

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 6th July 2017 as part of the Corporate Performance Report.

Safe Staffing Summary as at 31 May 2017 (Deputy Nursing Director)

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 103.5% of our required shifts.

Workforce Highlights

- Five registered nurses (RN) and three pre-registration nurses commenced employment within the trust of which four nurses commenced within the ward-based areas.
- 11 band 2 HCAs, two Senior HCAs and two Trainee Nursing Assistant Practitioners also commenced employment within the Trust.
- There were 39 new members to the Nurse Bank, including six RNs.
- 12 RN's left the Trust. Three band 3 HCAs also left.
- There are currently 14 pre-registration nurses and two pre-registration midwives who are awaiting their professional registration.

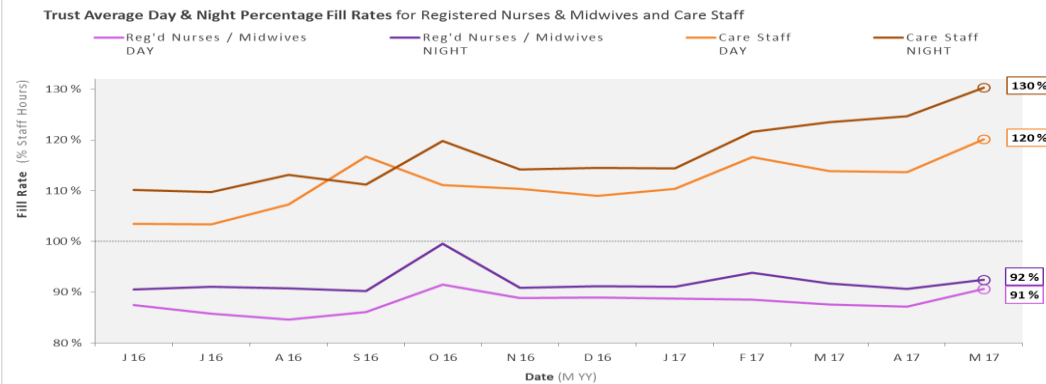
Recruitment and Staffing Update

The percentage fill rates for RN's show a marginal increase for nights. The fill rates for HCA's show some compensation for the increase, but as described in previous reports the overall rates do not fully reflect the significant staffing difficulties being experienced on a day to day basis in many areas compounded by continued escalation, increasing RN vacancies, ongoing high sickness rates and a reducing availability to fill shifts with temporary staff despite engaging with an 'off framework' agency.

The operational impact of the shortages is being robustly managed by the Divisional Nursing Directors and Matrons on a daily basis. On a daily basis staff are redeployed from the wards as detailed opposite to the escalated areas at both sites. The demand for escalation beds has decreased during May however the Cardiac Cath Lab at Preston has been open for 16 days.

Total N&M vacancies in May 17 are 152.9 WTE RN/RM and over recruitment of -8.5 WTE unreg. staff (all areas). 122 WTE of vacancies are within medicine and surgical division. The impact of vacancy alongside maternity and sickness rates require an increased use of HCA to mitigate the risk of shortfalls in RNs. E roster compliance is known to positive impact fill rates therefore monitoring of compliance is included and is demonstrating an improved position from April 63% to May 79%.

Trust	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
May 2017				
Lancashire Teaching Hospitals NHS FT	90.6 %	92.4 %	120.1 %	127.6 %
Chorley & South Ribble Hospital	94.3 %	93.7 %	112.6 %	116.7 %
Royal Preston Hospital	90.0 %	92.2 %	122.2 %	130.3 %



Areas with less than 75% RN fill rate

Medicine

Barton (22 beds) - RN vacancies average achieving 2 RN per shift which equates to 1:11 nurse / pt ratio. HCA support increased

Bleasdale (22 beds) - RN vacancies average achieving 3 RN per E shift which equates to 1:7.3 nurse / pt ratio. HCA support increased to support enhanced care

Ward 17 (30 beds) - RN days achieving 4 RN per E which equates to 1:7.5 nurse/pt ratio

Ward 18 (28 beds) - RN nights achieving 2 per shift 1:12 pt/nurse ratio HCA support increased.

