

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 3rd Aug 2016 as part of the Corporate Performance Report.

Safe Staffing Position as at 30 Jun 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 opposite translates into an overall fill rate of 97.7% of our required shifts.

Registered staff variances reflect that:

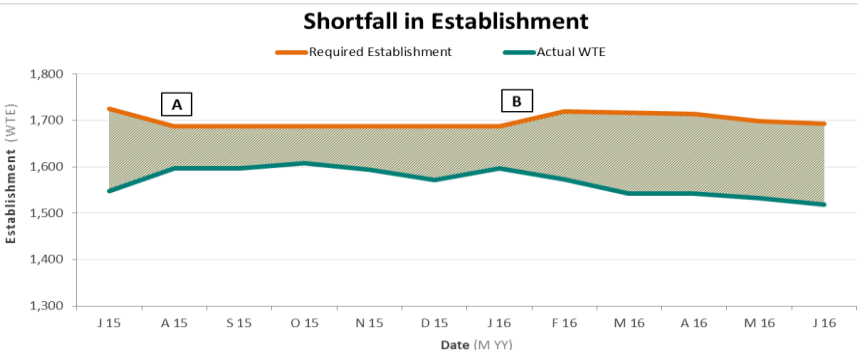
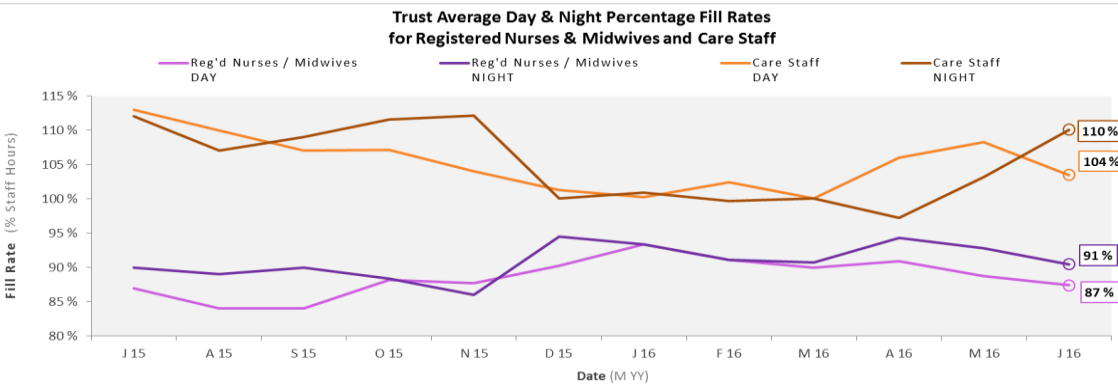
- during June, there were 12 pre-registration nurses (awaiting NMC PIN) within the Trust, of which 11 were recruited from Italy, one was a newly-qualified nurse, and one theatre practitioner.

Recruitment & Staffing Update

- Nine registered nurses (RNs) commenced employment within the Trust during June 2016, of which five were placed in ward-based areas.
- 14 band 2 HCAs also commenced employment within the Trust during June 2016.
- There were 40 new members of the Nurse Bank, including 23 HCAs, 16 RNs and 1 Registered Midwife (RM). These figures include 11 people who are new to the Trust and seven student nurses working as HCAs.
- Nine RNs left the Trust during June: 8 Band 5 RNs and one senior nurse. One NAP, three band 3 HCAs and one band 1 HCA also left the Trust.

Jun 2016 Trust Site	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	87.4 %	90.5 %	103.5 %	110.1 %
Chorley & South Ribble Hospital	84.4 %	90.5 %	97.5 %	101.7 %
Royal Preston Hospital	90.4 %	89.8 %	109.5 %	118.5 %

Katie Swarbrick
Deputy Nursing Director



A - Total establishment re-based following workforce review.
B - 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.

Ward Fill Rates

- Barton had high sickness rates but have managed to backfill with some HCAs.
- Surgical Unit also had high sickness rates.
- Ribblesdale has high level of maternity leave. Recruitment to these posts is ongoing.
- Medical and Surgical wards have supported escalation.
- Surgery continues to have significant vacancies. Vacancies on Ward 2b have also increased.
- MAU at RPH are supporting the EDU staffing.

