

# Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 7<sup>th</sup> June 2018 as part of the Corporate Performance Report.

Performance to 30th April 2018

Safe Staffing Summary as at 30 April 2018 (Deputy Nursing Director)

**Workforce Highlights**

- Fourteen registered nurses (RN), one midwife and eleven pre-registration nurses new to trust commenced employment
- Nine band 2, three band 3 healthcare assistants, also commenced employment within the trust
- There were 44 new HCA members to the Nurse Bank
- Eight qualified staff left the Trust this includes 7 senior nurses, 6HCA's also left
- There are currently twenty-seven pre-registration nurses, three pre-registration theatre practitioners and one pre-registration midwife who are awaiting their professional registration.

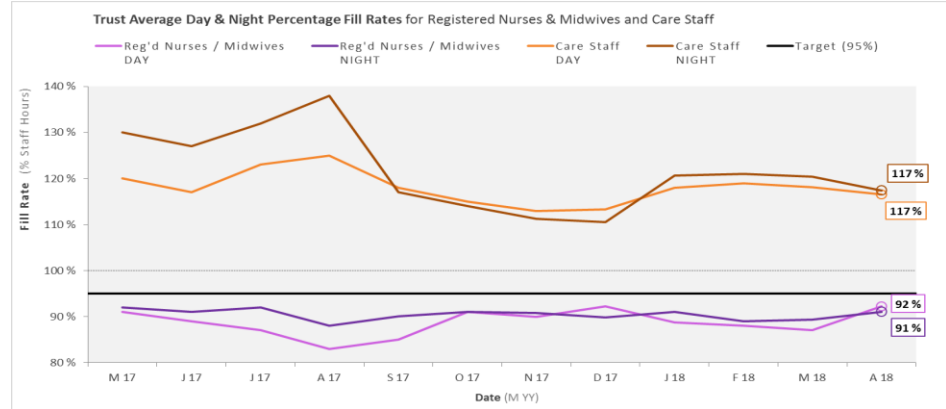
**Recruitment and Staffing Update**

The percentage fill rates for staff have increased for registered days and nights compared to March 2018. The fill rates for HCA's show a slight decrease, but continue to support the registered shortfall. The overall rates do not fully reflect the significant skill mix challenges that come with substituting and supplementing the RN workforce with HCA's. Continued escalation of up to 50 additional beds at times, RN vacancies, and ward sickness rates of 5.3% is affecting the ability to fill shifts with temporary staff. The Overall Shift Fill Rate 102% has increased compared to last month, however in line with the new establishments this will likely change next month as the new roster templates take effect from mid-May.

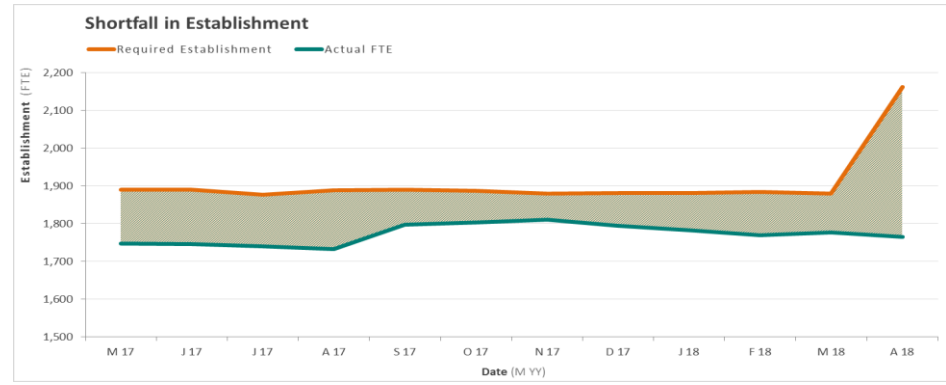
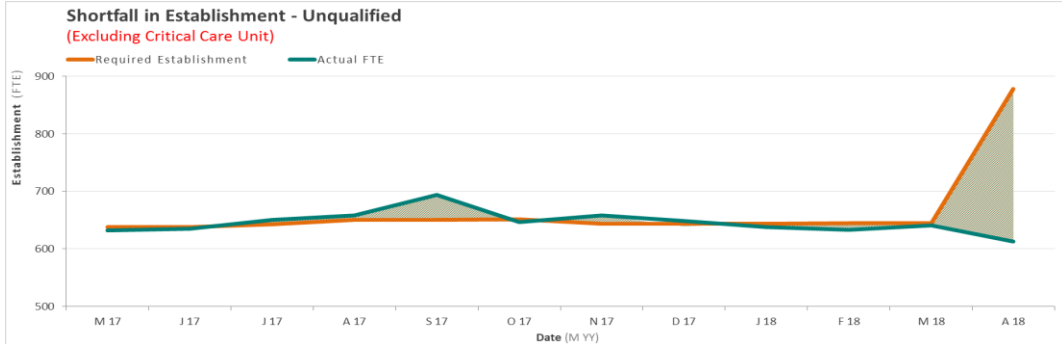
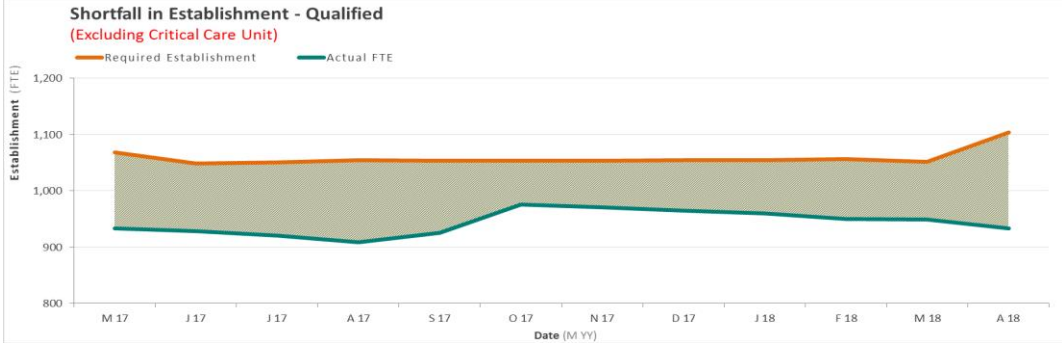
The new establishments have been introduced into the budget in April 2018 which has seen an increase in the vacancies for both for the ward based areas circa 76 WTE for medicine (excluding ED's and CRCU) and circa 49 for surgery. This does not include the number of staff who have been appointed and are waiting a start date and factor the newly qualified staff who started during April whilst awaiting their registration, which will significantly reduce vacancy gap and improve the RN staffing fill rate.

