Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 3rd August 2017 as part of the Corporate Performance Report.

Excellent care with compassion

Safe Staffing Summary as at 30 June 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 102.0% of our required shifts.

Workforce Highlights

- Seven registered nurses (RN) and one pre-registration midwife commenced employment within the trust of which four nurses commenced within the ward-based areas.
- 12 band 2 HCAs, two Senior HCAs and one Trainee Nursing Assistant Practitioners also commenced employment within the Trust.
- There were 30 new members to the Nurse Bank, including five RNs and one theatre practitioner
- 12 qualified staff left the Trust this includes three senior nurses, three midwifes and four nurses from ward based areas . Two band 3 HCAs and one B2 HCA also left.
- There are currently nine pre-registration nurses and four pre-registration midwives who are awaiting their professional registration.
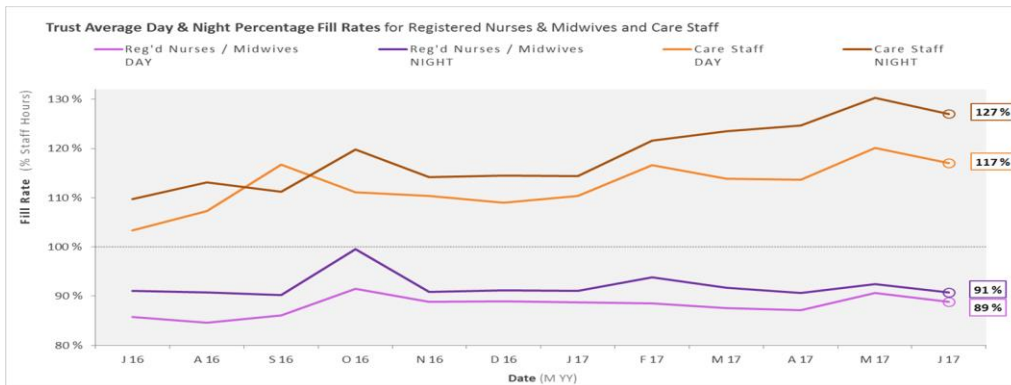
Recruitment and Staffing Update

The percentage fill rates for RN's show a decrease fill rate in comparison with May 17. The fill rates for HCA's show some compensation for the shortfall in RN, 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 exceeding the financial agency cap to attempt to do this.

The operational impact of the shortages is being robustly managed by the Divisional Nursing Directors and Matrons on a daily basis. The demand for escalation beds has decreased during May however the Cardiac Cath Lab at Preston has being open for 13 days.

The total nurse and midwifery vacancies in June 17 are 122 WTE, of which there are 123.3 WTE RN/RM and -1.9 WTE unregistered staff (all areas). This does not include the number of staff who have been appointed and are waiting a start date. The numbers of vacancies combined with the maternity and sickness rates have an overall impact on the fill rate.

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

Areas with less than 75% RN fill rate

Medicine

Barton *(22 beds)* - 5.37 WTE RN vacancies average achieving 2 RN per shift which equates to 1:11 nurse / patient ratio.
HCA increased as mitigation.

Bleasedale *(22 beds)* - 5.93 WTE RN vacancies. Average achieving 3 RN per Early shift which equates to 1:7.3 nurse / patient ratio. HCA support increased to provide enhanced care.

Ward 18 *(28 beds)* - RN nights achieving 2 per shift 1:12 nurse/patient ratio HCA increased as mitigation.

Ward 21 *(25 beds)* - 9.73 WTE RN vacancies achieving 3 per early shift providing a 1:8 nurse/patient ratio.
Additional HCA used to provide enhanced care and escalation of catheter lab

Surgery

Ward 4 *(32 beds)* - RN 5.5WTE vacancies ,RN 12.9% maternity leave
HCA and assistant Practitioners increased to support achieving 1:16 nurse/patient ratio on nights. Matron scrutiny of skill mix.

