

Agenda Item 8

Sheffield Teaching Hospitals NHS Foundation Trust

Information to support Health Scrutiny Panel

7 November 2024

Purpose

The purpose of this paper is to demonstrate the midwifery retention rates, which had been a concern when the Trust was last inspected by the CQC in 2022.

Assessment

Midwifery Retention

	Leaver rate	Turnover rate
STH rate	2.6%	5.6%
Quartile compared with others	1 st (best)	1 st (best)
Ranking	16th	9th
All Trust's median rate	4.3%	9.2%

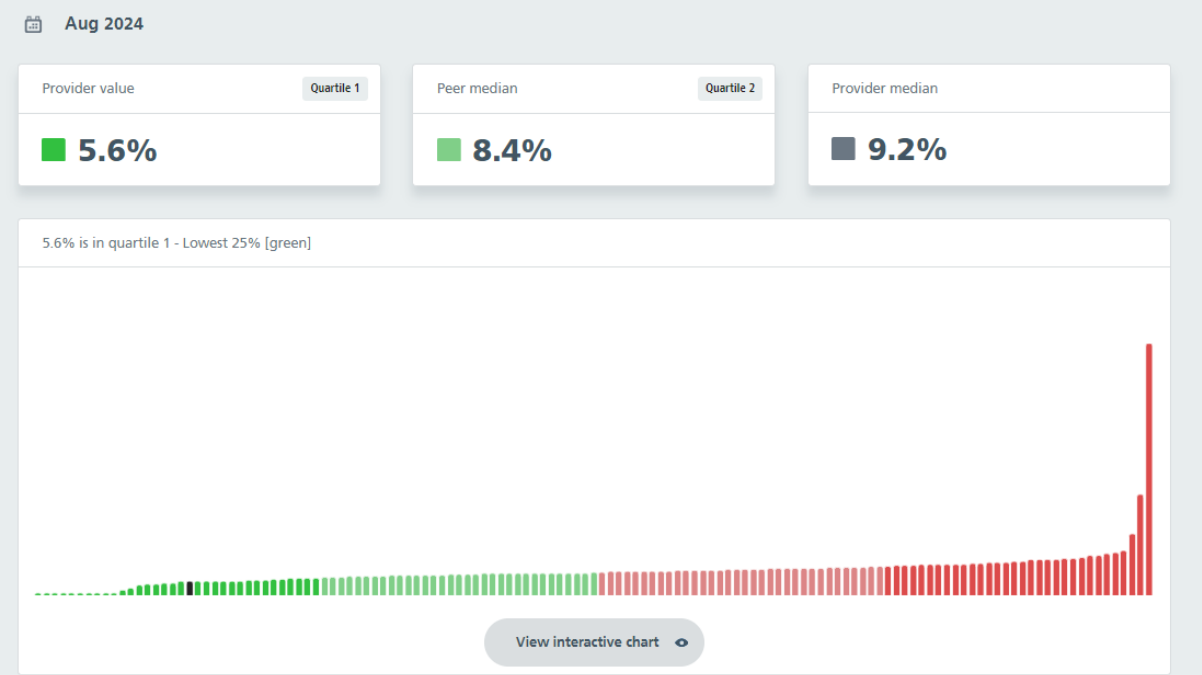
End of August 34 Midwifery vacancies
Early Career Midwives anticipated – 32.29
Anticipated position end of December – 1.71

The graphs below illustrate our leaver and retention rates, which show continued improvements from the graphs shared in the slides in September 2023. This, along with the latest figures in the table above, demonstrates embedded work on staff retention.

Midwives NHS leavers rate over the last 12 months.



A turnover of Midwives over the last 12 months.



Conclusion

Sheffield Teaching Hospitals has been on a continued improvement trajectory with midwifery retention over the past three years, sustaining good retention in the past two years.