

BOARD OF DIRECTORS – PUBLIC

To be held on 30 July 2014

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

Safe Nurse Staffing 30th July 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 June 2014 (1st-30)

WARD	Budgeted (qualified)	Budgeted (unqualified)	Vacancy (qualified)	Vacancy (unqualified)	RED	AMBER	GREEN
Adam Bede	18	10	2.10	nil		1	89
Alexandra	19.90	11.30	0.97	1.57	1	1	88
AMU	46.30	21.30	4.27	0.63		22	68
Bob Jakin	18	10	0.10	Nil			90
CCU	18.10	0	nil	n/a		1	89
Elizabeth	22.10	11.80	2.67	Nil		5	85
Felix Holt	19.80	11.80	1.20	1.30			90
Melly	20.30	11.30	2.0	Nil		22	68
Nason	19.90	11.30	0.45	0.60		5	85
Victoria	19.90	11.30	2.16	0.5		2	88
ITU	42.07	1.40	nil	1.4			90
A&E	49.68	8.9	3.4	0.2			90
Total vacancies			19.22	6.2			
Mary Garth*	18	10	15.45	10		2	88
DPU	NA	NA	NA	NA	1		
Maternity							
Delivery	76.2	14.12	0.80	1.61			
Drayton Ward							
SCBU	20.56	2.97	1.02	0.57			

*Mary Garth is the winter capacity ward which has 2.55WTE substantive qualified staff that will be redeployed into vacancies when the ward closes.

Vacancy level

Qualified vacancy level on the core wards has now dropped below 20 WTE. Fortnightly recruitment events continue at the present but will move to monthly when vacancies stabilises below 10.

NICE publication on recommended nurse staffing levels

In July 2014 the National Institute for Clinical Excellence (NICE) published recommended guidelines on nurse staffing levels. The main recommendations are that qualified staff to patient ratio should be 1 qualified nurse to 8 patients and there should be a minimum of 2 registered nurses on duty all the time. It should be remembered these are only recommendations at this time. In the paper received by the board in November 2013 the 1 to 8 ratio was addressed although the 2 registered nurses on each shift has been in place for sometimes. The ratio of qualified nurses to bed is improved but there are still shifts where the improved figures give 1 nurse to 9 patients.

Appendix A

Ward name	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Alexandra	99.5%	101.3%	98.9%	103.3%
Victoria	98.1%	102.0%	98.9%	100.0%
Nason	96.7%	125.2%	97.8%	143.8%
Adam Bede	107.8%	98.4%	100.0%	97.6%
Elizabeth	97.6%	120.0%	100.0%	100.0%
Bob Jakin	102.2%	109.1%	100.0%	101.8%
Melly	89.0%	118.7%	103.4%	90.8%
Felix Holt	109.6%	90.8%	101.7%	98.4%
CCU	100.0%		98.9%	
AMU	90.2%	102.5%	98.0%	96.7%
Delivery	101.7%	96.1%	98.3%	90.9%
Drayton	102.5%	95.2%	96.7%	125.8%
SCBU	107.2%	100%	98.0%	100%