

Ref: FOI/2025/11253

Date Received: 25th November 2025

Response Due: 23rd December 2025

Date: 24th December 2025

Dear Sir/Madam

With reference to your request for information received on 25th November 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

I am submitting the following request under the Freedom of Information Act 2000. I am seeking information relating to maternity midwifery staffing within your Trust. Please provide the following:

1. Daily Planned vs Actual Midwifery Staffing

a) Daily planned vs. actual midwifery staffing levels for maternity services from 1 Jan 2023 to the present day, or if this is not available, the most recent 24-month period for which records exist. If possible, please include: Ward / unit name Planned number of midwives per day (or shift) Actual number of midwives per day (or shift) If this information is collected and recorded at a different interval (e.g. per shift rather than per day), or using different measures (e.g. CHPPD rather than number of midwives) or as a percentage, please provide it in the format held.

The Trust is unable to provide this information as the information is not held in a reportable or structured format in our central system. The Trust has to take into account the cost attributable to the time spent in locating, retrieving, and collating the information. We have therefore applied exemption Section 12 (4) (b) of the Freedom of Information Act 2000-beyond appropriate limit. The appropriate limit is set at £450.00 (18hrs @ £25 per hour).

To provide this data for a 24 month period would require 2 years of daily reports, for 2 roster areas, which would mean 2 x 365 reports for 2 areas is a total of 1,460 reports that would need to create then analyse in a software program.

b) How the Trust defines "planned" vs "actual" staffing e.g. whether these definitions relate to establishment, funded posts, CHPPD, etc.

Our "planned" staffing relates to our establishment. Our "actual" staffing is input into Birth Rate + live during each shift.

2. Mitigation Measures Please confirm:

a) Whether the "actual" staffing numbers reported reflect staffing before or after mitigation measures are taken (e.g. redeployment, escalation, agency/bank use).

The staffing figures we hold reflect post-mitigation measures.

b) If data exists reflecting both pre- and post-mitigation staffing levels, please provide it.

The Trust is unable to provide this information as the information is not held in a reportable or structured format in our central system. The Trust has to take into account the cost attributable to the time spent in locating, retrieving, and collating the information. We have therefore applied exemption Section 12 (4) (b) of the Freedom of Information Act 2000-beyond appropriate limit. The appropriate limit is set at £450.00 (18hrs @ £25 per hour).

3. RAG Status / Safe-Staffing Thresholds

a) Does the maternity service use a Red–Amber–Green (RAG) rating system or equivalent to assess daily midwifery staffing safety?

Yes, we utilise the Birth Rate Plus Acuity Tool which creates a RAG rating.

b) If yes, please provide: The threshold definition for each rating category (e.g. how staffing levels trigger green/amber/red) Any accompanying policy or guidance documents that define how the RAG system is applied. The corresponding 'Red-Amber-Green' rating for each day of staffing data requested in Section 1 of my request

We do not hold the threshold ratings for each category within the RAG rating: these formulas are designed and implemented by Birth Rate +. We input data on our daily staffing levels and the acuity of the patients: the system will then create the RAG rating. We do not currently have an acuity or staffing-specific policy for this, but we do utilise the Northwest Escalation Policy, which is available online.

I understand that some safe-staffing information may already be publicly available on the Trust's website (e.g. monthly staffing reports or board papers). However, this request is specifically seeking more fine-grained data (e.g. daily or shift-level planned vs actual midwifery staffing, and associated RAG levels) that is not included within published reporting. If any of the requested information is already online, please provide the direct URLs to the specific published data. Please provide information in a spreadsheet format. If any part of the request is unclear or likely to exceed the cost limit, please advise and assist me in refining the request as per Section 16 of the Act.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Kevin Parker-Evans MBA, FCMI, CMgr, RN Dip HE
Chief Nursing Officer & Director of Infection Prevention and Control

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111