**MATERNITY MATTERS**

**Midwifery is grounded in Woman-Centred Practice**
Moruya midwives believe we need to be a strong resilient team to provide best practice care to our women and their families.

**INTRODUCTION**

**Aims:**
- Ensure our new midwives (all levels) felt they had the resources to support their transition into the unit.
- To see if we could provide a more consistent approach to our care of women and their families.
- To increase our team morale and cohesiveness.

**BACKGROUND**
A comprehensive assessment phase was undertaken in order to provide a cultural map of our service to women and their families.

**Key Themes Identified:**
1. Issues with our physical environment
2. Ineffective team communication
3. A perceived lack of learning opportunities in the unit
4. Lack of team cohesiveness demonstrated by our Team Culture Survey results and team discussions

While we knew from the women's and their families feedback that we provided a high level of care for them, other feedback from the assessment phase including from our Perinatal reviews indicated that we needed to be more consistent in our care and in our documentation of our care. Additionally we also knew that an improvement in the morale of the team and ensuring the team felt engaged and supported would have a direct impact on the experience of our women and their families. (McCormack & McCance 2010).

**CIRCLE OF INFLUENCE, CIRCLE OF CONCERN**
Using Covey's (1989) Circle of Influence, Circle of Concern we were able to identify those issues we couldn't address, and placed our focus on those we could – Specific, Measurable, Achievable, Realistic & Timely.

Ensuring our new midwives felt they had the resources to support their transition into the unit. By providing the same resources to existing staff we felt this would streamline our care in a consistent approach for the women and their families.

Ensure our team felt engaged and included in decisions and changes occurring within the unit.

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Moruya Maternity Unit
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