Workforce Study

Technical Guidance

Framework



Introduction

Birthrate Plus® is a workforce planning and decision-making system for assessing the needs of women for midwifery care throughout pregnancy, labour, and the postnatal period both in hospital and community settings.

The Acuity App assesses real time staffing and deployment based on the clinical needs of women and infants for intrapartum and ward areas. Together they support the provision of safe and effective care which is both sensitive and responsive to changes in acuity, workforce and national policy which may influence how maternity care is provided.

This technical guidance sets out the workforce study process clearly and transparently, to support services planning a workforce assessment. It includes:

- **What the modelling tool measures:** workload across antenatal, intrapartum and postnatal care to generate establishment and skill-mix recommendations.
- **Methodology and data requirements:** the datasets needed, underpinning assumptions, modelling steps and validation points.
- **Roles and responsibilities:** BI analysts preparing and validating data; digital midwives ensuring data quality and digital alignment; service leaders providing contextual insight, interpreting outputs and applying professional judgement.
- **Process timeline and checkpoints:** contracting, data submission, analytical review, local validation, reporting and final sign-off.
- **How to use outputs appropriately:** applying the findings to establishment planning, alongside professional judgement, operational intelligence and live acuity tools.