

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 7th December 16 as part of the Corporate Performance Report.

Safe Staffing Summary as at 31 October 2016

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 100% of our required shifts.

Workforce Highlights

- 18 registered nurses (RNs) and midwives (RMs) commenced employment within the Trust during October 2016, of which 9 RNs and 1 RMs were placed in ward-based areas.
- Three band 2 HCAs and five band 3 HCAs also commenced employment within the Trust during October 2016.
- There were seven new members to the Nurse Bank.
- Seven RNs left the Trust during October and one RM. One band 2 HCA also left.

Katie Swarbrick
Deputy Nursing Director

Recruitment and Staffing Update

The staffing fill rates are now reflecting the newly qualified staff who started employment with the organisation in September and October. The percentage fill rates show an overall improvement but the figures do not reflect the inexperience and level of support required by the new starters.

A number of areas continue to be of concern because of vacancies and in some instances this is compounded by sickness levels.

For the Surgical Division the areas of concern continue to be: Ribblesdale ward, Maternity Ward, Ward 11 and 12, Ward 16 and Wards 2a and 2b. For Medicine Barton, MAU at CDH, Ward 17, 21, 23 and 24 are also areas of concern with regard to staffing levels.

The Heads of Nursing and Head of Midwifery continue to support the ward teams and work with the bank office and workforce teams to increase the number of staff available.

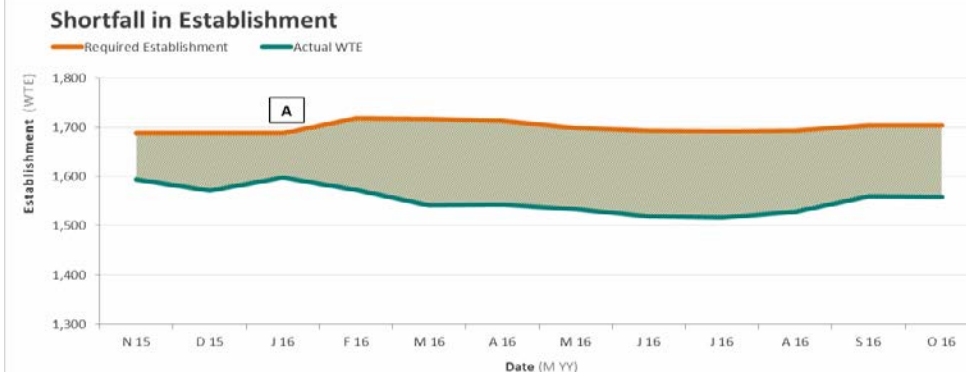
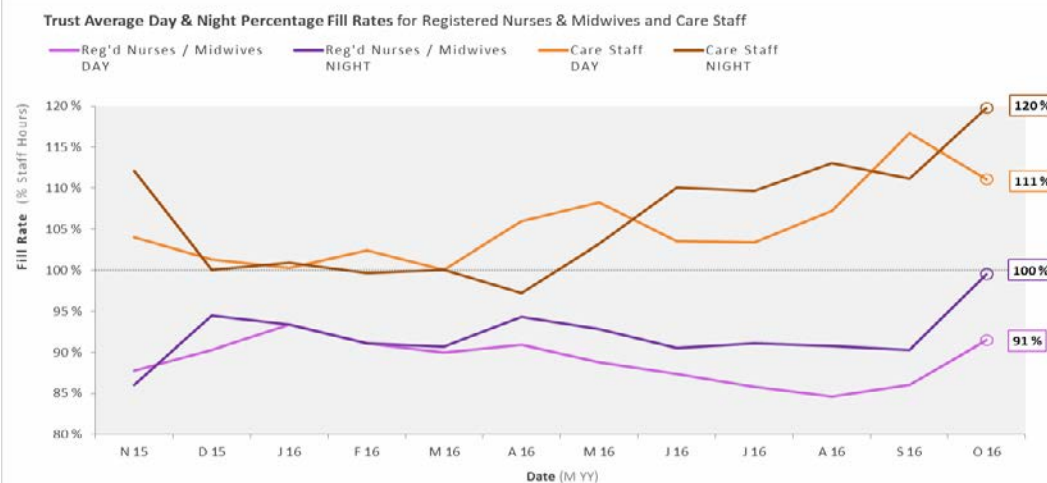
Daily staffing meetings are undertaken on both sites to maximise safe allocation of staff. The Nursing Midwifery and AHP Director is continuing to have regular and frequent meetings with the Heads of Nursing /Midwifery and the Matrons.