Ward 11 *(18 beds + 4 HOBS)* - RN maternity 10% , 6.96WTE RN vacancies
High acuity patients accepted according to skills mix on the ward. HOBS bay not in use currently due to RN shortfall.
HCA increased as mitigation.

Ward 12 *(32 beds)* - 11.84 RN vacancies, achieving 3 RN in day achieving a 1:10.5 nurse / patient ratio. Increased HCA as mitigation.

Further Information

Areas with greater than 125% HCA fill rate

Gynae - Increased HCA to support EMPA go live.

To support enhanced care - NRU, Ward 2B, Ward 3. Ward 14, 20 & 25 to support enhanced care at night.

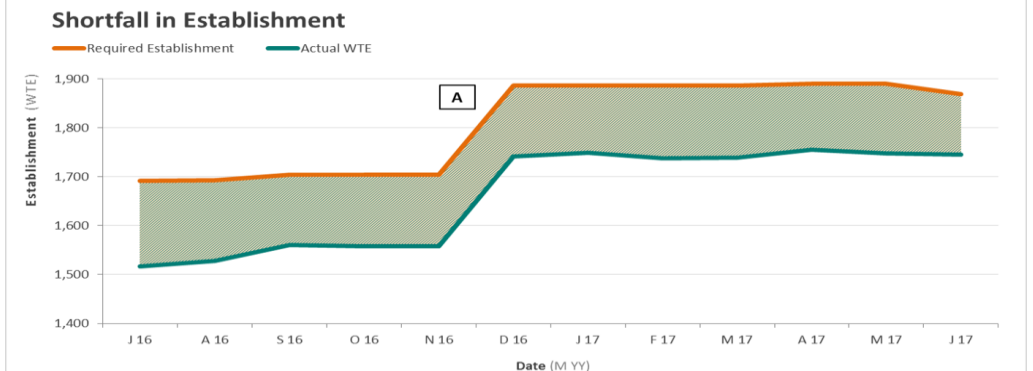To mitigate risk of RN shortfall - Ribblesdale, Ward 10, 16, 17 & 24.

MAU CDH - To respond to patient demand.

Areas with less than 75% HCA fill rate

NNU - 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.

Jun 2017	Fill Rates (% staff hrs)			
Trust	**Reg'd Nurses / Midwives**		**Care Staff**	
Site	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	**88.8 %**	**90.7 %**	**117.0 %**	**127.0 %**
Chorley & South Ribble Hospital	93.1 %	92.2 %	105.3 %	116.3 %
Royal Preston Hospital	88.0 %	90.4 %	120.1 %	129.5 %

Trust Average Day & Night Percentage Fill Rates for Registered Nurses & Midwives and Care Staff

