents were asked for examples of how our training had influenced their practice, how we can improve the impact of training, and comments on training in general; we received many impassioned, heart-felt responses.

More Confidence in Practice

Respondents repeatedly described how our training gave them **more confidence in practice**, describing it as providing “the language” they needed to start a discussion, or question practice. Midwives in particular were noted as having been given “the strength to challenge poor practice” and a feeling of **empowerment** “to enter a more detailed discussion” and “advocate for women and babies.”

Supporting Teamwork & Communication

The theme of training helping to build relationships within teams, and encouraging communication, ran through the comments, with **respondents describing how multi-professional training triggered discussion, dissemination and peer-training on their unit**. One respondent felt that training had resulted in “more cohesive team work and reflection” whilst another felt training had led to a “better working environment.”

A Call for Further Course Provision Amongst Colleagues

Community midwives reported feeling their role was acknowledged by our ‘Childbirth Emergencies in the Community’ course, as they are often sent to “hospital orientated” training, where they can feel like “outsiders.” They described our course as “completely relevant” to their role, appreciated scenarios where working in the community without “immediate backup” was considered and called for “more training aimed at staff who do not work in the hospital setting.” This course is also attended by paramedics, and respondents appreciated the opportunity to learn from each other and gain an “insight” into the roles of other professionals, one respondent felt this should be “extended to all practicing paramedics.”

This sentiment was repeated by many different respondents with statements such as “all midwives and obstetricians should have this as statutory training,” “I would recommend to all midwives,” and advice that a bigger impact would be achieved with the attendance of **whole departments**, running through the comments. Many felt that the main way we could improve our impact was by **reaching more** professionals in order for improvements to be “sustainable in everyday practice.”

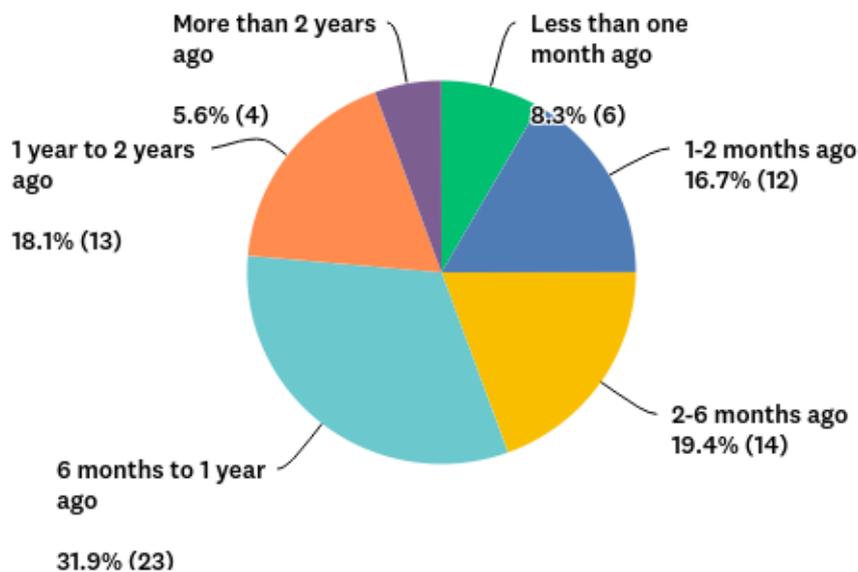
Overall, respondents told stories of an **overwhelming willingness to change for the better and work together** to improve safety and quality for mothers and their babies. Respondents felt that investment in training would give them the support, knowledge and empowerment necessary to do this, as well as representing an acknowledgement of their work.

Q1: Firstly, could you tell us which Baby Lifeline course(s) you have attended?