All efforts to fill shifts through redeployment of staff, bank and agency requests and cover from clinical educators/specialist nurses are constantly being 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. Contact has been made with Italy to explore further recruitment, but the IELTS exam is deterring EU Nurses from applying. We are also developing a business case for a pool / transfer team that can work where demand is greatest on any one day, along with a case to recruit internationally for EU and non-EU staff via agencies. Two recruitment events were attended at the University of Cumbria and Central Lancashire in October and over 200 students spoke to staff and expressed interest in the trust. HR recruitment team to follow up.

The Safety and Quality Committee now receive an in depth nurse staffing assurance report, triangulating staffing fill rates with quality priorities, to enable enhanced scrutiny and assurance.

Trust Site	Oct 2016 Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	91.5 %	99.5 %	111.1 %	119.8 %
Chorley & South Ribble Hospital	93.4 %	97.4 %	97.3 %	110.6 %
Royal Preston Hospital	91.1 %	99.9 %	115.0 %	122.0 %



A - Inclusion of Vascular Ward

Data Source: Required Establishment from General Ledger 'Funded WTE'. Actual WTE from ESR. The graph includes all ward areas as identified in the table opposite, except CrCU. Also includes all Maternity and both EDs. Areas not included are: theatres and all non-ward-based teams & other departments.

Safe Staffing Dashboard

The staffing dashboard, below, shows the fill rates for October 2016 and the corresponding key performance metrics for safety and patient experience (FFT). It also displays the following additional workforce statistics for qualified and unqualified N&Ms combined: sickness rate and maternity leave rate. 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 may change over the next few weeks.

The falls incidence for October is very similar to the September level. A detailed analysis of falls is undertaken by the safety team each month. Of the 109 incidents reported for the areas included in the table, staffing levels were mentioned in 28 cases as a contributing factor. There were 13 falls on RWA in October. Patient Safety Team (PST) have been working closely with RWA for a number of months, however, no areas of concern have been identified with regards to falls prevention. RWA has been identified as one of the highest compliance wards for completion of falls prevention documentation and falls care planning. Observations by the PST have shown that the ward manages patients requiring enhanced levels of care appropriately with the number of falls possibly attributable to the type of patient nursed on the ward.

The safety thermometer data shows that 22 areas have achieved 100% compared to 25 areas in September. There has been a reduction in the Friends and Family results With an overall score of 84.2% compared to 87.5% last month. Please refer to the Safety and Quality sections of the report for further information.

