

# RCM Wales Branch Survey

December 2022

**Health Board:** Swansea Bay UHB  
**Date:** 5th of December, 2022  
**Theme:** Snap shot survey  
**Survey coordinator:** Stacey Keane  
**Responses:** 1 out of 157 on Swansea Bay RCM Facebook Group

## **THEME 1: STAFFING**

- ▶ Short staffing was a causative issue with all of the other concerns mentioned
- ▶ Phlebotomy service not reintroduced following Covid limited service - impacting on antenatal clinic

## **THEME 2: BREAKS AND HYDRATION**

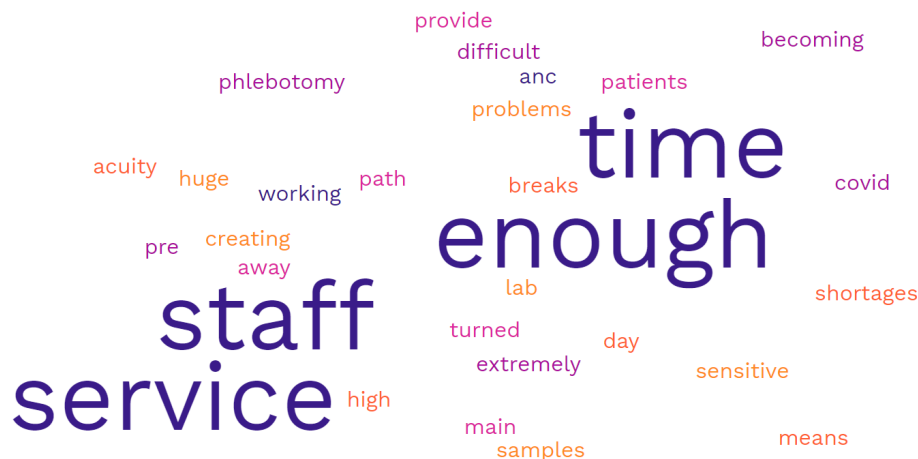
- ▶ Reports issues with taking breaks and keeping hydrated
- ▶ Barriers to taking breaks were identified as poor staffing and high acuity

## **THEME 3: UNDERMINING BEHAVIOURS**

- ▶ The one responder stated they had experienced undermining behaviours but either did not want to explain on the survey what the issues were or didn't feel psychologically safe to do so.

## **POSITIVITY: WELLBEING**

- ▶ Unfortunately there wasn't any positive comments to share with you, but there was interest in a health & wellbeing session and the member reported feeling able to support student's/newly qualified midwives adequately.



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## RCM RECOMMENDATIONS/TARGETED INTERVENTION SUGGESTIONS:

- ▶ At present with the limited survey response recommendations would not be helpful or appropriate.
- ▶ The Swansea Bay RCM branch currently has multiple vacancies for branch officers. These roles are vital to help support and develop the midwives and MSWs in Swansea Bay UHB. These roles are pivotal role in the learning & development/health and wellbeing of maternity staff. RCM Wales would advise the senior team to engage with the current workplace reps on an action plan to promote the Swansea Bay branch. Our recommendation is to ensure the current workplace reps have adequate time to complete their roles and to recruit into these roles.
- ▶ RCM Wales team will liaise with Swansea Bay WPR and Senior Team to see where RCM Wales can assist to inspire and ignite interest in the Swansea Bay RCM Branch and in improving the working environment for Maternity staff.
- ▶ We would encourage you as a team to advertise the excellent work you are doing and to consider nominating the team members for the RCM Awards 2023.



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