

# Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 1<sup>st</sup> February 2018 as part of the Corporate Performance Report.



Performance to 31 December 2017

**Safe Staffing Summary as at 31 December 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 **97.65%** of our required shifts.

**Workforce Highlights**

- Four registered nurses (RN) and 1 midwife new to trust who commenced employment
- Thirteen band 2 and one Band 3 also commenced employment within the trust
- There were 16 new members to the Nurse Bank, including 1 RNs, 13 HCAs.
- Sixteen qualified staff left the Trust this includes six senior nurses. Two band 3 HCA, three B2 HCA, one Trainee Assistant Practitioner and one Theatre support worker also left.
- There are currently nine pre-registration nurses and one pre-registration midwives who are awaiting their professional registration.

**Recruitment and Staffing Update**

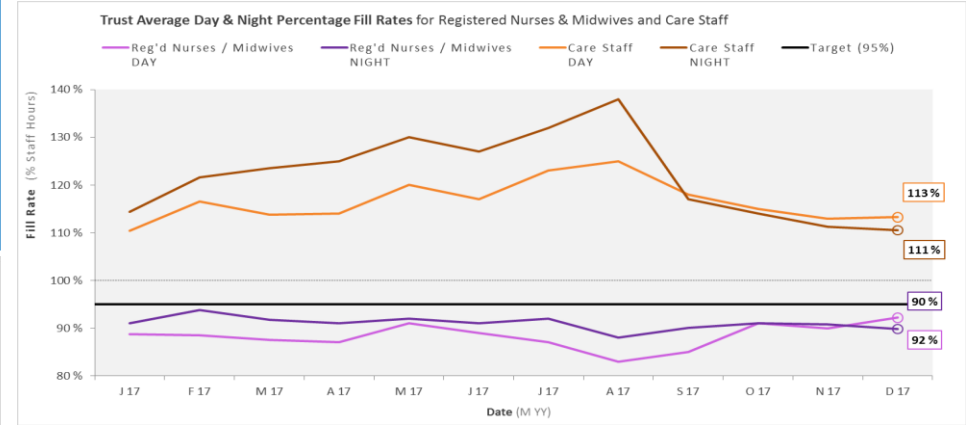
The percentage fill rates for all staff show a decrease for days and nights compared to December. The overall rates do not fully reflect the significant skill mix challenges that come with substituting and supplementing the RN workforce with HCA's. Continued escalation of up to 50 additional beds at times, RN vacancies, and an overall ward sickness rate of **6.53%** is affecting the ability to fill shifts with temporary staff. The Overall Shift Fill Rate 97.65% has decreased from last month.

Of the total 79.63 WTE Nursing and Midwifery (all areas) Band 5 vacancies, there are 54.65 WTE RN Band 5 in Medicine, 5.12 RN Band 5 in surgery and 19.86 WTE Theatres. 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 December whilst awaiting their registration, which will significantly reduce vacancy gap and improve the RN staffing fill rate.