On a daily basis staff are redeployed from wards to the escalated areas at both sites.

Trust	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
Site	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	92.2 %	91.1 %	116.6 %	117.4 %
Chorley & South Ribble Hospital	92.7 %	97.5 %	103.8 %	106.4 %
Royal Preston Hospital	92.1 %	90.1 %	120.2 %	120.2 %



**ESTABLISHMENT**  
In order to clearly show the difficulties in recruiting RN&Ms, the standard overall shortfall establishment graph (below) has been split into two: qualified and unqualified nursing staff (left).  
Data Source: Required Establishment from General Ledger 'Funded WTE'. Actual WTE from ESR. The graph includes all ward areas as identified in the table on the following page. Also includes all Maternity and both EDs. Areas not included are: theatres and all non-ward



Performance to 30th April 2018

Safe Staffing Dashboard

The Safe Staffing Dashboard below shows the fill rates for April 18. It also displays the sickness rate and maternity leave rate for RNs and HCAs in each area.

Apr 2018			Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ N&M)		
Division	Cost Centre (CC)	Ward Name	Reg'd Nurses / Midwives		Care Staff		Sickness (% FTE)	Maternity (% FTE)	New RN&Ms (FTE)
			Day	Night	Day	Night			
Medicine	J35429	Barton	58.6%	95.2%	131.0%	114.4%	6.1%	-	-
Medicine	J35446	Bleasdale	86.2%	66.7%	140.0%	128.9%	4.8%	2.9%	-
Medicine	J35440	Brindle	101.2%	94.4%	75.1%	95.0%	12.5%	11.1%	-
Medicine	J35423	CCU CDH	90.0%	100.0%	106.7%	100.0%	3.1%	11.7%	-
Medicine	J35420	CCU RPH	98.3%	100.0%	-	-	5.9%	-	-
Medicine	J35310	CrCU	121.2%	108.4%	143.7%	116.7%	5.5%	4.8%	1.00
Medicine	J35504	EDU	86.3%	91.7%	103.8%	105.0%	2.2%	-	-
Surgery	J36016	Gynaecology	105.0%	100.0%	116.7%	88.3%	8.0%	6.5%	-
Medicine	J35438	Hazelwood	98.0%	91.7%	88.8%	108.3%	1.7%	0.9%	1.00
Surgery	J35104	Leyland	85.1%	85.0%	91.7%	81.0%	4.9%	2.7%	1.00
Surgery	J35116	Major Trauma Ward	109.3%	100.0%	107.5%	105.0%	4.6%	9.3%	-
Surgery	Multiple	Maternity	93.3%	81.7%	62.7%	90.0%	4.4%	5.6%	-
Medicine	J35437	MAU CDH	94.5%	99.3%	102.5%	118.3%	6.6%	1.3%	-
Medicine	J35408	MAU RPH	77.5%	76.7%	93.3%	97.5%	5.2%	-	-
Surgery	J36109	NNU	97.3%	94.2%	-	-	3.3%	7.3%	2.00
Medicine	J35759	NRU	71.7%	98.3%	150.7%	146.7%	5.3%	7.8%	-
Surgery	J35020	Surgical Unit	102.4%	105.0%	100.0%	93.3%	1.3%	3.0%	-
Surgery	J35905	Ribblesdale	87.8%	71.1%	154.3%	153.3%	5.9%	6.7%	-
