

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 1st March 2017 as part of the Corporate Performance Report.

Safe Staffing Summary as at 31 January 2017

It is important to note that the data submitted is calculated in hours across the month. In terms of the actual 'shift' fill rate, the data below translates into an overall fill rate of 98.21% of our required shifts.

Workforce Highlights

- 20 registered nurses (RNs) and 1 registered midwife (RM) commenced employment within the trust during January 2017; 14 of which were allocated to ward-based areas.
- 15 band 2 HCAs and two Senior HCAs also commenced employment within the Trust during January 2017.
- There were 27 new members to the Nurse Bank, including four RNs.
- 16 RNs and one RM left the Trust during January. Three band 2 HCAs and one band 3 HCAs also left.
- There are currently 22 pre-registration nurses who are awaiting their professional registration.

Katie Swarbrick
Deputy Nursing Director

Recruitment and Staffing Update

The percentage fill rates for both RN and HCA's are very similar to those seen in December.

In Surgery, Ribblesdale Ward and Wards 12 2a, and 2b continue to be of particular concern.

In Medicine, Wd 19, W17, W21, W24 and MAU CDH are experiencing significant staffing difficulties. The Emergency Decisions Unit is also of concern with staffing difficulties and further pressure caused by changes to the ED at CDH.

During January high levels of sickness and an increase volume of escalated patients have put pressure on staffing resources. Additional agency staff from an off-frame work agency Thornbury supplemented staffing across both sites.

The operational impact of the shortages is being robustly managed by the Divisional Nursing Directors and Matrons. The demand for escalation beds has continued throughout January with Winstanley ward at CDH being open to at least 25 beds for the whole month and the Cardiac Cath Lab at Preston also being open for the whole month. The additional pressure in the system has meant that on some occasions Day Case Unit has also been used to provide care for patients when no other beds have been available. The opening of yet another escalation area has added further pressure to the staffing situation.

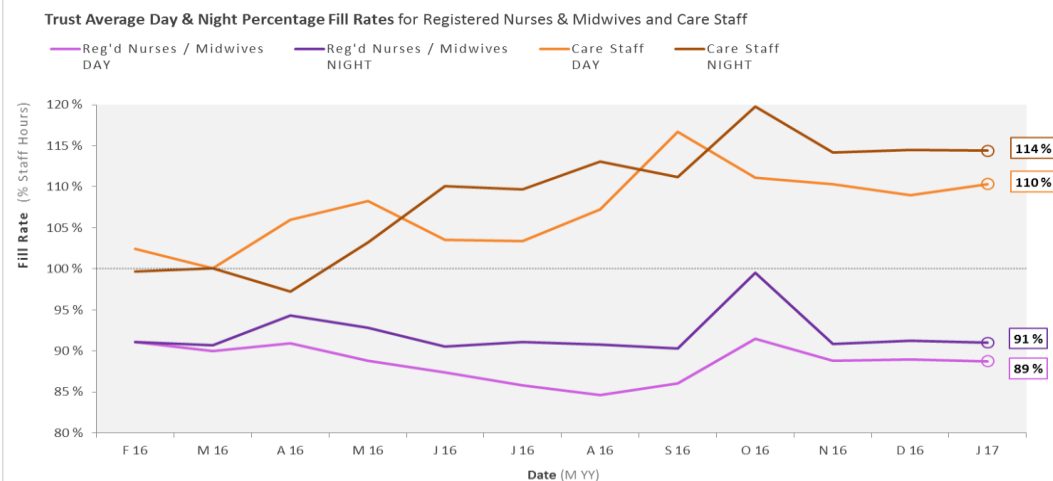
Daily staffing meetings are undertaken on both sites to maximise safe allocation of staff and the Nursing, Midwifery and AHP Director is meeting with the Divisional Nursing Directors and Matrons on a regular basis to manage and monitor the situation.

All efforts to fill shifts through redeployment of staff, bank and agency requests and cover from clinical educators / specialist nurses continue to be deployed. Efforts to ensure efficiency of rosters and evenness of shift allocations are also being scrutinised by the Matrons as part of the approval process. Ward and department based staff continue to be very flexible in both undertaking extra shifts and also through their support of colleagues in other areas when asked to move from one area to another to balance the risk to patients.