Ward 21 (25 beds) - RN D achieving 3 per E shift 1:8 pt/nurse ratio, HCA supporting enhanced care and escalation of cath lab

Surgery

Ward 4 (32 beds) - RN vacancies. HCA increase to support achieving 1:16 nurse/pt ratio on nights

Ward 10 (24 beds) - RN Vacancies achieving 2 RN per night shift 1:14.5 pt/nurse ratio

Ward 11 (18 beds + 4 HOBs) - HOBs not staffed due to staffing, pt management in side rooms.

Ward 12 (32 beds) - High parenting leave and RN vacancies, achieving 3 RN D 1:10.5 pt/nurse ratio Increased HCA support

Further Information

Areas with greater than 125% HCA fill rate

Gynae - Increased HCA to support EMPA go live

NRU - Enhanced Care

Ward 25 - Supporting bariatric pt (requires 5 to lift)

Major Trauma Ward - Increased HCA to support M&H pts

Rookwood A - Additional HCA to support enhanced care due to increase in pt. assault on staff

Ward 18 - RN nights achieving 2 per shift 1:12 pt/nurse ratio HCA support increased

Areas with less than 75% HCA fill rate

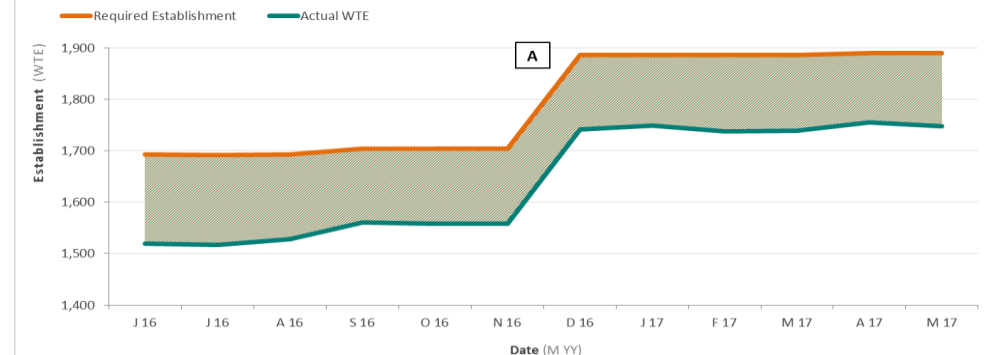
Ward 8 - HCA sickness secondary to behavioural standards being addressed with workforce.

NUU - HCA sickness 4 FTE in post, support gained through outreach teams and housekeeper as required.

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

Shortfall in Establishment



Nursing Directorate - Safe Staffing (cont'd)

Safe Staffing Dashboard

The Safe Staffing Dashboard below shows the fill rates for May 2017. It also displays the sickness rate and maternity leave rate for RNs and HCAs in each area.