Medicine	J35435	Rookwood A	89.6%	101.7%	148.5%	136.7%	4.3%	-	-
Medicine	J35434	Rookwood B	77.2%	101.7%	122.3%	95.8%	9.0%	2.7%	-
Surgery	J35751	Ward 2A	86.1%	56.7%	94.2%	123.3%	8.5%	6.5%	-
Surgery	J35752	Ward 2B	83.9%	81.7%	150.3%	160.0%	6.3%	-	1.00
Surgery	J35758	Ward 2C	96.2%	100.0%	134.4%	125.0%	1.5%	4.6%	1.00
Surgery	J35168	Ward 3	88.5%	96.7%	109.7%	150.0%	4.1%	-	-
Surgery	J35726	Ward 4	97.3%	95.6%	137.6%	133.3%	2.5%	2.2%	-
Medicine	J36105	Ward 8	92.4%	90.0%	54.4%	36.7%	4.2%	4.0%	4.00
Surgery	J35005	Ward 10	94.4%	96.3%	98.7%	140.0%	9.4%	2.0%	-
Surgery	J35011	Ward 11	78.8%	71.1%	128.3%	100.0%	4.5%	-	1.00
Surgery	J35006	Ward 12	72.0%	77.8%	137.5%	141.1%	8.6%	2.5%	-
Surgery	J35102	Ward 14	100.5%	100.0%	101.0%	130.0%	1.7%	0.8%	-
Surgery	J35031	Ward 15	112.2%	100.0%	130.0%	116.7%	6.4%	0.1%	-
Surgery	J35103	Ward 16	91.0%	100.0%	117.5%	126.7%	5.0%	7.9%	-
Medicine	J35753	Ward 17	79.0%	100.0%	150.0%	137.8%	0.5%	5.3%	1.00
Medicine	J35407	Ward 18	83.8%	69.6%	123.8%	131.1%	8.8%	2.6%	-
Medicine	J35451	Ward 20	87.4%	98.3%	123.8%	117.5%	7.2%	5.0%	-
Medicine	J35427	Ward 21	68.6%	66.4%	172.8%	104.2%	3.6%	2.9%	1.00
Medicine	J35449	Ward 23	81.2%	83.3%	106.4%	96.0%	7.1%	5.5%	-
Medicine	J35450	Ward 24	69.3%	91.1%	157.5%	130.8%	8.2%	0.7%	-
Medicine	J35853	Ward 25	90.6%	100.0%	109.5%	150.0%	3.8%	-	1.00

Areas of concern <75% Reg fill rate

Area of concern <75% Reg fill rate	Fill rate %	RN Vacancies WTE	Comments
Barton 22 beds	58.5% days	1.28	Average 1:7 Nurse to patient ratio on E as achieving 3 RN per early shift. Staffing reduced due to the imminent closure
Bleasdale 22 beds	66.6% nights	4.33	Average 1:7 Nurse to patient ratio as achieving 3 RN per early shift
NRU 12 beds	71.6% days	3.14	Achieving 2 RN per shift E& L which equates to 1:11 nurse to patient ratio.
Ward 11 18 + 4 HOBS	71.1% Nights	6.56	Achieving 3 RN per E, 2 per late which equates to 1:7.3 Nurse to patient ratio per E and 1:11 per late shift.
Ward 12 32 beds	72% days 77% nights	11.84	Achieving average 4 RN per early (1:8) and 3 RN per late (1:10.6) Average 1:16 Nurse to patient ratio as achieving 2 RN per night shift.
Ward 18 28 beds	69.5% nights	4.77	Achieving average 2 RN per night (1:14)
Ward 21 25 beds	68.6% days 66.3% nights	10.21	Achieving average 1:12.5 nurse to patient ratio late and nights working 2 RN per late and night shifts.
Ward 24 32 beds	69.3% days	8.14	Achieving 4 RN per E (1:8) and 3 RN per late (1:10.6)