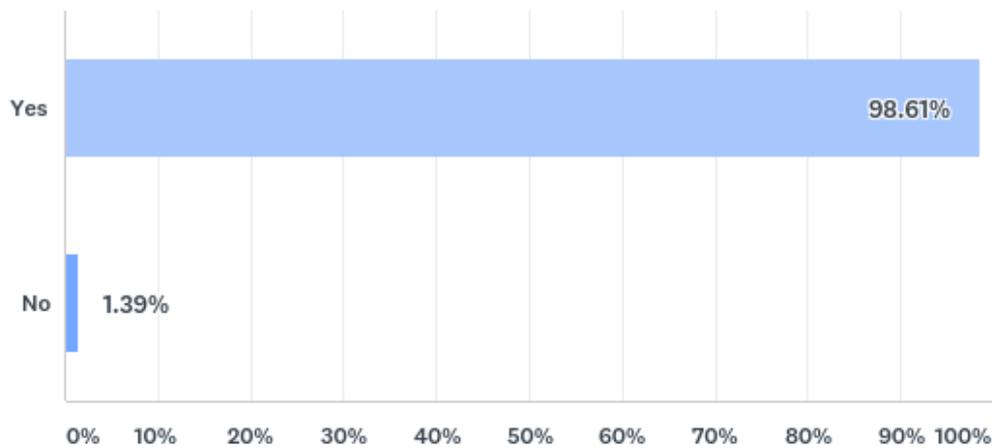
Childbirth Emergencies in the Community	18
CTG Masterclass (1-day)	25
Advanced CTG Masterclass (2-day)	8
Predict to Prevent (now titled: Implementing Saving Babies' Lives)	5
Predict to Prevent: Ultrasound Practical Day (now titled: Implementing Saving Babies' Lives: Ultrasound Practical Day)	1
Resilience Training for Maternity Healthcare Professionals	4
Developing 'Human Factors' Skills	10
Developing Skills in Maternal Critical Care	3
Examination of the Newborn	4
Total	76*

*Please note that some respondents attended more than one course and indicated this in the 'other' column, this data was added to totals above.

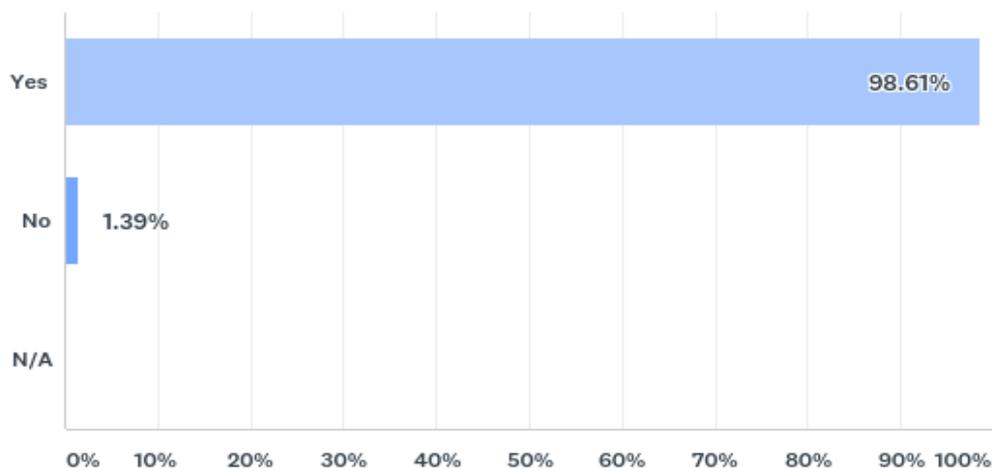
Q2: Thinking of the most recent Baby Lifeline course you attended, can you tell us how long ago this was?



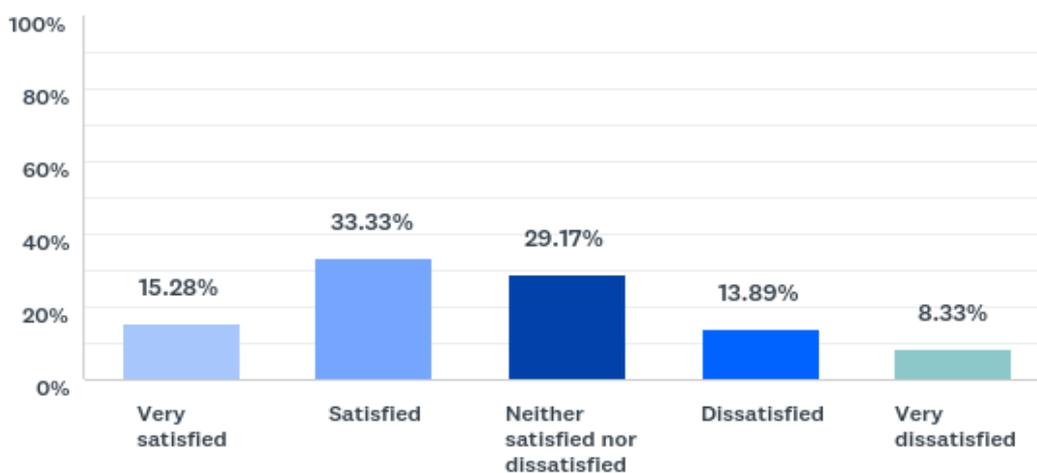
Q3: Do you feel that the Baby Lifeline course(s) you attended influenced or changed your practice, in any way?



