

Total Intravenous Anaesthetic (TIVA) for the Obstetric Population

This guidance does not override the individual responsibility of health professionals to make appropriate decision according to the circumstances of the individual patient in consultation with the patient and /or carer. Health care professionals must be prepared to justify any deviation from this guidance.

Introduction

This guideline has been created to provide practical advice for the provision of total intravenous anaesthesia (TIVA) for the obstetric patient population.

Is there any NICE, SIGN, Royal College, specialist, guidelines etc. available?	NICE Caesarean Section Guidelines Association of Anaesthetists Guideline: Malignant Hyperpyrexia
Associated Policies:	Use of Bispectral Index (BIS) depth of anaesthesia monitors WHAT-KD-004

This guideline is for use by the following staff groups:

All anaesthetic, midwifery and obstetric staff, corporate risk and medical staff where applicable

Lead Clinician(s)

Dr Jaime Greenwood

Approved for use on:

Consultant Anaesthetist

Theatre, Anaesthetics and Critical Care Governance meeting 19.4.23 SCSD Divisional Governance 31.5.23

Review Date:

17th June 2026

This is the most current document and should be used until a revised version is in place

Key amendments to this guideline

Date	Amendment	Approved by:
April 2023	New Guideline	Medicines Safety
-		Committee

Page 1 of 22



Table of Contents

Objective	3
Scope	3
Theoretical benefits of performing TIVA for caesarean deliveries:	3
Considerations / Further Research Required	4
Indications for TIVA in obstetrics	5
Contra-Indications in obstetrics	5
Pharmacokinetic models: Table	6
Pharmacokinetic models: Diagram of compartment model	6
Safety checklist	8
Perioperative Considerations	9
Practical TIVA administration Guidance	10
Monitoring	14
References	15
Contribution List	15
Supporting Document 1 - Equality Impact Assessment Tool	17
Supporting Document 2 – Financial Impact Assessment	22



Total Intravenous Anaesthetics (TIVA) for the Obstetric Population

Objective

Practical guideline for the provision of total intravenous anaesthesia (TIVA) for the obstetric patient population.

Scope

There has been a substantial increase in the use of total intravenous anaesthesia (TIVA) in non-obstetric practice over the past decade, including when rapid sequence induction is used¹. Extensive literature on acceptability and safety of TIVA has now been published, however, due to a lack of research in Obstetrics, it is usually reserved as the safest option in high-risk women, such as those with Malignant Hyperthermia (MH) susceptibility or some neuromuscular disorders in which maintenance of general anaesthesia with inhalational agents is contraindicated^{2,3}.

This guideline is designed to provide a practical guide to set up and use TIVA for an obstetric patient, although clinical judgement and experience must also always be taken into account. TIVA is likely to be most suitable for category 2-4 caesarean sections (as opposed to category 1), due to the set-up and preparation of equipment required.

NB. This guideline is based on guidance from the James Cook Hospital, Middlesborough. Many thanks to Dr Christoper Wood and Dr Rebecca Parker for their research and guidance.

Theoretical benefits of performing TIVA for caesarean deliveries:

- Effects on uterine tone & blood loss in PPH:
 - Uterine hypotony is the leading cause of PPH. Inhalational anaesthesia may exacerbate uterine hypotony leading to prolonged bleeding from PPH and is an independent risk factor for haemorrhage-related morbidity⁴.
 - Propofol, used as TIVA, has been found to have minimal effect on uterine tone which may reduce bleeding risk^{5,6}.
- Recovery after anaesthesia:
 - Propofol-based anaesthesia has a lower incidence of PONV regardless of opioid use⁷.
 - Optimising recovery after obstetric anaesthesia is crucial to allow early establishment of infant feeding, allowing early mother and baby bonding and maximising wellbeing and positive experience.
- Lower environmental impact of propofol:
 - Emissions of inhalational anaesthetics are a significant contributor to global warming.
 - The use of propofol-based TIVA has been found to have 4 times smaller green-house gas effect than halogenated anaesthetics and nitrous oxide (N2O)⁸.
- Potential benefits of TIVA in high-risk pregnant patients:

Page 3 of 22



- Neuromuscular disorders / malignant hyperthermia susceptibility in mother OR child.
- Intracranial and spinal pathology / cardiac disease where regional anaesthesia is contraindicated.
- Pre-eclampsia due to exaggerated hypertensive response to laryngoscopy and emergence from anaesthesia