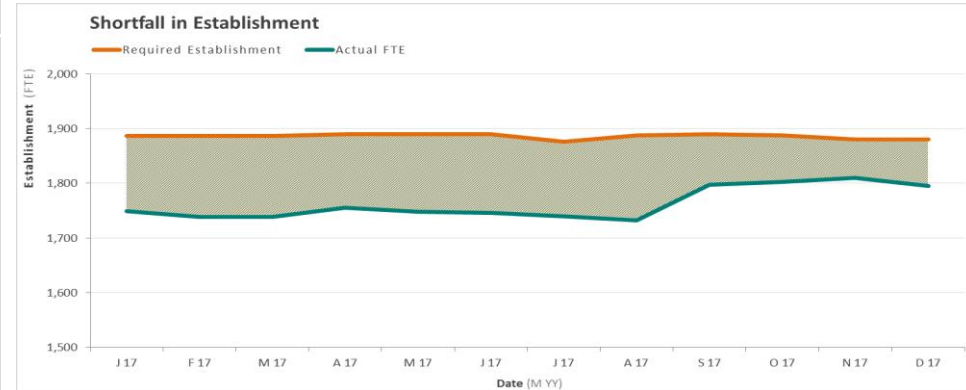
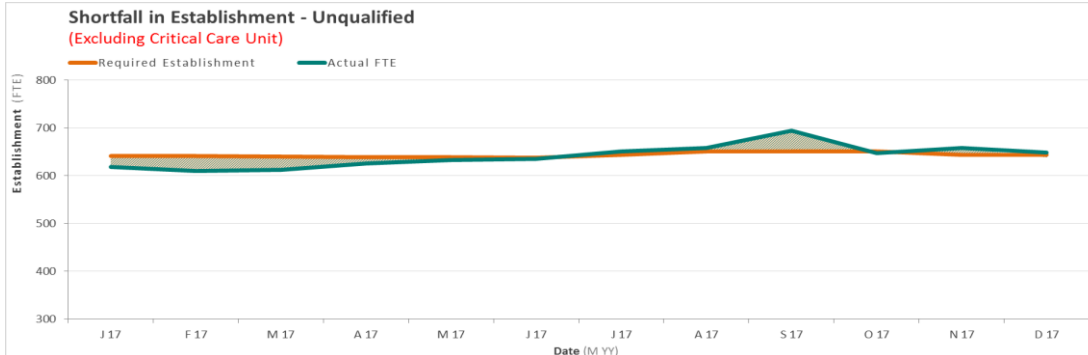
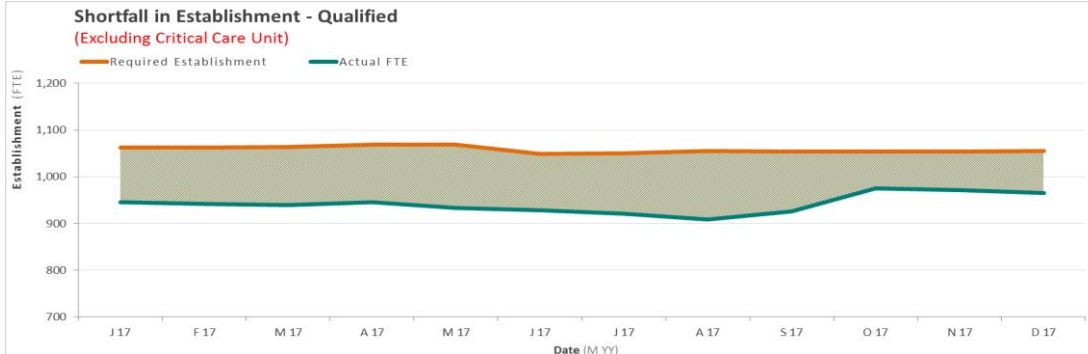
On a daily basis staff are redeployed from wards to the escalated areas at both sites.

The table on the next page outlines areas that are below 75% fill rate for RN and HCA. The operational impact of the shortages is being robustly managed by the Divisional Nursing Directors and Matrons on a daily basis.

Trust	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
<b>Lancashire Teaching Hospitals NHS FT</b>	<b>92.2 %</b>	<b>89.8 %</b>	<b>113.2 %</b>	<b>110.5 %</b>
Chorley & South Ribble Hospital	90.6 %	91.6 %	104.6 %	93.2 %
Royal Preston Hospital	92.5 %	89.5 %	115.8 %	115.0 %



**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 31 December 2017

**Safe Staffing Dashboard**

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

Absence rates have been extended to now include Special Leave and Annual Leave. The top five highest absence rates within each category have been highlighted in red.