Q4: If yes, do you feel the course(s) has influenced your practice in the long-term? i.e. an impact which lasts until the present day?



Q7: Finally, how satisfied are you with the in-house training provided by your employer?



Q5: Can you give us any examples of how our courses have changed or influenced your practice?

This can be a very specific example or story, or a more general change in attitude. Did you implement any changes or ideas after the course? Did you take action, or investigate an idea further? Actions could include discussion with others, reflection, or practical changes. How did this impact on you, your team, or the people in your care?

“Recognising early warning signs, to be more confident when diagnosing.”

4/13/2018 11:01 PM

“I re-visit smoking [cessation] antenatally and I enquire about any increased or decreased movements more thoroughly. I understand the value of USS with reduced fetal movements.”

4/16/2018 12:38 PM

“As a result of CTG masterclass the maternity unit is considering a complete policy change to move to follow the same guidelines...has empowered midwives to enter more detailed discussion about CTGs and hugely improved confidence in identifying non-reassuring heart rate patterns.”

4/16/2018 12:02 PM

“Change of hospital policy regarding CTG interpretation”

4/16/2018 2:44 PM

“The Baby Lifeline CTG training is evidenced based and it has given midwives the strength to challenge poor practice and guidelines to prevent intrapartum SB and HIE. Much work still needs to be done to persuade clinical directors to adopt the physiological approach to CTG management.”

4/16/2018 11:07 AM

“We have reviewed our CTG assessment stickers. We have implemented hourly 'fresh eyes.' On a personal level I have become more confident with assessing CTGs”

4/16/2018 9:19 AM

“Predict to prevent assisted with greater understanding of reduced growth in utero and what red flags we should act upon. Also highlighted what changes our trust needs to improve our service.”

4/14/2018 9:29 AM

“I have learnt to be more patient with my colleagues and to be more aware of their work load. This has led to a better working environment.”

4/14/2018 8:03 AM

"Firstly, our sphere and way of working just being acknowledged. Even though we are community based our training is always hospital orientated and can feel like we are outsiders or a bit of an anomaly...the training was completely relevant to my daily work. I feel more empowered to react to situations where things deviate from the norm or are truly an emergency... Because we were practising skills as though we were in someone's house, not a hospital ward with all the immediate backup."

4/15/2018 9:56 AM

"More cohesive team work and reflection."

4/13/2018 11:57 PM

"Reflecting on a previous situation, after the course I was able to look at **how the situation could be managed in a more positive way to provide an improved outcome.**"

4/14/2018 9:28 AM

"It has made me question current trust guidelines and **advocate for women and babies.**"

4/13/2018 7:55 PM

The trainings have improved my **knowledge, skills and confidence** in the holistic care of the pregnant woman and her family. This is **producing good outcomes and safe practice** for the benefit of the community I serve and my team as a whole.

4/14/2018 7:15 AM

"Promoted safety, quality of care, individualised care, professional personal development, promoted peer training."

4/13/2018 6:41 PM

"This course gave me much more confidence in an ever increasing and challenging labour ward environment. It has helped me to understand and interpret deviations from normality. **All Midwives and Obstetricians should have this as statutory training before putting a step on to labour ward**"

4/13/2018 7:19 PM

"Following the childbirth in community study day I **now feel more confident** in attending homebirths and dealing with emergencies...."

4/13/2018 10:18 PM

"Essential skill of femoral pulse assessment explained and **clarified in such a way that it really affected my practice in such an acute way.** Made me go back re-read cardiac assessments and **practice to a higher standard.**"

4/13/2018 9:29 PM

“Training and support for newly qualified midwives.”

4/13/2018 6:25 PM

“Provide an essential update from clinicians who are incredibly knowledgeable and passionate about their subject matter.... I have been attending training sessions with Baby Lifeline almost from their inception, and they now form a **fundamental part of my CPD**. They, together with MBRRACE report launches, **provide me with reassurance that my practice is safe and of a high standard**. As a senior clinician/manager I am attempting to instil the value of the Baby Lifeline study days on my staff.”

4/13/2018 6:09 PM

“It definitely improved my practice. I am more confident now.”

4/13/2018 5:20

“How you taught neonatal resuscitation in such a no-frills way - **it was like a light bulb moment for me** - it was so simple yet so effective. Also, mechanisms of a vaginal breech delivery - again so informative and made complete sense!”

4/13/2018 4:54 PM

“The course content has been disseminated in our teams to help improve home birth experiences for our clients.”

