

## TRUST BOARD MEETING – PUBLIC

To be held on 24 September 2014

<b>Title of Report:</b>	Nurse Staffing Report “ Safer Staffing”	
<b>Sponsoring Director:</b>	Dawn Wardell, Director of Nursing	
<b>Author(s):</b>	Dilly Wilkinson, Deputy Director of Nursing	
<b>Background Paper(s):</b>	National Quality Board, "How to ensure the right people, with the right skills are in the right place, at the right time" (2013).	
<b>Assurance Framework Link(s):</b>	Safe High Quality Care	
<b>CQC Link(s):</b>	Safe, Effective, Caring, Responsive, Well led domains.	
<b>Corporate Objective(s) supported by this paper:- (please tick)</b>	Patient care/Experience√	Service Development/ Stakeholders√
	Service Delivery√	Achieving targets√
	Workforce√	
<b>Legal Implication(s):</b>	Potential risk of litigation / exposure to risk of litigation if clinical standards are not met, links to health policy	
<b>Resource Implication(s):</b>	Budget agreed/ number of posts agreed previous board meeting	
<b>Impact on Health Inequalities including Equality &amp; Human Rights:</b>	Aims to support a reduction in health inequalities and improve life expectancy	
<b>Patient and/or Public Involvement:</b>	Supports the agenda by ensuring patients and public are aware of staffing levels.	
<b>Purpose of Report:</b>	inform the Board on recent activity and compliance.	
<b>Report Summary:</b>	<ul style="list-style-type: none"> <li>This report reviews the staffing for August 2014 and confirms that the daily escalation remains in place.</li> <li>Monthly national submissions of staffing levels continues to be published on the NHS Choices website.</li> </ul>	
<b>Recommendation(s):</b>	The Board is asked to accept the monthly reporting process.	
<b>Acronyms and Abbreviations</b>		

## Safe Nurse Staffing 24 September 2014

### Introduction

This report to Board of Directors includes the monthly update of the safer nurse staffing levels and the second submission of the data to be uploaded nationally and published on the NHS Choices website. Submission shown in Appendix A.

### Performance for July 2014 (1<sup>st</sup>-31)

WARD	Budgeted (qualified)	Budgeted (unqualified)	Vacancy (qualified)	Vacancy (unqualified)	RED	AMBER	GREEN
Adam Bede	18	10	nil	1.20	0	4	89
Alexandra	19.90	11.30	0.04	0.90	0	3	90
AMU	46.30	21.30	4.4	1.78	0	23	70
Bob Jakin	18	10	1.10	0.32	0	0	93
CCU	18.10	0	nil	n/a	0	1	92
Elizabeth	22.10	11.80	2.87	0.17	0	9	84
Felix Holt	19.80	11.80	nil	3.43	0	3	90
Melly	20.30	11.30	nil	1.70	1	10	82
Nason	19.90	11.30	nil	nil	0	7	86
Victoria	19.90	11.30	3.89	nil	0	5	88
<b>Total vacancies</b>			<b>7.33</b>	<b>9.5</b>			
ITU	42.07	1.40	nil	NA	0	2	91
A&E	49.68	8.9	nil	nil	0	3	90
6							
Mary Garth*	18	10	14.25	10	0	11	82
DPU	NA	NA	NA	NA			
<b>Maternity</b>							
Delivery	76.2	14.12	0.80	1.61	0	0	93
Drayton Ward					0	0	93
SCBU	20.56	2.97	1.02	0.57	0	0	93

\*Mary Garth and DPU are shown as extra capacity only.

**Vacancy level**

Qualified vacancy level on the core wards has now dropped below 10 WTE. Fortnightly recruitment events continue at the present but will move to monthly when vacancies stabilise.

	<b>April</b>	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>September</b>
<b>Wards</b>	36.08	36.05	37.92	15.82	9.52	7.33
<b>Mary Garth (extra capacity)</b>	13.45	14.45	14.45	15.45	14.25	14.25

Ward vacancy totals are for qualified nurses and excludes ICU and A&E. Vacancies are shown by month by whole time equivalent.

## Appendix A

Ward name	DAY		NIGHT	
	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Alexandra	98.0%	106.4%	103.2%	100.0%
Victoria	91.7%	112.8%	101.1%	100.0%
Nason	93.5%	112.8%	97.8%	106.4%
ITU	100.0%	NA	100.0%	NA
Adam Bede	103.2%	97.6%	100.0%	98.4%
Elizabeth	94.9%	108.4%	96.7%	109.5%
Bob Jakin	101.1%	98.4%	100.0%	100.0%
Melly	95.3%	111.5%	100.0%	100.0%
Felix Holt	106.6%	88.4%	100.0%	100.0%
CCU	100.5%	NA	100.0%	NA
AMU	92.7%	98.4%	102.6%	99.2%
Delivery	102.9%	103.2%	98.4%	100.0%
Drayton	101.3%	98.4%	100.0%	100.0%
SCBU	91.8%	80.8%	98.9%	266.7%