

TRUST BOARD MEETING
Meeting held on Wednesday 7th September 2016

Title of Report:	Report on Safe Nurse Staffing	
Sponsoring Director:	Michelle Norton, Director of Nursing	
Author(s):	Dilly Wilkinson, Deputy Director of Nursing	
Background Paper(s):		
Assurance Framework Link(s):	2.2.1; 2.3.1; 5.1.1:	
CQC Link(s):	18;9;10:	
Corporate Objective(s) supported by this paper:- (please tick)	Patient care/Experience ✓	Service Development/ Stakeholders ✓
	Service Delivery ✓	Achieving targets ✓
	Workforce ✓	
Legal Implication(s):	Legal claims reduced as quality and safety improved.	
Resource Implication(s):	Use of bank and agency staff due to vacancies.	
Impact on Health Inequalities including Equality & Human Rights:	Affects all patients equally	
Patient and/or Public Involvement:	Members Advocacy Panel (MAP) and Patients Advisory Forum (PAF) visits and audits are supported and responded to appropriately.	
Purpose of Report:	To provide the board with an update on nurse staffing at George Eliot Hospital.	
Report Summary:	<ul style="list-style-type: none"> • This report reviews the staffing for July 2016 and confirms that the daily escalation remains in place. • 3 red shifts were reported with it being deemed as red for safety. • There has been a very successful recruitment visit to the Philippines. • Monthly national submissions of staffing levels continues to be published on the NHS Choices website and include care contact hours (CHPPD) 	
Recommendation(s):	<ul style="list-style-type: none"> • The Board is asked to receive the most recent safe staffing report and accept escalation in place. 	
Acronyms and Abbreviations	WTE Whole time equivalent HCA Healthcare Assistant GEH George Eliot Hospital CHPPD Care Hours Per Patient Day	

Safe Nurse Staffing Report 7th September 2016

1.0 Current Position

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

Table 1 shows Red shift performance for July (1st – 30th)

WARD	Budgeted (registered)	Budgeted (unregistered)	Active Vacancy (registered)	Active Vacancy (unregistered)
Adam Bede	15.60	10.00	1.33	1.00
Alexandra	17.90	9.30	2.29	+0.60
AMU	37.70	21.30	8.39	+8.78
Bob Jakin	15.60	10.00	3.50	+2.64
CCU	13.90	0.00	0.06	0
Elizabeth	20.10	11.80	5.14	0.44
Felix Holt	14.00	11.80	3.07	+0.96
Melly	18.30	11.30	1.1	+0.30
Nason	17.90	18.30	+0.10	3.30
Victoria	17.10	11.30	4.77	+4.50
Mary Garth	16	10	7.11	0.40
Total vacancies	188.10	108.10	36.66	+12.64
ITU	42.07	1.40		0.0
A&E	32.68	8.90	1.97	0
Maternity				
Delivery/ Drayton	76.2	14.12	0	0.2
SCBU	20.56	2.97	1.4	0.53
Theatres				
Theatres			2.0	

1.1 Red shifts

In July there were 3 red shift that were classed as unsafe. One of these occurred on Victoria ward and two occurred A&E. The red shifts either were due to late cancellation or in one case a late sick call. In all three cases Thornbury agency requests were made but not filled. These shifts were classed as unsafe as there was no possibility of redeployment of staff due to staff gaps or high acuity elsewhere.

Other potential red shifts were mitigated by the matrons reviewing all the other areas for staffing options and where staff could be redeployed they were.

1.2 Vacancies

Reporting of vacancies as in table 1 is against 2015/16 budgets. In month we have had further successful recruitment days and have been able to appoint 4 WTE registered nurses. The recruitment has reduced vacancies in month by 2.18 WTE. At the September and October induction programmes we expect to welcome many newly qualified nurses particularly from Coventry University as this is the time when the majority of student nurses complete their training and begin their careers. This year we have made a particular effort to

keep in touch with those who have accepted jobs here and we hope this will ensure that they start with us and do not take up jobs elsewhere.

Table 2 shows vacancies by month.

	April	May	June	July
Wards	37.72	36.85	38.84	36.66

2.0 Unify data reporting

As part of the National safer staffing data (appendix 1) that is reported monthly through our Unify submission the Trust has commenced format reporting of care hours per patient day (CHPPD). Appendix 2 shows the CHPPD data as nationally uploaded both for June and July to allow comparison. It is noted that the number of patients in the cumulative midnight census is bigger in July which would indicate higher activity.