4/13/2018 8:00 PM

“More accurate understanding of interpretation of CTGs...to ensure **safer care is delivered.**”

4/13/2018 4:15 PM

“... really interesting day which was relevant an extremely valuable learning for my role as a labour ward lead midwife. **I would recommend to all midwives...and aim to attend further study days in the future. Thankyou**”

4/13/2018 4:17 PM

“Interpretation of CTGs and professional **discussions with the team due to the excellent multi-professional training**”

4/13/2018 3:37 PM

“Relevance in predict to prevent...**more powerful impact if whole department had attended**. More knowledge and awareness. CTG...again **would be great if the whole department would have attended**. Discussed what I had learnt back in my department, reflection and own knowledge shift. Resilience training helpful. **Likely need more of these on regular basis!**”

4/15/2018 9:14 PM

"I had a lady whose baby unfortunately died after a mismanaged birth. As I was her community midwife... they wanted me to provide a statement as to why I was quite specific documenting in her hand-held notes...to lay down for an hour and monitor fms [fetal movements] ...**In my statement I stated it was because I attended this study day and...used this in my daily practice.** The lady I have discussed has since had another baby and is expecting another baby this year. The family have no issue with my care during that antenatal period with her first child... **have shared the day with colleagues and student midwives...the most motivating rewarding study day I have ever attended in my twenty-five years of practice."**

4/13/2018 8:15 PM

"...MDT attendance on this course has completely transformed fetal monitoring."

4/13/2018 3:59 PM

"communication with other professionals"

4/13/2018 3:35 PM

"The courses...have been extremely beneficial to my practice as a Community Midwife. The Childbirth Emergencies in the home was taught by Midwives...who teach paramedics, which gave us all a **beneficial insight to the other services we use within our role. This will also allow us to be mindful of each other's roles & enable us to communicate/work more efficiently together.** The courses also keep you updated/refreshed in any NICE/RCOG guidelines ...I will definitely be taking this forward in to my role. Something which was **also beneficial, was to come together with other Trusts** in the country and discuss their community roles in relation to on-calls etc. It would appear that this...can differ quite considerably. The difficulties we come across are working all day, and then possibly being called in to the Labour Ward, as they are in escalation. In our Trust, we are expected to stay on Labour Ward for 6 hrs in the night, after working in the day. **At times, we feel we are unsafe to work, and to provide the care women deserve.** If we state this to the Band 7 in charge, we are still sometimes unable to leave the unit, as they literally have nobody to take over. Obviously, this issue and many others... impact on us in relation to staffing"

4/15/2018 1:01 PM

“The knowledge from the CTG course gave me the language and what was essentially a platform for many further enquiries and discussion. I have in total attended 4 CTG Masterclasses over 4 years. This is because I have needed the teaching and refreshment to reinforce a new way of thinking...Babies have died in our health board because we have NOT applied the principles of a physiological interpretation and asking 'how is the baby doing?' We stick to boxes and trying to apply them to all babies, regardless of individual clinical picture. The role of CTG Champions has come up...as a result of the Each Baby Counts initiative (RCOG) and Welsh Maternity Strategy group. We are forming a multi-disciplinary group to improve training and interpretation. It is only as a result of the CTG Masterclass that I became so passionate about this subject area. Our stillbirth rate is high... the training provided can help reduce this, as has been shown by leaders in this area e.g. George's Hospital. National support needs to be provided for this. Initiatives such as 'Physiological CTG' training (online CTG training package based on these principles) needs to be encouraged. Our workforce needs equipping and supporting.”

4/13/2018 4:55 PM

Q6: How could we improve the lasting impact of our courses?

“... at a specific time, following attendance at a course...you could circulate again key points from the training day - this would act as a refresher.”

4/16/2018 12:38 PM

“Create a short 'take home' bullet point list of main points...”

4/16/2018 12:02 PM

“Make it available to more staff”

4/13/2018 8:00 PM

“Keep it simple. Repetition of basic skills...”

4/13/2018 9:29 PM

“Online forum to discuss tackling issues”

4/16/2018 11:07 AM

“Follow up with an email asking for us to survey our practice changes or influences.”

4/14/2018 9:29 AM

“We have to have support to repeat the training on an annual basis”

4/13/2018 3:37 PM

"E learning update courses"

4/14/2018 4:03 AM

"Emails when the upcoming ones are for dissemination. Networking opportunities of hospitals who have implemented physiological CTG interpretation for a **help and support network.**"

4/13/2018 4:55 PM

"Follow up survey, and e-learning modules"

4/13/2018 6:25 PM

"Regular training with more spaces please in future."