Dec 2017	Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ, N&M)					New RN&Ms (FTE)	
	Reg'd Nurses / Midwives		Care Staff		Sickness (% FTE)	Maternity (% FTE)	Special Leave (% FTE)	Annual Leave (% FTE)			
	Day	Night	Day	Night							
Medicine	J35429	Barton	65.0%	90.3%	137.3%	116.1%	2.9%	-	1.4%	7.3%	-
Medicine	J35446	Bleasdale	66.0%	65.6%	122.6%	131.2%	7.2%	8.4%	0.1%	12.5%	-
Medicine	J35440	Brindle	74.4%	94.6%	103.6%	68.5%	13.9%	4.7%	1.6%	8.1%	-
Medicine	J35423	CCU CDH	92.1%	95.2%	96.8%	100.0%	1.1%	22.4%	0.1%	8.7%	-
Medicine	J35420	CCU RPH	88.7%	100.0%	-	-	0.2%	-	5.9%	11.7%	-
Medicine	J35310	CrCU	113.7%	107.3%	125.3%	103.2%	7.4%	5.8%	0.7%	10.8%	-
Surgery	J36016	Gynaecology	98.6%	100.0%	130.9%	82.3%	6.5%	-	-	7.2%	-
Medicine	J35438	Hazelwood	77.7%	91.9%	82.0%	101.6%	1.8%	-	1.2%	11.5%	-
Surgery	J35104	Leyland	102.1%	96.8%	114.6%	86.4%	7.3%	-	0.0%	10.0%	1.00
Surgery	J35116	Major Trauma Ward	118.0%	100.0%	110.5%	100.0%	0.7%	9.5%	1.3%	11.6%	-
Surgery	Multiple	Maternity	92.4%	80.9%	109.7%	53.3%	4.9%	3.6%	0.1%	11.7%	-
Medicine	J35437	MAU CDH	91.5%	79.4%	95.6%	112.9%	6.2%	3.4%	2.8%	10.3%	-
Medicine	J35408	MAU RPH	93.9%	82.9%	123.7%	132.3%	7.9%	-	0.2%	11.6%	-
Surgery	J36109	NNU	88.5%	87.4%	-	-	8.8%	6.0%	0.5%	11.1%	-
Medicine	J35759	NRU	75.9%	93.5%	132.9%	132.3%	5.3%	4.0%	0.5%	8.6%	0.60
Surgery	J35020	Surgical Unit	111.2%	91.9%	105.6%	106.5%	3.6%	5.3%	0.2%	13.4%	-
Surgery	J35905	Ribblesdale	89.5%	76.3%	156.2%	132.3%	1.2%	10.8%	0.5%	10.2%	-
Medicine	J35435	Rookwood A	99.7%	100.0%	124.6%	102.4%	9.3%	-	0.6%	11.0%	-
Medicine	J35434	Rookwood B	90.9%	100.0%	109.8%	91.9%	8.0%	-	0.4%	12.5%	-
Surgery	J35751	Ward 2A	88.1%	93.5%	82.1%	85.5%	9.1%	6.8%	0.6%	8.5%	0.80
Surgery	J35752	Ward 2B	97.1%	85.5%	114.0%	132.3%	7.8%	-	0.3%	8.7%	-
Surgery	J35758	Ward 2C	95.5%	100.0%	105.4%	101.6%	9.1%	4.0%	0.5%	9.4%	-
Surgery	J35168	Ward 3	88.9%	100.0%	96.6%	109.7%	4.2%	4.0%	-	12.7%	-
Surgery	J35726	Ward 4	84.7%	82.8%	107.4%	108.6%	4.3%	-	0.1%	12.1%	-
Medicine	J36105	Ward 8	101.2%	94.6%	84.4%	62.9%	3.8%	3.1%	0.5%	12.0%	-
Surgery	J35005	Ward 10	87.9%	69.9%	98.7%	121.0%	5.3%	1.6%	-	8.7%	-
Surgery	J35011	Ward 11	73.7%	72.0%	94.4%	85.5%	4.4%	3.5%	0.2%	13.6%	-
Surgery	J35006	Ward 12	72.6%	68.8%	117.8%	114.0%	4.7%	6.0%	0.2%	11.0%	-
Surgery	J35102	Ward 14	96.5%	103.2%	99.9%	106.5%	4.4%	-	-	10.1%	-
Surgery	J35031	Ward 15	92.4%	100.0%	101.2%	106.5%	4.8%	-	1.9%	10.6%	-
Surgery	J35103	Ward 16	92.3%	101.6%	111.0%	141.9%	9.0%	6.0%	0.1%	10.8%	-
Medicine	J35753	Ward 17	86.7%	83.9%	134.4%	131.2%	5.7%	5.7%	2.9%	7.3%	1.00
Medicine	J35407	Ward 18	90.6%	71.0%	99.2%	138.7%	13.6%	-	5.5%	10.3%	-
Medicine	J35451	Ward 20	111.0%	100.0%	103.6%	123.4%	15.6%	2.7%	0.1%	6.6%	-
Medicine	J35427	Ward 21	84.2%	61.3%	166.6%	155.9%	3.3%	2.7%	3.8%	9.4%	-
Medicine	J35449	Ward 23	82.4%	80.6%	122.3%	93.5%	7.3%	5.3%	5.0%	12.6%	-
Medicine	J35450	Ward 24	73.8%	69.9%	159.3%	135.5%	8.0%	-	0.1%	6.0%	-
Medicine	J35853	Ward 25	105.2%	100.0%	97.6%	108.1%	10.9%	-	-	7.8%	-