Oct 2016			Fill Rates (% staff hrs)				Other Workforce Stats (Q & UQ N&M)			Safe Care				Patient Experience
			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 %
Division	Cost Centre (CC)	Ward Name	Day	Night	Day	Night								
Medicine	J35429	Barton	78.3 %	100.3 %	109.2 %	132.5 %	13.3 %	-	-	5	-	100 %	66.70 %	
Medicine	J35446	Bleasdale	68.2 %	75.1 %	137.1 %	137.2 %	8.3 %	2.4 %	-	-	-	100 %	100 %	
Medicine	J35440	Brindle	92.0 %	81.6 %	102.8 %	110.0 %	10.0 %	7.5 %	-	4	-	100 %	94.10 %	
Medicine	J35423	CCU CDH	90.3 %	110.0 %	103.2 %	110.0 %	3.0 %	5.0 %	-	3	-	100 %	80.00 %	
Medicine	J35420	CCU RPH	89.0 %	111.8 %	-	-	6.7 %	-	-	1	-	100 %	100 %	
Medicine	J35310	CrCU	108.9 %	108.8 %	143.5 %	123.0 %	6.2 %	3.6 %	-	-	5	95.20 %	-	
Surgery	J36016	Gynaecology	86.4 %	108.2 %	137.1 %	104.7 %	3.4 %	5.9 %	1	-	2	100 %	85.50 %	
Medicine	J35438	Hazelwood	85.2 %	101.1 %	91.7 %	123.4 %	6.0 %	3.0 %	-	3	-	94.70 %	84.60 %	
Surgery	J35104	Leyland	113.2 %	111.8 %	96.8 %	85.6 %	5.2 %	2.0 %	-	3	-	100 %	86.60 %	
Surgery	J35116	Major Trauma Ward	94.9 %	108.1 %	140.3 %	101.3 %	1.1 %	-	-	-	-	90.00 %	-	
Surgery	Multiple	Maternity	90.3 %	75.0 %	72.0 %	135.7 %	4.7 %	4.5 %	1	-	1	100 %	86.20 %	
Medicine	J35437	MAU CDH	85.8 %	80.2 %	105.6 %	147.3 %	10.7 %	4.9 %	1	-	4	96.30 %	75.00 %	
Medicine	J35408	MAU RPH	94.0 %	114.4 %	128.5 %	143.1 %	7.1 %	-	-	-	-	96.70 %	85.70 %	
Surgery	J36109	NNU	97.9 %	99.6 %	83.9 %	71.0 %	6.9 %	6.8 %	-	-	4	100 %	-	
Medicine	J35759	NRU	87.1 %	113.5 %	121.3 %	138.4 %	1.7 %	3.9 %	-	-	-	91.70 %	-	
Surgery	J35020	Surgical Unit	124.0 %	108.2 %	84.9 %	92.6 %	8.8 %	2.9 %	1	-	-	-	93.60 %	
Surgery	J35905	Ribblesdale	76.8 %	76.9 %	130.4 %	101.7 %	5.4 %	7.2 %	1	-	4	96.40 %	85.70 %	
Medicine	J35435	Rookwood A	84.9 %	110.0 %	102.8 %	108.8 %	1.1 %	2.3 %	-	2	13	95.80 %	64.30 %	
Medicine	J35434	Rookwood B	87.2 %	109.9 %	88.9 %	101.7 %	11.6 %	-	-	3	-	100 %	100 %	
Surgery	J35751	Ward 2A	87.0 %	107.3 %	113.0 %	118.1 %	11.9 %	2.9 %	-	4	-	100 %	100 %	
Surgery	J35752	Ward 2B	73.2 %	89.5 %	124.4 %	92.3 %	9.6 %	1.1 %	-	-	-	100 %	95.00 %	
Surgery	J35758	Ward 2C	96.6 %	108.2 %	95.7 %	119.7 %	9.6 %	2.2 %	-	2	-	94.10 %	85.70 %	
Surgery	J35168	Ward 3	93.9 %	110.0 %	97.9 %	141.9 %	4.5 %	9.5 %	-	1	-	100 %	92.30 %	
Surgery	J35726	Ward 4	84.6 %	91.7 %	91.2 %	117.1 %	4.2 %	9.4 %	-	1	4	100 %	87.00 %	
Medicine	J36105	Ward 8	100.5 %	106.9 %	118.5 %	95.8 %	3.9 %	1.5 %	2	-	-	100 %	-	
Surgery	J35005	Ward 10	98.6 %	99.2 %	122.0 %	122.4 %	3.4 %	2.8 %	-	1	-	100 %	88.90 %	
Surgery	J35011	Ward 11	87.1 %	95.8 %	108.1 %	126.0 %	7.5 %	-	-	1	-	100 %	93.30 %	
Surgery	J35006	Ward 12	89.4 %	98.2 %	125.4 %	115.7 %	9.2 %	7.4 %	-	1	3	96.90 %	80.80 %	
Surgery	J35102	Ward 14	98.9 %	108.2 %	108.9 %	115.9 %	3.3 %	0.9 %	-	-	2	100 %	90.90 %	
Surgery	J35031	Ward 15	97.6 %	99.2 %	129.4 %	113.5 %	2.1 %	-	1	-	5	100 %	84.60 %	
Surgery	J35103	Ward 16	82.6 %	108.2 %	98.2 %	109.5 %	6.3 %	5.7 %	-	1	-	91.30 %	100 %	
Medicine	J35753	Ward 17	74.2 %	89.9 %	139.2 %	141.9 %	8.7 %	7.4 %	-	5	-	96.70 %	90.00 %	
Medicine	J35407	Ward 18	88.3 %	81.6 %	129.4 %	164.4 %	5.8 %	3.4 %	-	6	1	96.30 %	84.20 %	
Medicine	J35451	Ward 20	96.8 %	108.2 %	117.4 %	126.5 %	7.5 %	-	-	7	-	100 %	50.00 %	
Medicine	J35427	Ward 21	78.1 %	72.7 %	129.6 %	155.2 %	2.0 %	-	1	-	5	96.00 %	93.80 %	
Medicine	J35449	Ward 23	73.3 %	93.4 %	104.6 %	117.1 %	3.2 %	5.1 %	1	-	2	100 %	77.80 %	
Medicine	J35450	Ward 24	83.5 %	99.4 %	107.1 %	107.9 %	9.8 %	8.2 %	-	4	-	100 %	73.30 %	
Medicine	J35853	Ward 25	97.1 %	110.0 %	92.8 %	108.2 %	3.5 %	8.7 %	-	5	2	95.80 %	100 %	