# THE MATERNITY BAROMETER

## AN EARLY WARNING SYSTEM FOR MATERNITY SERVICES

Seven leading indicators every board should review every month

### 1. WOMEN'S VOICE



**Are women saying they are being listened to?**

Feedback from women, surveys and real-time experience measures.

### 2. STAFF RESILIENCE



**Are staff sickness, vacancies and turnover beginning to rise?**

Sickness absence, vacancy rates and staff turnover.

### 3. ESCALATION & RESPONSE



**Are concerns escalated appropriately and are escalation events becoming more frequent?**

Maternal safety incidents, risk escalations, red flags, staffing breaches and capacity pressures.

### 4. TEAM WORKING



**Are multidisciplinary teams training and working together effectively?**

Training compliance, handover quality and teamworking culture.

### 5. LEARNING & IMPROVEMENT



**Are incidents leading to real organisational learning and demonstrable change?**

Timely investigations, actions implemented and learning shared.

### 6. OUTCOMES



**Are clinical outcomes confirming the picture the first five indicators are telling us?**

Key clinical outcomes for mothers and babies.



### LEADING INDICATORS. PREDICTING FAILURE BEFORE TRAGEDY.

Individually, no indicator proves a service is unsafe.
Together, they tell a story.

**From investigation... to anticipation.**

**KEY**

- **GOOD** – No immediate concern
- **CAUTION** – Monitor closely
- **POOR** – Action required

**ROY LILLEY**
The NHS Barometer Series



**STOP INVESTIGATING FAILURE.**
**START PREDICTING IT.**



The Maternity Barometer is a proposed framework. Local interpretation and context are essential.