Considerations / Further Research Required

- Urgency of delivery
 - TIVA can be time-consuming in drawing-up propofol & remifentanil + setting up pumps.
- Effect on the neonate:
 - Propofol and remiferitanil cross the placenta and are cleared from the neonatal circulation rapidly^{10,11}.
 - A meta-analysis in 2013 comparing the use of remifentanil in patients undergoing general anaesthesia for lower caesarean section reported no observed difference in Apgar score or requirement for additional airway assistance post-delivery¹².
 - Furthermore, Hu and colleagues found no statistically significant differences in the neonatal Apgar scores and neurological adaptive capacity scores with prolonged administration of both propofol and remiferitanil prior to fetal delivery¹³.
 - As a precaution the neonatal team should be called for delivery when TIVA is used for GA delivery
- Haemodynamic instability
 - o Incremental increases in propofol and remifentanil target concentration
- Obesity
 - AABGI Guideline regarding TIVA in the general population: "There is a lack of evidence on whether it is better to use total body weight or another scalar such as adjusted body weight when using a TCI pump with these models in the obese. The Marsh and Schnider pharmacokinetic models and the calculated plasma propofol concentrations may not be accurate in the obese. The maximum body weight accepted by Marsh TCI pumps is 150 kg and pumps using the Schnider model only accept variables that result in a body mass index (BMI) < 35 kg.m⁻² for women or < 42 kg.m⁻² for men. When using TIVA in the obese, titration to clinical effect and pEEG monitoring is recommended."
 - Schneider model will overestimate weight in obesity
 - Calculate ideal body weight for use (45.5 + (0.91 × [height in centimetres 152.4])).
 - Marsh model will estimate LBM
 - Accurate up to BMI 37 then it paradoxically calculates a decrease in LBM.
 - Minto model will estimate LBM
- Awareness (see table below)

Page 4 of 22

Obstetric Pathways

WAHT-TP-094



- Obstetric anaesthesia remains a risk factor for awareness with an estimated incidence of ~1:670 cases under general anaesthesia as highlighted by the National Audit Project (NAP) five¹⁴. Obstetric cases account for 0.8% of general anaesthetics in the NAP5 Activity Survey but ~10% of NAP5 reports of awareness.
- Recovery:
 - The advantages and disadvantages of TIVA over inhalational techniques are not well described for the obstetric population.
- Potential disadvantages:
 - Pain on injection / Risk of gastric aspiration / Incidence of accidental awareness.
- Lack of pharmacokinetic models for TCI developed for pregnant patients.

Table: Risk Factors for Awareness

Risk factors for awareness.	Delivery	Out of hours Junior doctor Difficult intubation Urgent surgery Rapid sequence induction
		Neuromuscular blocking drugs
Patient		Young Female patient Obesity History of awareness Cardiovascular instability Chronic opioid abuse.

Indications for TIVA in obstetrics

General	Choice History of severe PONV
Specific	Long QT syndrome (QTc ≥ 500 milliseconds) Malignant hyperthermia risk Myasthenia gravis/neuromuscular disorders Risk of uterine hypotonia

Contra-Indications in obstetrics

Relative	Non consultant led care Out of hours practice
	Significant cardiovascular instability

Page 5 of 22



Pharmacokinetic models: Table

Remifentanil	Mode	I			
	Input		Age, LBM		
	Compartn Variable	nent es			
Propofol	Mode	l	Marsh	Schneider	Eleveld
	Input		TBW	Age LBM Height Sex	Age Weight Height Sex Co-administered opioid
	Compartn Variable	nent es	FIXED = Rate constant VARIABLE= V1,2,3	FIXED= V1 = 5L VARIABLE= V2	
	Key differences For a 85kg patient		V1= 19L Volume 1-3 scaled to patients weight	V1 = 5L	
	Overall	+	Fast induction	Smaller induction dose	Obesity
		-	CVS instability	Slow induction	Less experience in practice

Pharmacokinetic models: Diagram of compartment model

Page 6 of 22



TIVA; Safety Features required

TIVA based safety Pump features		Correct staff training for pump Maintained Appropriate alarm limits
	Drug	Correct concentration Correct PK model with parameters
	Delivery	Anti-reflux valve Anti-syphon valve