This measure has been developed nationally as a single means of measuring nurse staffing deployment and describes the nursing staff required against the staff available in relation to the number of patients. The measure shows the areas where more intensive nursing or midwifery care is in place such as ITU or labour suite.

3.0 International Recruitment Progress

In collaboration with UHCW a team of four staff from the Trust travelled to Manilla in the Philippines to recruit registered nurses to join us at the organisation over the next 9 to 12 months. The team included 3 senior nurses and a senior manager who interviewed over 120 candidates over two days and also undertook an orientation day with the successful candidates. Each candidate was recruited in the same manner as the recruiting for values framework that is used in the Trust currently. This includes a maths test, scenarios and an interview. On this occasion the team also took into consideration the nurses' language skills as an additional criterion.

These nurses are trained to the American standard and therefore should be able to achieve NMC registration within a short period of time after arriving at the Trust. Prior to leaving Manilla they will have passed their IELTS (International English Language Test System) assessment. On arrival they will commence work as band 4 nurses whilst they work towards their NMC registration which is expected to take about 3 months.

The recruitment visit was very successful and we have been able to offer 71 nurses jobs of which 11 are for theatres. The experience of other organisations would indicate the 1/3rd will for different reasons not finally arrive. Therefore we would expect to have 51 nurses commence as is our requirement.

The steering group will now move forward to recruit the project team who will ensure that these nurses are supported in their transition from the Philippines to NMC registration and received into the Trust successfully. This will include work and social wellbeing support.

4.0 Conclusion

The Board is asked to acknowledge the on-going work within recruitment and retention and particularly the very successful recruitment visit to the Philippines. Also the daily management undertaken to ensure safe staffing levels are maintained on the wards. All escalation remains in place.

Appendix 1 - Data uploaded nationally and published on NHS Choices

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	94.9%	99.4%	95.7%	121.7%
Victoria	86.3%	98.7%	95.7%	103.2%
Nason	93.1%	94.0%	100.0%	91.9%
ITU	95.4%	-	97.2%	-
Adam Bede	91.9%	110.3%	96.8%	127.4%
Elizabeth	88.0%	106.5%	96.8%	95.2%
Bob Jakin	98.1%	103.2%	98.4%	111.3%
Melly	90.8%	97.8%	96.8%	170.6%
Felix Holt	96.8%	97.4%	98.4%	96.8%
CCU	91.9%	-	96.8%	-
AMU	96.8%	104.7%	97.8%	100.7%
Delivery	98.8%	100.0%	95.2%	100.0%
Drayton	98.2%	89.2%	100.0%	96.8%
Mary Garth	83.3%	118.5%	100.0%	112.9%

Appendix 2 shows Care Hours Per Patient Day (CHPPD) June and July 2016

Ward name	Cumulative count over the month of patients at 23:59 each day in July 2016	Registered midwives/ nurses	Care Staff	Overall
Alexandra	843	2.6	1.9	4.5
Victoria	780	2.8	1.8	4.6
Nason	829	2.7	2.4	5.0
ITU	171	18.0	0.0	18.0
Adam Bede	553	3.1	3.0	6.1
Elizabeth	830	2.5	2.0	4.6
Bob Jakin	557	2.9	3.1	6.0
Melly	800	2.7	2.2	4.9
Felix Holt	583	3.5	2.7	6.2
CCU	336	5.8	0.2	6.0
AMU	1259	3.9	2.9	6.9
Delivery	198	13.8	3.5	17.3
Drayton	811	2.5	1.0	3.6

Ward name	Cumulative count over the month of patients at 23:59 each day in June	Registered midwives/ nurses	Care Staff	Overall
Alexandra	775	2.9	2.0	4.9
Victoria	715	3.2	1.9	5.1
Nason	788	2.7	2.6	5.3
ITU	192	15.4	0.0	15.4
Adam Bede	534	3.2	3.2	6.4
Elizabeth	796	2.6	2.3	4.9
Bob Jakin	534	3.1	3.3	6.4
Melly	778	2.8	2.3	5.1
Felix Holt	560	3.6	2.8	6.4
CCU	316	6.4	0.0	6.4
AMU	1124	4.5	3.4	7.9
Delivery	168	14.8	4.0	18.8

Drayton	679	2.8	1.3	4.1
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