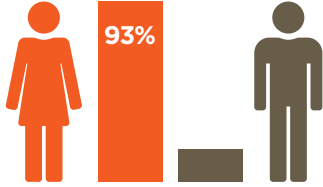


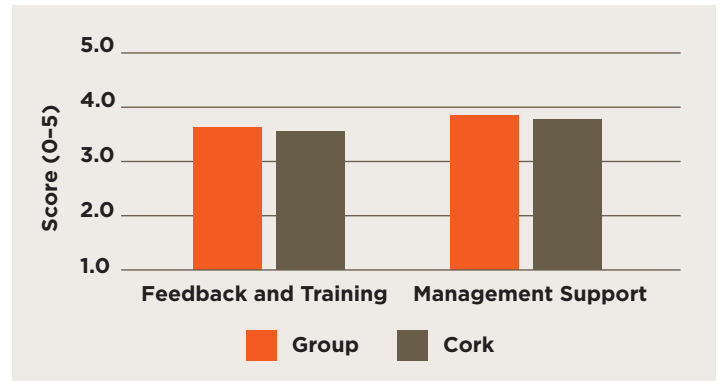
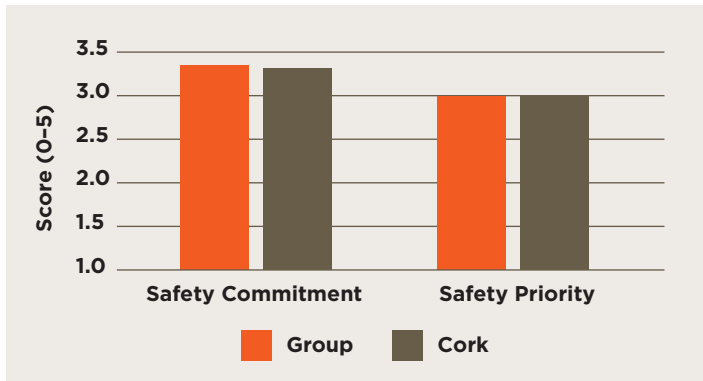
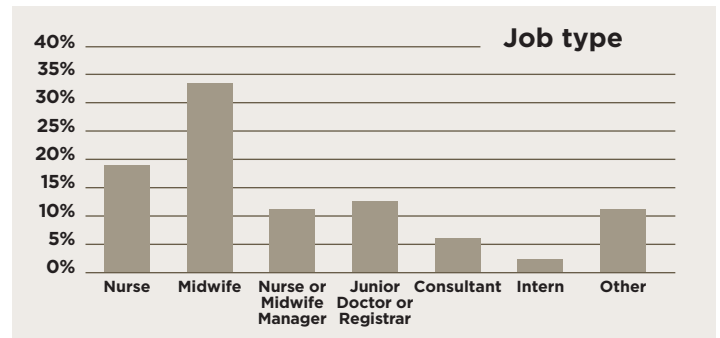
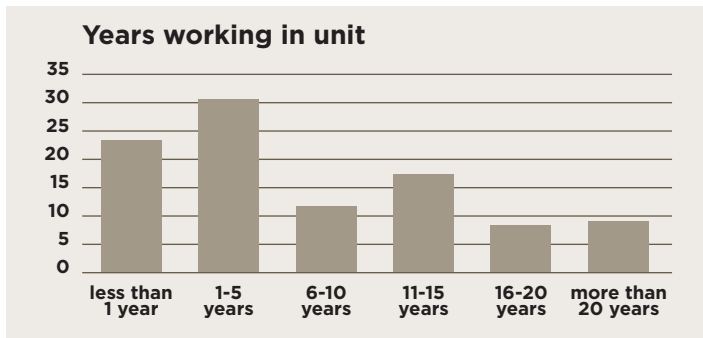
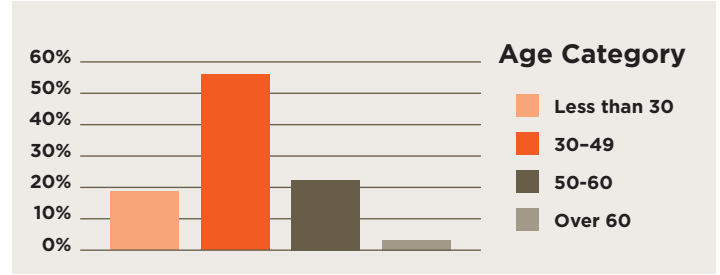
South South-West Hospital Group Maternities Workplace Survey CORK FINDINGS

The workplace survey was carried out in all four maternity units in the SSWHG by the NPEC (National Perinatal Epidemiology Centre) in partnership with Ireland South Women & Infants Directorate. All clinical staff was invited to complete the paper questionnaire.

93% Female



Permanent Contract Agency



Safety Commitment:
Workers' perceptions of how they generally show commitment to safety and promote safety and care for each others.

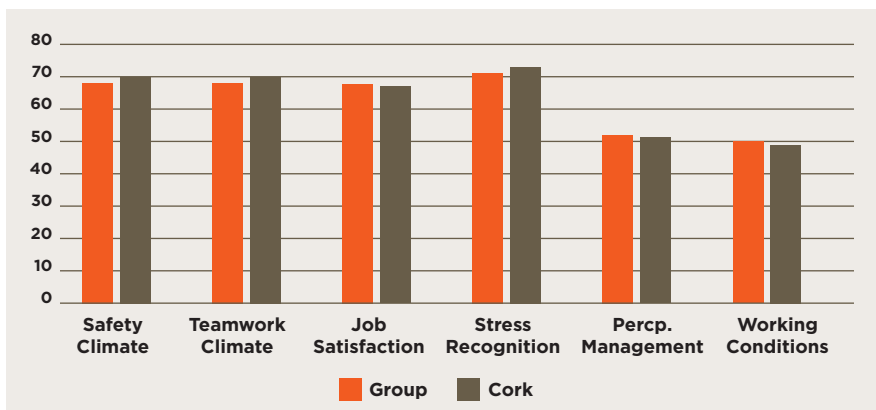
Safety Priority (Risk non-acceptance):
Workers' perceptions of how they generally accept risk-taking and prioritise safety before "productivity" goals.