Safety checklist

Safety check	list for TIVA based anaesthetic	\checkmark
Safety	Consultant lead care	
Equipment	Two B Braun Space TCI Pumps + 3 rd pump available in case of	
	tallure	
	Available from main theatres/charged/plugged into mains Correct programme pat for potient charged/plugged into mains	
	Correct programme set for patient characteristics	
	Contect drug in contect pump Appropriate alarm limits	
	Appropriate alarmining MUST be returned to main theatres after use	
	TIVA Equipment Box	
	• 3 x 50ml Luer-lock syringe (1 spare)	
	 A32BL Three way extension set (includes green and clear lines): 	
	 Anti-syphon valve on the drug delivery line(s) 	
	 Anti-reflux valve on any fluid administration 	
	Labels (Propofol, Remifentanil)	
	Intravenous Infusion	
	Anti-reflux valve	
	Anti-siphon valves Drug	
	Devia	
	Diug	
	anaesthesia (to be found in main theatre recovery	
	Infusion syringes	
	• Correct order (from the top Propofol, Remifentanil, Vasopressor)	
	Correct drug concentration	
	Correctly labelled	
Patient	TWO Good/ reliable / well secured and visible IV access	
	Specific patient considerations relating to clinical situation	
Plan	Pump failure plan - See troubleshooting guide below.	



Perioperative Considerations

- All equipment should be collected and safety checked prior to use.
- A safety checklist (p.8) must be completed for all cases.
- The case must be discussed at the patient safety huddle, including the use of remifertanil if clinically indicated.
- At WRH the recommended induction profile would be use of 1% Propofol and muscle relaxant for induction at standard doses and NOT the pumps for induction dose. For clinicians less confident with use of TIVA for RSI in the obstetric population, this would seem the most familiar technique. Those more confident with TIVA in obs may choose one of the pump variations suggested in Guideline.
- Neurophysiological depth monitoring should be applied prior to induction (If available form main theatre complex if not continue with enhanced appreciation of awareness risks)
- The method of induction and pharmacokinetic model used should be based on the clinical situation.
- Anaesthetic agents should be titrated to clinical effect **and** with reference to anaesthetic depth monitoring device if used.
- Intubation should only occur when anaesthetic depth is reached (i.e. BIS value <50). The stimulating nature of obstetric procedures necessitates intraoperative opioids.
 - o Intermittent bolus technique
 - o Remifentanil Infusion
- The timing of longer acting intraoperative opiates is dependent upon the clinical situation but unless specifically indicated should be withheld until after cord clamping.
- Maintenance of anaesthesia by the continuous infusion of remiferitanil could contribute to the maternal hemodynamic stability and reduce the occurrence of intraoperative awareness⁹.
- All patients should receive longer acting opiate analgesia following delivery of the baby.
- End of case procedures should be followed for all patients.

Practical TIVA administration Guidance

Setup	Safety checklist for equipment/prerequisites (see above)			
	Inform obstetric and neonatal teams of oplate use.			
Induction	Induction agents Ranid Sequence induction (PSI) *Decommended method			
induction	(options for Standard introvensus induction with holis of presented			
	(options ion	 Stanuaru initiavenous induction with bolus of propolol. Start propolol TCL at reduced rate (i.e. 4 microgram/ml) 		
	maactiony	and titrate to BIS value		
		OR		
		• TCI with high initial infusion rates (e.g. 1200 ml/hour) with		
		rapid reduction in rate. Note. even at high infusion rates.		
		TCI induction doses are delivered slower than manual		
		administration.		
		Slow induction (1 - 3 microgram.ml-)		
		"Low to high induction technique" making slow incremental		
		increases in target concertation"		
		Rapid induction (4 – 6 microgram/ml)		
		Initial plasma site (Marsh PK model) propofol target		
		concentrations increased rapidly		
	Opioids	Bolus (fentanyl / alfentanil) OR		
	Neuromuseuler	Continuous Remitentanii Infusion		
	Neuromuscular	Suxamethonium followed by Atracurium OR		
Maintonanco	Bronofol	KOCUFONIUM		
Maintenance	Remifentanil	Titrated to effect 2 - 8 ng/ml		
Anaesthetic	Confirm depth of anaesthesia using processed EEG monitoring			
depth	Prior to skin incision ensure BIS <50			
End of case	Use regional anaesthesia and/or long acting opioids before stopping remifentanil			
	infusion.			
	Assess degree of paralysis by neuromuscular monitoring and reverse if clinically			
	indicated.			
	Consider stopping infusion when dressing applied			
	Remove giving set and flush cannula prior to transfer to recovery			
Obesity	The Marsh and Schne	ider pharmacokinetic models and the calculated plasma		
-	propofol concentrations may not be accurate in the obese.			
	Marsh: The maximum body weight accepted by Marsh TCI pumps is 150 kg.			
	Accurate up to BMI 37 then it paradoxically calculates a decrease in LBM.			
	Sebreiden Sebreider medel will everestimete weight in obeeity. Colouiste ideel bedu			
	Schneider: Schneider model will overestimate weight in obesity. Calculate ideal body			
	Shpeider model only accept variables that result in a body mass index (BMI) < 35			
	k_{g} .meruer model only accept variables that result in a body mass index (BIVII) < 35			
	When using TIVA in the	ne obese, titration to clinical effect and pEEG monitoring is		
	recommended.			



