

**Monthly Midwife: Birth ratio – worked – this calculation will provide the midwife to birth ratio for the month based on the actual availability of clinical midwives to provide care.**

	IN	OUT
Midwives	All clinical midwives	Vacancy
	Bank / agency shifts worked in month	Long term sickness
		Midwives temporarily working non-clinically
Managers	Wards	HOM / DOM
	Clinics	Matrons
	Community	DS manager (supernumerary as per Safer Births)
Specialists	<p>Clinical contribution (locally determined but most would have some but not necessarily rostered)</p> <p>The total clinical time can be worked out as a WTE for all specialists e.g., 10WTE who each work 0.2 clinical = 2WTE specialist contribution – just need to reduce if long term sick, vacant post etc</p>	<p>Non-clinical contribution for admin, audit, meetings etc</p> <p>Some specialists may have no clinical contribution such as Digital midwife, Governance / audit lead etc (still used in Escalation though)</p>
Support workers / nurses / NNs / NAs	Clinical contribution of staff at bands 3&4 plus B5 nurses to PN care in all areas	Support workers at band 2 in any area and band 3 in any area other than PN care.

This will give WTE clinical midwives available for the month

Monthly actual numbers of births x 12 divided by WTE number of midwives = M:B ratio for month