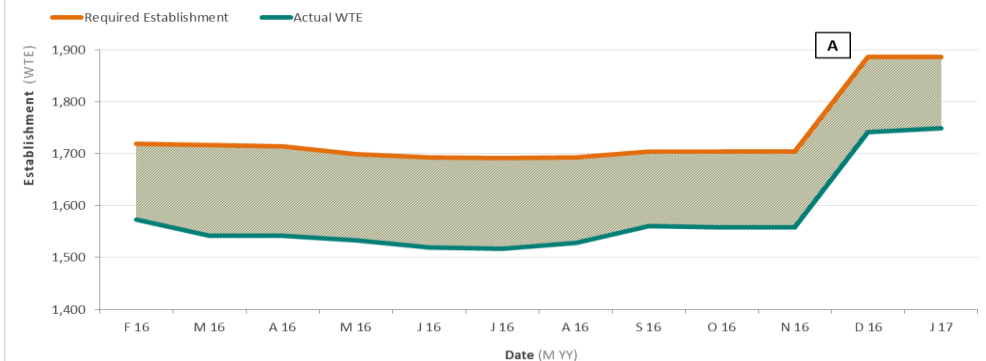
All areas have rolling recruitment activity underway and our centralised programmes are continuing.

A staffing assurance report is provided monthly to the Safety and Quality Sub Committee.

Trust	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	88.7 %	91.0 %	110.3 %	114.4 %
Chorley & South Ribble Hospital	92.4 %	89.2 %	99.0 %	102.4 %
Royal Preston Hospital	88.1 %	91.3 %	113.5 %	117.3 %



Shortfall in Establishment



A - Inclusion of Critical Care Unit (CrCU)

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: the atria and all non-ward-based teams & other departments.

Safe Staffing Dashboard

The Safe Staffing Dashboard below shows the fill rates for January 2017 and the corresponding key performance metrics for patient safety. It also displays the sickness rate and maternity leave rate for the RN's and HCA's staff in each area. Please note that the number of pressure ulcers reported on the database currently only includes those that have been through the validation process so the figure will change over the next few weeks.

The falls incidence for January has decreased slightly from the December figure. Of the 111 falls in January 17 (15.59%) mention staffing as a contributory factor.

The safety thermometer data shows that 28 areas achieved 100% which is the same number that achieved 100% in January. The friends and family results for January are not available at the time of submitting this report. Please refer to the safety and quality sections of the board report for further information.