Jun 2016 Cost Centre (CC) Ward Name	Fill Rates (% staff hrs)				Other Stats (All CC Staff)		
	Reg'd Nurses / Midwives		Care Staff		Sickness Rates (FTE %)	Mat Leave Rates (FTE %)	No. of New RN&Ms
	Day	Night	Day	Night			
J35429 Barton	78.6 %	86.7 %	117.1 %	128.9 %	12.5 %	-	-
J35446 Bleasdale	79.7 %	72.2 %	128.9 %	114.4 %	5.2 %	2.4 %	-
J35440 Brindle	79.3 %	81.1 %	100.5 %	107.8 %	7.6 %	8.6 %	-
J35423 CCU CDH	89.4 %	100.0 %	88.3 %	100.0 %	8.7 %	5.0 %	-
J35420 CCU RPH	83.3 %	100.0 %	-	-	12.2 %	-	-
J35310 CrCU	106.2 %	100.5 %	100.0 %	106.7 %	8.0 %	4.1 %	1
J36016 Gynaecology	98.9 %	100.0 %	142.4 %	98.3 %	5.7 %	-	-
J35438 Hazelwood	81.2 %	88.3 %	90.7 %	101.7 %	1.7 %	2.9 %	-
J35104 Leyland	81.2 %	95.0 %	100.0 %	90.9 %	8.2 %	3.2 %	-
J35116 Major Trauma Ward	101.6 %	101.7 %	93.3 %	110.0 %	9.4 %	-	-
Multiple Maternity	90.0 %	85.6 %	65.0 %	90.0 %	3.8 %	5.9 %	-
J35437 MAU CDH	85.3 %	88.0 %	94.6 %	111.7 %	6.2 %	4.1 %	-
J35408 MAU RPH	77.3 %	90.0 %	98.3 %	105.8 %	6.9 %	1.9 %	-
J36109 NNU	88.3 %	88.5 %	-	-	4.6 %	6.2 %	-
J35759 NRU	86.1 %	98.3 %	108.0 %	111.7 %	1.3 %	3.7 %	1
J35020 Surgical Unit	85.0 %	81.7 %	91.1 %	80.0 %	14.5 %	2.7 %	-
J35905 Ribblesdale	77.3 %	68.9 %	111.9 %	110.0 %	3.9 %	9.3 %	-
J35435 Rookwood A	87.8 %	98.3 %	108.6 %	105.3 %	7.0 %	2.4 %	-
J35434 Rookwood B	87.3 %	100.0 %	95.5 %	98.5 %	10.5 %	-	-
J35751 Ward 2A	81.1 %	95.0 %	85.7 %	116.7 %	8.3 %	3.8 %	-
J35752 Ward 2B	84.3 %	81.7 %	125.9 %	116.7 %	3.9 %	1.9 %	1
J35758 Ward 2C	91.6 %	100.0 %	96.7 %	113.3 %	3.4 %	-	-
J35168 Ward 3	87.6 %	91.7 %	112.0 %	115.0 %	6.8 %	3.3 %	-
J35726 Ward 4	92.6 %	73.3 %	107.1 %	146.7 %	1.8 %	5.1 %	-
J36105 Ward 8	96.4 %	96.7 %	83.3 %	130.0 %	4.1 %	3.1 %	-
J35005 Ward 10	88.2 %	83.3 %	124.2 %	113.3 %	1.2 %	2.4 %	-
J35011 Ward 11	77.9 %	77.8 %	109.9 %	126.7 %	3.0 %	-	-
J35006 Ward 12	80.2 %	74.4 %	131.5 %	111.1 %	6.7 %	5.3 %	-
J35102 Ward 14	101.6 %	81.7 %	91.4 %	111.1 %	7.1 %	-	1
J35031 Ward 15	92.4 %	83.3 %	138.3 %	111.7 %	3.2 %	3.2 %	-
J35103 Ward 16	99.5 %	98.3 %	112.3 %	105.5 %	0.6 %	3.5 %	-
J35753 Ward 17	81.3 %	93.3 %	117.8 %	143.3 %	2.6 %	5.5 %	-
J35407 Ward 18	88.5 %	84.4 %	110.8 %	134.4 %	9.0 %	1.6 %	-
J35451 Ward 20	84.1 %	83.3 %	118.3 %	117.8 %	5.4 %	-	-
J35427 Ward 21	91.3 %	80.0 %	114.2 %	134.4 %	7.3 %	-	-
J35449 Ward 23	93.9 %	78.9 %	95.2 %	118.3 %	2.5 %	9.0 %	-
J35450 Ward 24	88.1 %	86.7 %	116.5 %	144.2 %	5.5 %	7.7 %	-
J35853 Ward 25	84.1 %	100.0 %	111.4 %	100.0 %	0.7 %	6.4 %	1