Troubleshooting

Pump Failure or loss of IV access	3 options	Switch to volatile anaesthetic if no contra-indication Re-start pump in manual mode using mls/hr Restart pump in TCI mode
Rapidly deepen anaesthesia	Overpressure	e pump rate followed by titration
Alarm limits	Confirm cannula function	
	Consider inci	easing pressure limits

Obstetric Pathways

WAHT-TP-094



Appendix 1. Quick look Process for Obstetrics TIVA set-up

Draw Up	 1% Propofol (intubating dose) Muscle relaxant (e.g. Suxamethonium 150mg) 50ml syringe of 1% propofol 50ml syringe of remiferitanil 2mg in 40mls (50microgram/ml)
Prepare	 Pump set up with preferred PK model (e.g. Marsh with values below) Standard AAGBI monitoring RSI and intubation preparation as per DAS / AAGBI guidelines 2 x cannulas: minimum 2x18G (TIVA + oxytoxin/phenylephrine infusions as required) TIVA extensions + fluid (Hartmanns) to A3 connector to patient
Anaesthetise	 WHO sign in (not anaesthetist leading) / Airway check Preoxygenate Give intubating dose of 1% Propofol and muscle relaxant Immediately start infusions at: Propofol: Target 4microgram/ml (3-8 range approx.) Remifentanil: Target 4nanogram/ml (2-8 range approx.) Aim for BIS / SedLine value <50 for intubation if using Consider use of NDNMB as required Long-acting opioids after delivery of baby Titrate anaesthetic to response and ensure adequate depth of anaesthesia +/- BIS monitor
N.B. Obesity	Marsh PK model will estimate LBM up to BMI 37 or 150kg If >150kg, use standard clinical acumen and BIS / SedLine to gauge depth of anaesthesia and titrate propofol/remifentanil to response. NOTE: PK models will not take into account intubating dose of propofol or concurrent use of Remifentanil Marsh facilitates quicker rise in drug plasma level Aiming for initial target of 4microgram/ml rather than 6microgram/ml will aim to mitigate the inherent front loaded dose

Page 12 of 22

Obstetric Pathways

WAHT-TP-094



Most of the time, this approach suits this clinical context but beware of CV depression.



Monitoring

Page/	Key control:	Checks to be carried out to	How often	Responsible	Results of check reported	Frequency
Section of		confirm compliance with the	the check	for carrying	to:	of reporting:
Key		Policy:	will be	out the check:	(Responsible for also	
Document			carried out:		ensuring actions are	
					developed to address any	
					areas of non-compliance)	
	WHAT?	HOW?	WHEN?	WHO?	WHERE?	WHEN?
3,4	Theoretical benefits and	Regular review of literature to	Yearly			Yearly
	contraindications/further	ensure that these remain up				
	research required	to date				
7	Safety Checklist	Audit of safety checklist use	6 monthly			

WAHT-

It is the responsibility of every individual to ensure this is the latest version as published on the Trust Intranet