Jan 2017			Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ N&M)			Safe Care					Effective Care	Patient Experience
Division Cost Centre (CC) Ward Name			Reg'd Nurses / Midwives		Care Staff		Sickness Rates (FTE %)	Mat Leave Rates (FTE %)	No. of New RN&Ms	No. of MRSA Infections	No. of C. difficile Infections	No. of Inpatient Falls	No. of Medication Admin Errors	Harm Free Care %	No. of Tissue Wounds	Friends & Family Test (FFT) (Recommend %)
			Day	Night	Day	Night										
Medicine	J35429	Barton	80.2%	100.1%	113.8%	130.4%	7.7%	-	-	-	-	1	-	100%		
Medicine	J35446	Bleasdale	70.3%	64.5%	146.8%	133.3%	3.0%	4.3%	-	-	-	2	-	100%		
Medicine	J35440	Brindle	87.2%	81.7%	100.0%	97.8%	6.9%	2.8%	-	-	1	5	-	100%		
Medicine	J35423	CCU CDH	98.9%	100.0%	91.9%	100.0%	5.1%	4.7%	-	-	-	2	-	100%		
Medicine	J35420	CCU RPH	92.3%	100.0%	-	-	-	-	-	-	-	-	-	100%		
Medicine	J35310	CrCU	104.7%	101.4%	93.0%	88.5%	6.9%	4.6%	3	-	-	-	7	96.30%		
Surgery	J36016	Gynaecology	93.8%	95.2%	148.4%	93.5%	5.8%	6.2%	-	-	-	-	-	83.30%		
Medicine	J35438	Hazelwood	85.2%	98.4%	97.4%	100.0%	8.7%	3.0%	-	-	1	3	-	100%		
Surgery	J35104	Leyland	106.3%	98.4%	114.2%	114.0%	6.9%	-	1	-	-	2	1	97.60%		
Surgery	J35116	Major Trauma Ward	100.0%	100.0%	119.9%	148.4%	1.5%	5.3%	-	-	-	-	-	100%		
Surgery	Multiple	Maternity	87.9%	81.2%	74.6%	75.0%	5.4%	2.2%	-	-	-	1	1	100%		
Medicine	J35437	MAU CDH	83.5%	78.1%	96.0%	129.0%	5.3%	5.4%	-	-	-	4	-	100%		
Medicine	J35408	MAU RPH	81.4%	77.4%	96.8%	118.3%	4.3%	-	-	-	2	3	-	96.60%		
Surgery	J36109	NRU	89.9%	91.5%	122.7%	66.7%	6.6%	8.1%	-	-	-	-	9	100%		
Medicine	J35759	NRU	80.1%	95.2%	126.5%	149.2%	6.5%	3.9%	-	-	-	-	-	100%		
Surgery	J35020	Surgical Unit	106.2%	82.3%	103.0%	80.6%	11.5%	2.9%	-	-	-	1	-	-		
Surgery	J35905	Ribblesdale	74.2%	72.0%	133.2%	106.5%	4.5%	4.6%	-	-	-	6	1	96.40%		
Medicine	J35435	Rookwood A	94.7%	96.8%	98.6%	102.2%	6.5%	4.4%	-	-	1	11	-	100%		
Medicine	J35434	Rookwood B	92.5%	98.4%	95.1%	95.9%	7.2%	-	1	-	-	3	-	100%		
Surgery	J35751	Ward 2A	73.5%	92.7%	115.7%	138.7%	9.6%	0.1%	1	-	-	5	-	100%		
Surgery	J35752	Ward 2B	68.9%	85.5%	91.1%	95.2%	12.4%	2.4%	1	-	-	1	1	100%		
Surgery	J35758	Ward 2C	83.7%	100.0%	114.0%	88.7%	3.2%	4.9%	-	-	-	3	-	94.10%		
Surgery	J35168	Ward 3	87.4%	96.8%	122.1%	96.8%	2.5%	8.8%	1	-	1	2	-	100%		
Surgery	J35726	Ward 4	80.8%	69.9%	113.2%	124.1%	7.1%	7.1%	-	-	-	1	1	100%		
Medicine	J36105	Ward 8	98.4%	97.2%	72.6%	71.0%	3.5%	1.5%	2	-	-	1	1	100%		
Surgery	J35005	Ward 10	96.1%	100.0%	122.6%	116.1%	5.9%	5.2%	-	-	-	2	1	100%		
Surgery	J35011	Ward 11	81.7%	79.6%	108.5%	119.4%	7.9%	-	-	-	1	1	1	100%		
Surgery	J35006	Ward 12	83.2%	84.9%	122.3%	143.0%	11.1%	10.5%	-	-	-	4	1	100%		
Surgery	J35102	Ward 14	101.7%	104.8%	103.0%	117.2%	7.0%	1.7%	-	-	-	1	-	96.00%		
Surgery	J35031	Ward 15	98.8%	100.0%	130.6%	104.3%	1.0%	-	1	-	-	2	1	100%		
Surgery	J35103	Ward 16	82.0%	100.0%	113.8%	125.3%	3.0%	5.8%	-	-	-	3	-	100%		
Medicine	J35753	Ward 17	76.8%	95.7%	124.2%	136.6%	8.2%	7.7%	1	-	-	5	3	93.30%		
Medicine	J35407	Ward 18	89.1%	72.0%	119.4%	140.9%	13.0%	2.0%	-	-	-	9	-	100%		
Medicine	J35451	Ward 20	83.9%	100.0%	118.7%	125.2%	9.2%	0.8%	-	-	-	5	1	100%		
Medicine	J35427	Ward 21	79.6%	79.8%	130.8%	158.1%	5.6%	2.9%	-	-	-	3	-	100%		
Medicine	J35449	Ward 23	80.6%	83.9%	114.2%	103.2%	4.8%	7.1%	-	-	-	3	-	100%		
Medicine	J35450	Ward 24	74.9%	93.5%	137.9%	128.2%	5.8%	7.1%	-	-	-	5	-	100%		
Medicine	J35853	Ward 25	95.4%	100.0%	91.8%	95.2%	3.9%	7.9%	-	-	-	1	1	91.30%		