Shortfall in Establishment

Safe Staffing Dashboard

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

Jun 2017			Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ N&M)		
			Reg'd Nurses / Midwives		Care Staff		Sickness Rates	Mat Leave Rates	No. of New
Division | Cost Centre (CC) | Ward Name			Day	Night	Day	Night	(FTE %)	(FTE %)	RN&Ms
Medicine	J35429	Barton	60.5 %	95.1 %	148.6 %	138.6 %	5.7 %	–	–
Medicine	J35446	Bleasdale	62.5 %	63.3 %	143.9 %	130.0 %	10.8 %	5.7 %	–
Medicine	J35440	Brindle	84.2 %	90.0 %	127.1 %	111.1 %	5.0 %	–	–
Medicine	J35423	CCU CDH	98.3 %	100.0 %	85.0 %	96.7 %	6.4 %	12.5 %	–
Medicine	J35420	CCU RPH	90.7 %	100.0 %	–	–	–	–	–
Medicine	J35310	CrCU	112.2 %	108.7 %	107.8 %	98.9 %	5.5 %	3.5 %	–
Surgery	J36016	Gynaecology	88.6 %	100.0 %	178.0 %	98.3 %	3.1 %	2.8 %	–
Medicine	J35438	Hazelwood	90.7 %	95.0 %	76.9 %	100.0 %	5.1 %	–	–
Surgery	J35104	Leyland	93.7 %	91.7 %	123.9 %	97.7 %	7.2 %	–	–
Surgery	J35116	Major Trauma Ward	100.7 %	100.0 %	92.5 %	93.3 %	1.0 %	8.4 %	–
Surgery	Multiple	Maternity	88.3 %	84.7 %	74.2 %	87.5 %	2.6 %	0.5 %	1
Medicine	J35437	MAU CDH	90.8 %	84.7 %	109.6 %	158.3 %	3.5 %	5.3 %	–
Medicine	J35408	MAU RPH	82.7 %	68.9 %	129.4 %	160.0 %	12.5 %	–	–
Surgery	J36109	NNU	93.5 %	90.3 %	45.5 %	41.2 %	5.7 %	6.2 %	–
Medicine	J35759	NRU	78.9 %	100.0 %	135.3 %	105.6 %	6.2 %	–	–
Surgery	J35020	Surgical Unit	105.6 %	88.3 %	50.0 %	100.0 %	15.2 %	2.2 %	–
Surgery	J35905	Ribblesdale	93.3 %	74.4 %	90.3 %	131.1 %	14.9 %	2.1 %	–
Medicine	J35435	Rookwood A	93.3 %	100.0 %	116.8 %	131.3 %	14.2 %	2.2 %	–
Medicine	J35434	Rookwood B	97.4 %	100.0 %	118.3 %	108.2 %	9.0 %	–	–
Surgery	J35751	Ward 2A	84.2 %	97.5 %	125.9 %	113.3 %	9.2 %	2.4 %	–
Surgery	J35752	Ward 2B	76.7 %	81.7 %	127.3 %	97.5 %	5.3 %	4.6 %	–
Surgery	J35758	Ward 2C	92.6 %	100.0 %	115.6 %	118.3 %	8.1 %	4.6 %	–
Surgery	J35168	Ward 3	88.7 %	95.0 %	97.2 %	156.7 %	3.7 %	6.7 %	–
Surgery	J35726	Ward 4	70.4 %	65.6 %	171.2 %	145.9 %	3.9 %	2.6 %	2
Medicine	J36105	Ward 8	96.8 %	92.9 %	62.2 %	81.7 %	2.2 %	1.4 %	–
Surgery	J35005	Ward 10	89.7 %	76.7 %	99.6 %	158.3 %	0.5 %	5.5 %	–
Surgery	J35011	Ward 11	51.9 %	64.4 %	113.8 %	148.3 %	4.9 %	5.5 %	1
Surgery	J35006	Ward 12	63.3 %	68.9 %	137.8 %	122.2 %	6.2 %	7.7 %	1
Surgery	J35102	Ward 14	114.4 %	98.3 %	99.9 %	131.1 %	2.0 %	1.7 %	–
Surgery	J35031	Ward 15	86.7 %	96.7 %	124.6 %	111.1 %	6.4 %	2.6 %	–
Surgery	J35103	Ward 16	77.1 %	100.0 %	133.1 %	139.2 %	10.6 %	7.9 %	–
Medicine	J35753	Ward 17	76.3 %	91.1 %	153.3 %	141.1 %	5.0 %	2.7 %	–
Medicine	J35407	Ward 18	92.5 %	64.4 %	110.0 %	168.9 %	11.5 %	2.2 %	–
Medicine	J35451	Ward 20	82.8 %	100.0 %	122.8 %	141.1 %	8.4 %	2.6 %	–
Medicine	J35427	Ward 21	73.7 %	66.7 %	159.6 %	187.8 %	7.8 %	3.2 %	–
Medicine	J35449	Ward 23	90.3 %	92.7 %	122.7 %	109.3 %	4.9 %	6.0 %	–
Medicine	J35450	Ward 24	82.2 %	85.6 %	153.3 %	140.8 %	7.1 %	4.1 %	–
Medicine	J35853	Ward 25	87.5 %	98.3 %	99.5 %	168.3 %	9.9 %	7.6 %	–