References

- Juang J, Gabriel RA, Dutton RP, Palanisamy A, Urman RD. Choice of anesthesia for cesarean delivery: an analysis of the National Anesthesia Clinical Outcomes Registry. Anesth Analg. 2017;124:1914–1917.
- 2. Sury MRJ, Palmer JHMG, Cook TM, Pandit JJ. The state of UK anaesthesia: a survey of National Health Service activity in 2013. Br J Anaesth. 2014;113:575–584.
- 3. Al-Rifai Z, Mulvey D. Principles of total intravenous anaesthesia: practical aspects of using total intravenous anaesthesia. BJA Educ. 2016;16:276–280.
- 4. Turner RJ, Lambros M, Holmes C, et al. The effects of sevoflurane on isolated gravid human myometrium. Anaesth Intensive Care. 2002;30:591–596.
- 5. Yildiz K, Dogru K, Dalgic H, et al. Inhibitory effects of desflurane and sevoflurane on oxytocin-induced contractions of isolated pregnant human myometrium. Acta Anaesthesiol Scand. 2005;49:1355–1359.
- 6. Butwick AJ, Carvalho B, El-Sayed YY. Risk factors for obstetric morbidity in patients with uterine atony undergoing Caesarean delivery. Br J Anaesth. 2014;113:661–668.
- 7. Shin YK, Kim YD, Collea JV. The effect of propofol on isolated human pregnant uterine muscle. Anesthesiology. 1998;89:105–109.
- 8. Petros AJ, Bogle RG, Pearson JD. Propofol stimulates nitric oxide release from cultured porcine aortic endothelial cells. Br J Pharmacol. 1993;109:6–7.
- Dailland P, Cockshott ID, Lirzin JD, Jacquinot P, Jorrot JC, Devery J, et al. Intravenous propofol during cesarean section: Placental transfer, concentrations in breast milk, and neonatal effects. A preliminary study. Anesthesiology. 1989;71(1):827–34.
- 10. Kan RE, Hughes SC, Rosen MA, Kessin C, Preston PG, Lobo EP. Intravenous remiferitanil: Placental transfer, maternal and neonatal effects. Anesthesiology. 1998;88(1):1467–74.
- 11. Pandit JJ, Andrade J, Bogod DG, Hitchman JM, Jonker WR, Lucas N, et al. 5th National Audit Project (NAP5) on accidental awareness during general anaesthesia: Summary of main findings and risk factors. Br J Anaesth. 2014;113(4):549–59.
- HEESEN M, KLÖHR S, HOFMANN T, ROSSAINT R, DEVROE S, STRAUBE S, et al. Maternal and foetal effects of remiferitanil for general anaesthesia in parturients undergoing caesarean section: a systematic review and meta-analysis. Acta Anaesthesiol Scand. 2013;57(1):29–36.
- Bouattour, L., Ben Amar, H., Bouali, Y., Kolsi, K., Gargouri, A., Khemakhem, K., Kallel, N., Trabelsi, K., Guermazi, M., Rekik, A., Karoui A. Maternal and Neonatal Effects of Remifentanil at Induction of General Anesthesia for Cesarean Delivery. Ann Fr Anesth Reanim. 2007;26(4):299–304.
- Hu L, Pan J, Zhang S, Yu J, He K, Shu S, et al. Propofol in combination with remiferitanil for cesarean section: Placental transfer and effect on mothers and newborns at different induction to delivery intervals. Taiwan J Obstet Gynecol. 2017;56(4):521–6.
- 15. https://associationofanaesthetists-publications.onlinelibrary.wiley.com/doi/10.1111/anae.14428

REFERENCE FOR THE GUIDELINE - Dr Jaime Greenwood (Consultant Anaesthetist)

Contribution List

Contribution List

This key document has been circulated to the following individuals for consultation;

Designation
Dr Julia Blackburn (Anaesthetic Specialist Registrar)
Dr Oliver Williams (ACCS Anaesthetic Trainee)
Dr Jaime Greenwood (Anaesthetic Consultant, Obstetric Anaesthetic Lead)

This key document has been circulated to the chair(s) of the following committee's / groups for comments;

Committee		

Page **15** of **22**





Supporting Document 1 - Equality Impact Assessment Tool

To be completed by the key document author and included as an appendix to key document when submitted to the appropriate committee for consideration and approval.