May 2017			Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ,N&M)		
			Reg'd Nurses / Midwives		Care Staff		Sickness Rates (FTE %)	Mat Leave Rates (FTE %)	No. of New RN&Ms
Division	Cost Centre (CC)	Ward Name	Day	Night	Day	Night			
Medicine	J35429	Barton	58.5 %	101.7 %	136.4 %	116.3 %	7.3 %	-	-
Medicine	J35446	Bleasdale	69.6 %	65.6 %	148.9 %	129.0 %	6.5 %	5.5 %	-
Medicine	J35440	Brindle	84.1 %	91.4 %	124.0 %	109.7 %	5.8 %	-	-
Medicine	J35423	CCU CDH	105.4 %	100.0 %	90.3 %	100.0 %	2.1 %	10.2 %	-
Medicine	J35420	CCU RPH	89.7 %	100.0 %	-	-	0.2 %	-	-
Medicine	J35310	CrCU	108.8 %	103.5 %	99.5 %	90.3 %	5.2 %	4.7 %	-
Surgery	J36016	Gynaecology	98.6 %	100.0 %	141.9 %	93.5 %	3.1 %	2.8 %	-
Medicine	J35438	Hazelwood	96.2 %	100.0 %	82.3 %	100.0 %	2.0 %	-	-
Surgery	J35104	Leyland	88.1 %	100.0 %	128.5 %	106.8 %	6.9 %	-	-
Surgery	J35116	Major Trauma Ward	101.4 %	100.0 %	151.2 %	150.0 %	2.4 %	8.6 %	-
Surgery	Multiple	Maternity	91.7 %	86.2 %	77.0 %	100.0 %	3.4 %	1.2 %	-
Medicine	J35437	MAU CDH	84.8 %	82.6 %	133.9 %	143.5 %	5.1 %	4.6 %	-
Medicine	J35408	MAU RPH	98.3 %	88.2 %	107.0 %	155.9 %	4.6 %	-	-
Surgery	J36109	NNU	97.5 %	94.4 %	65.2 %	42.1 %	8.6 %	5.3 %	-
Medicine	J35759	NRU	77.4 %	98.4 %	135.5 %	108.6 %	4.7 %	-	-
Surgery	J35020	Surgical Unit	103.4 %	93.5 %	74.2 %	103.2 %	14.2 %	1.1 %	-
Surgery	J35905	Ribblesdale	89.1 %	66.7 %	165.9 %	144.1 %	9.4 %	2.0 %	-
Medicine	J35435	Rookwood A	100.6 %	100.0 %	126.5 %	143.7 %	12.3 %	2.2 %	-
Medicine	J35434	Rookwood B	110.3 %	100.0 %	112.5 %	100.8 %	5.7 %	-	-
Surgery	J35751	Ward 2A	88.3 %	98.4 %	121.6 %	138.7 %	7.0 %	-	-
Surgery	J35752	Ward 2B	86.8 %	88.7 %	136.9 %	95.2 %	1.0 %	4.6 %	-
Surgery	J35758	Ward 2C	95.7 %	98.4 %	97.8 %	100.0 %	3.3 %	4.5 %	-
Surgery	J35168	Ward 3	88.1 %	100.0 %	88.4 %	106.5 %	6.4 %	9.7 %	-
Surgery	J35726	Ward 4	72.0 %	64.5 %	178.0 %	157.1 %	1.0 %	4.5 %	-
Medicine	J36105	Ward 8	100.3 %	98.4 %	58.1 %	82.3 %	3.8 %	1.4 %	-
Surgery	J35005	Ward 10	90.9 %	74.2 %	93.8 %	151.6 %	2.2 %	5.6 %	-
Surgery	J35011	Ward 11	66.8 %	67.7 %	105.2 %	150.0 %	3.1 %	3.4 %	-
Surgery	J35006	Ward 12	71.6 %	66.7 %	135.9 %	128.9 %	6.2 %	6.8 %	-
Surgery	J35102	Ward 14	117.2 %	101.6 %	103.1 %	129.0 %	2.4 %	1.7 %	-
Surgery	J35031	Ward 15	79.4 %	96.8 %	135.1 %	101.1 %	10.2 %	2.6 %	-
Surgery	J35103	Ward 16	76.5 %	101.6 %	145.6 %	175.0 %	9.0 %	8.2 %	-
Medicine	J35753	Ward 17	72.9 %	92.5 %	151.1 %	135.5 %	4.3 %	4.9 %	-
Medicine	J35407	Ward 18	83.5 %	80.6 %	112.9 %	153.8 %	10.1 %	2.0 %	1
Medicine	J35451	Ward 20	90.8 %	96.8 %	122.8 %	145.4 %	3.8 %	2.6 %	-
Medicine	J35427	Ward 21	71.3 %	86.0 %	140.8 %	165.6 %	7.0 %	3.2 %	-
Medicine	J35449	Ward 23	94.4 %	102.6 %	111.6 %	106.5 %	1.4 %	6.5 %	-
Medicine	J35450	Ward 24	84.6 %	80.6 %	138.7 %	148.4 %	7.8 %	4.1 %	-
Medicine	J35853	Ward 25	91.7 %	98.4 %	105.7 %	182.3 %	4.1 %	7.6 %	-