**Areas with less than 75% RN fill rate**

**Discharge - Barton (22 beds)**

Fill Rate = 64% (days) | RN&M vacancies = 5.80 FTE | RN&M Sickness = 2.4%  
HCA extra shifts to back fill gap in reg. Achieving average 1:11 nurse to patient ratio for all shifts.

**Neurorehabilitation - Bleasdale (22 beds)**

Fill Rate = 66% (days); 65% (nights) | RN&M vacancies = 5.80 FTE | RN&M Sickness = 8.4%  
Sick 8.4% reg, 9% unreg. Achieving average 1:11 nurse to patient ratio for all shifts.

**Respiratory - Brindle (30 beds)**

Fill Rate = 74% (days) | RN&M Vacancies = 9.10 FTE | RN&M Sickness = 7.9%  
Sick 7.9% reg, 18.6% unreg. Achieving 1:7.5 nurse to patient ratio per early shift.

**Surgical Urology - Ward 10 (29 Beds)**

Fill Rate = 69% (nights) | RN&M Vacancies = 2.50 FTE | RN&M Sickness = 3.4%  
Average achieving 3 RN per E shift = 1:9.5 Nurse to patient ratio, 2 RN per L shift = 1:14.5 nurse to patient ratio.

**Surgical General - Ward 11 (18 beds + 4 HOBBS)**

Fill Rate = 73% (days); 72% (nights) | RN&M vacancies = 5.50 FTE | RN&M Sickness = 0.7%  
Average achieving 3 RN per E shift = 1:7.5 Nurse to patient ratio, 2 RN per L shift = 1:11 nurse to patient ratio.

**Surgical Gastroenterology - Ward 12 (32 beds)**

Fill Rate = 72% (days); 68% (nights) | RN&M vacancies = 3.30 FTE | RN&M Sickness = 2.2%  
Sick 7% unreg / Maternity 7.8% unreg. Average achieving 3 RN per E shift = 1:11 Nurse to patient ratio, 2 RN per L shift = 1:16 nurse to patient ratio and 3 RN per N shifts which equates to 1:13 nurse to patient ratio.

**Medical Neurology - Ward 18 (28 beds)**

Fill Rate = 75.4% (days) | RN&M vacancies = 6.70 FTE | RN&M Sickness = 10.8%  
18.1% unreg / 4.9% study unreg. Achieving 3 RN per E & L shift which = 1:9 nurse to patient ratio.

**Stroke - Ward 21 (25 beds)**

Fill Rate = 74.93% (days) | RN&M vacancies = 11.00 FTE | RN&M Sickness = 1.6%  
Sick 5.1% unreg / Maternity 6.7% reg. Average achieving 3 RN per E = 1:8 Nurse to patient ratio, 2 RN per L = 1:12.5 Nurse to patient ratio.

**Medical Gastroenterology - Ward 24 (32 beds)**

Fill Rate = 71.96% (days) | RN&M vacancies = 9.10 FTE | RN&M Sickness = 15.9%  
Sick 15.9% reg, 4.1% unreg. Average achieving 3 per E & L shift which = 1:11 Nurse to patient ratio.