Please complete assessment form on next page;







e healt)

Herefordshire & Worcestershire STP - Equality Impact Assessment (EIA) Form Please read EIA guidelines when completing this form

Section 1 - Name of Organisation (please tick)

Herefordshire & Worcestershire STP		Herefordshire Council	Herefordshire CCG	
Worcestershire Acute Hospitals NHS Trust	\checkmark	Worcestershire County Council	Worcestershire CCGs	
Worcestershire Health and Care NHS Trust		Wye Valley NHS Trust	Other (please state)	

Name of Lead for Activity	Dr Jaime Greenwood

Details of individuals completing this assessment	Name Julia Blackburn	Job title Anaesthetic Registrar	e-mail contact Juliablackburn@nhs.net
Date assessment completed	20/3/23		

Section 2

Activity being assessed (e.g. policy/procedure, document, service redesign, policy, strategy etc.)	Title: New guideline: Total Intravenous Anaesthetic (TIVA) for the Obstetric Population					
What is the aim, purpose and/or intended outcomes of this Activity?	Practical guideline for the (TIVA) for the obstetric pa			ision of total intravenous anaesthesia population.		
Who will be affected by the development & implementation of this activity?	 ✓ Service User ✓ Patient Carers 			Staff Communities Other		

Title					
WAHT-code	Page 18 of 22	Version 1			



		Visitors					
Is this:	Review of an existing activity						
	D PI	anning to withdraw c	or redu	uce a service, activity or presence?			
What information and evidence have you reviewed to help inform this assessment? (Please name sources, eg demographic information for patients / services / staff groups affected, complaints etc.	See	above reference list					
Summary of engagement or consultation undertaken (e.g. who and how have you engaged with, or why do you believe this is not required)	Not r	required					
Summary of relevant findings	See	guideline details					

Section 3

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. Please tick one or more impact box below for each Equality Group and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential	Potential	Potential	Please explain your reasons for any
	positive	neutral	negative	potential positive, neutral or negative impact
	Impact	impact	impact	identified
Age		\checkmark		This guideline can be used for all service users
				of childbearing age (who are the intended target
				population of the guideline)
Disability	\checkmark			This creates a guideline for TIVA use in many patients, but it is indicated for patients with preexisting conditions such as Myasthenia gravis/neuromuscular disorders, and therefore it may improve their care.
Gender		\checkmark		Some of the pharmacological models will
Reassignment				require the sex of the patient to be inputted, but this is unlikely to negatively impact the care they receive.
Marriage & Civil Partnerships		\checkmark		No relevant effect
Pregnancy & Maternity	\checkmark			This creates a guideline for TIVA use in many patients and therefore it may improve their care.
Race including Traveling Communities		\checkmark		No relevant effect
Religion & Belief		\checkmark		No relevant effect
Sex		\checkmark		

	Title	
WAHT-code	Page 19 of 22	Version 1



Equality Group	Potential positive	Potential neutral	Potential negative	Please explain your reasons for any potential positive, neutral or negative impact
	impact	impact	impact	identified
				This guideline only applies to pregnant women
Sexual Orientation		\checkmark		No relevant effect
Other Vulnerable and Disadvantaged Groups (e.g. carers; care leavers; homeless; Social/Economic deprivation, travelling communities etc.)		1		No relevant effect
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)		\checkmark		No relevant effect

Section 4

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce / eliminate negative impact	Who will lead on the action?	Timeframe
	n/a	•		
How will you monitor these actions?	n/a			
When will you review this EIA? (e.g in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	n/a			

Section 5 - Please read and agree to the following Equality Statement

1. Equality Statement

1.1. All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

1.2. Our Organisations will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the

Title		
WAHT-code	Page 20 of 22	Version 1





diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.

1.3. All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carer's etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA	
Date signed	
Comments:	
Signature of person the Leader	
Person for this activity	
Date signed	
Comments:	



Title		
WAHT-code	Page 21 of 22	Version 1



Supporting Document 2 – Financial Impact Assessment

To be completed by the key document author and attached to key document when submitted to the appropriate committee for consideration and approval.

	Title of document:	Yes/No
1.	Does the implementation of this document require any additional Capital resources	No
2.	Does the implementation of this document require additional revenue	No
3.	Does the implementation of this document require additional manpower	No
4.	Does the implementation of this document release any manpower costs through a change in practice	No
5.	Are there additional staff training costs associated with implementing this document which cannot be delivered through current training programmes or allocated training times for staff	No
	Other comments:	

If the response to any of the above is yes, please complete a business case and which is signed by your Finance Manager and Directorate Manager for consideration by the Accountable Director before progressing to the relevant committee for approval.

Title		
WAHT-code	Page 22 of 22	Version 1