Feedback and training:
Perceived levels of safety-related feedback and training provided to staff

Management support:
Workers perception of support for safety from management

Safety Priority and Commitment were marginally lower in Cork than in the other 3 maternities

Cork had stronger/more positive perceptions of Management support and feedback and training in comparison to the other 3 maternities

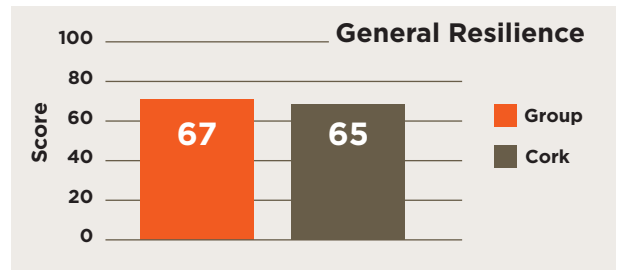


STRESS RECOGNITION LEVELS were slightly elevated, highlighting the presence of stress and fatigue in staff.

JOB SATISFACTION & TEAMWORK CLIMATE were higher than average showing a strong culture of working collaboration between professionals.

Resilience: the process of effectively negotiating, adapting to, or managing significant sources of stress or trauma. Having assets and resources to 'bounce back' in the face of adversity.

Staff in CUMH showed slightly lower levels of resilience when compared to the remaining 3 maternity units in the group

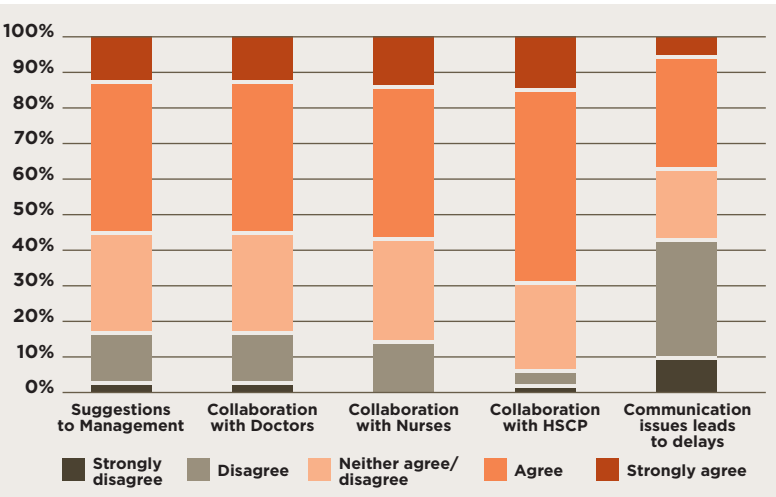
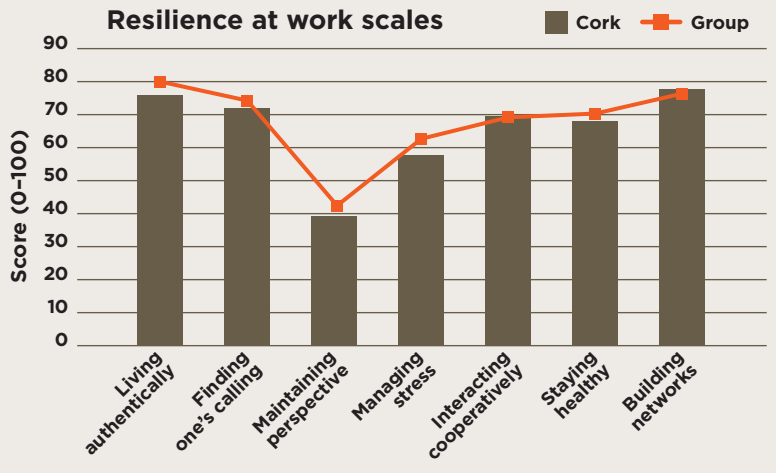


The levels of resilience recorded in Cork Maternity Unit were average (Score= 55; range 0-100).



Maintaining perspective (i.e. capacity to “bounce back” from setbacks, and manage negativity) and **managing stress** recorded the lowest values of all resilience scales.

- Generally, staff perceived that there was good collaboration with doctors, midwives and HSPs.
- Over 50% agreed that safety suggestions by staff would be acted upon if presented to management.
- Approximately 40% agreed that communication issues that lead to delays in delivery of care are common.



Main additional comments/suggestions mentioned by staff referred to the need to:



In Summary

Overall, safety climate and culture were positive though further work is required to enhance safety priority (and risk non-acceptance) at work.

Although climate and culture showed positive results, there is scope to improve staff wellbeing, training and working conditions to reduce issues of stress, improving communication and enhancing staff resilience.

Tailored and targeted initiatives are being planned to address these issues. This can, in future, be reflected in outcomes of improved wellbeing and quality of care.

The survey results were presented to the executive management team (EMT) and staff in order for staff wellbeing to become a high priority in CUMH.

National Perinatal Epidemiology Centre
Department of Obstetrics and Gynaecology
University College Cork

5th Floor
Cork University Maternity Hospital
Wilton
Cork

+353 (0)21 420 5053
npec@ucc.ie
www.ucc.ie/en/obsgyn/npec
or @NPEC_UCC

We would like to thank all the staff for their participation and the Cork CMMs/ CNMs and team leads for their assistance in distributing and promoting this survey.