

## Appendix 1

Key Performance Indicator	Trust target	November 2020	November 2021	August 2022	March 2023
Sickness absence	<6%	11%	7%	7%	6%
Turnover	<10%	11%	9%	16%	11.5%
Midwifery Vacancy	<2.5%	5.5%	4% (excl Ockenden posts)	1% (excl Ockenden posts) (end of September position) 8 posts to fill	6 % * *change to funded establishment
PDR compliance	>90%	64%	61%	60%	66%
Mandatory Training Compliance	>90%	71%	77%	83%	82%
Number of complaints	n/a	19	12	10	4
Quality & Safety KPIs	Trust target	November 2020	November 2021	August 2022	March 2023
Vaginal births	n/a		55.6%	55%	54%
Induction of labour Rate	< 38%		35.6%	36%	36%
Elective Caesarean Section Rate*	n/a	14.1%	15.3%	n/a	n/a
Emergency Caesarean Section Rate*	n/a	13.3%	16.4%	n/a	n/a
Home births	4%	3.5%	2.3%	2.3%	1.2%
	National Rate	2020	2021	2022 (rolling 12 month rate)	2023 (rolling 12 month rate)
Stillbirth Rate	3.35/1000	3.44/1000	3.18/1000	3.26/1000	2.24/1000
Neonatal Death Rate	1.62/1000	1.41/1000	1.39/1000	1.22/1000	1.44/1000