4/14/2018 7:15 AM

"...training and implementation in all Hospital organisations and **cascaded to all employees**, therefore **improvements will be made that are sustainable in everyday practice.**"

4/14/2018 9:28 AM

"Keep ensuring they continue"

4/15/2018 7:36 PM

"Pre-course access to reading material, post course MCQs for self-evaluation"

4/16/2018 10:04 AM

"Yearly updates for staff"

4/15/2018 11:10 AM

"To have this amount of resource allocated to training on a yearly basis - not just a one-year allocation- would greatly benefit all staff and women and their families."

4/16/2018 10:42 AM

"Perhaps access to an e-learning update?"

4/16/2018 9:19 AM

"offering **more courses** to midwives as not everyone is able to get the place"

4/15/2018 5:17 AM

"enable staff to attend more classes"

4/15/2018 11:55 PM

"... well presented, and the training staff have been excellent. The staff from Baby Lifeline running the courses on the day are extremely friendly, organised, and available for any questions... the Charity would benefit considerably from **further funding**, so they can continue to provide regular training courses for Health Professionals...They are doing a fantastic job."

4/15/2018 1:01 PM

"Continuing as you are, spreading the net to include **as many as possible** and having refresher courses maybe every 3 years."

4/14/2018 12:17 PM

"It's more about clinicians being able to come back at appropriate intervals to refresh their learning. The Emergency Skills in Community course was brilliant, can't think of any ways to improve it"

4/15/2018 9:56 AM

"Provide 6-month update? Maybe half day session"

4/15/2018 8:03 AM

"Keep going. Reach more. I'll be attending again."

4/15/2018 9:14 PM

Q8: Any other comments, questions or concerns?

"The RCOG churns out guidelines non-stop. Lots and lots of them. More than any O&G body I know of. So, you would think the UK must have the best Obstetric outcome in the world. But it doesn't, does it? "

4/15/2018 4:29 PM

"Guidelines in all Trusts need to support fetal physiology, until they do, and consultants follow this approach, we will see variations in practice. In such circumstances unnecessary Caesarean sections and instrumental deliveries will continue"

4/15/2018 11:10 AM

"An excellent day that should be extended to all practicing paramedics."

4/13/2018 4:12 PM

"There needs to be much more training aimed at staff who do not work in the hospital setting"

4/15/2018 9:56 AM

"Excellent courses. I thought the **human factors study day** had the biggest impact on my practice. **Emergency scenarios** are a huge part of my daily working life and the course has changed how I react in this situation."

4/14/2018 9:29 AM

"The Gap and grow has been invaluable, as the trust I work for has implemented it, however...ladies in my area that are booked elsewhere don't have access to the programme and **it is hard to offer not all ladies in my caseload the same standard of care.**"

4/13/2018 8:15 PM

"I think there needs to be more funding to do these courses."

4/13/2018 7:16 PM

“Excellent value aided by selective sponsorship partners who are not intrusive on independent Baby Lifeline messages.”

4/13/2018 11:57 PM

“This course should be mandatory for all clinically based staff and beyond. It could improve the outcomes of patients in a number of clinical areas.”

4/14/2018 9:28 AM

“Attended several courses. Always extremely relevant, informative...
expanded knowledge and development”

4/13/2018 6:41 PM

“...due to the chronic shortage of midwives at my unit most of our mandatory study days have been cancelled. I paid for the baby lifeline course myself and did it in my own time.”

4/13/2018 7:03 PM

“I have attended a couple of Baby Lifeline study days and have found both to be both educational and enjoyable, and both **have influenced my day to day practice.**”

4/13/2018 10:18 PM

“At my trust there is so much irrelevant and repetitive training ...sometimes the really valuable information gets a bit lost.... often come away a bit confused, however after Baby Lifeline Emergencies in the Community... I learnt so much that is so relevant to my practise and I'm a member of cord team on labour ward! **It was really back to basics which made it so easy to understand**”

4/13/2018 4:54 PM

“**Education and training is not genuinely valued in the NHS** - this is clearly demonstrated by the lack of resources that are devoted to this. I cannot find venues for teaching, **have had to personally buy AV equipment for training,** and am **constantly having to cancel study days when short of staff in the clinical area.** Don Berwick talks about truly learning from experience, Jeremy Hunt has **committed to addressing safety issues in maternity; and an absolute prioritisation of education and training is the absolute key**”

4/13/2018 6:09 PM