

# Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 6<sup>th</sup> July 2016 as part of the Corporate Performance Report.

**Safe Staffing Position as at 31 May 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 98.2% of our required shifts.

Registered staff variances reflect:

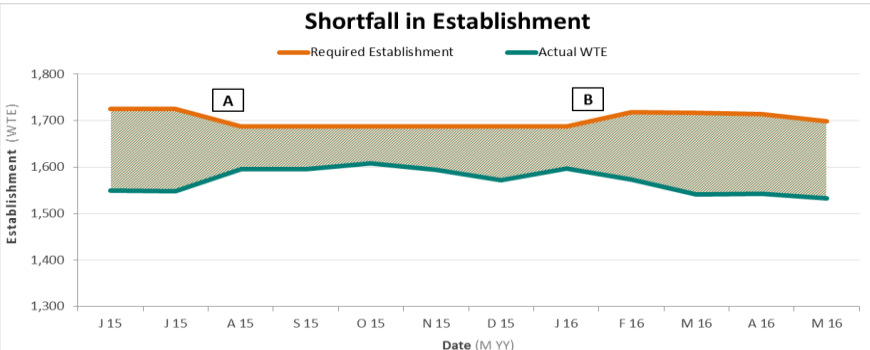
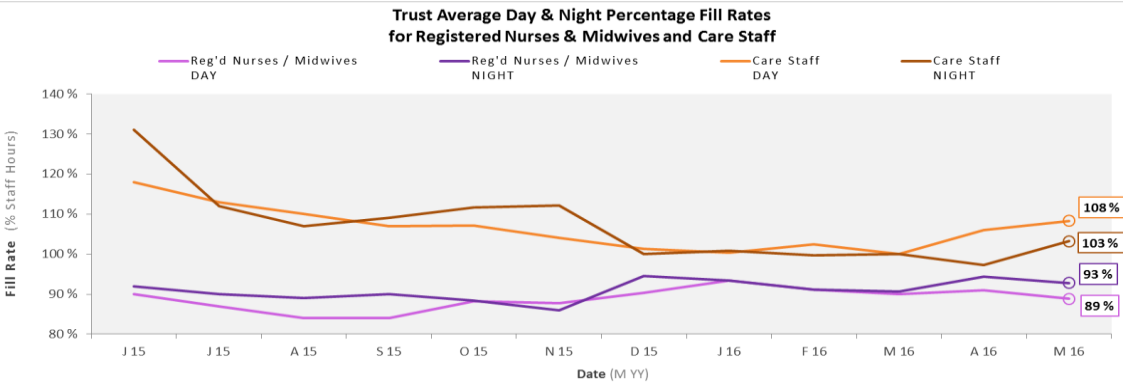
- 22 pre-registration nurses (awaiting NMC PIN) commencing employment with the Trust, of which 19 were recruited from Italy, two were newly-qualified nurses and one was a theatre practitioner. As at 31 May 2016, 13 were still awaiting a PIN.

**Recruitment & Staffing Update**

- 16 registered nurses (RNs) and one registered midwife (RM) commenced employment within the Trust during May 2016, of which eight RNs were placed in ward-based areas.
- There were 43 new members of the Nurse Bank, including 32 HCAs and 11 RNs (this includes 20 student nurses working as HCAs).
- 16 RNs left the Trust during May: 12 Band 5 RNs and four senior nurses. One NAP and two band 3 HCAs also left the Trust.

May 2016		Fill Rates (% staff hrs)			
Trust		Reg'd Nurses / Midwives		Care Staff	
Site		Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT		88.8 %	92.8 %	108.3 %	103.2 %
Chorley & South Ribble Hospital		85.0 %	91.8 %	104.8 %	92.5 %
Royal Preston Hospital		92.7 %	93.9 %	111.9 %	114.0 %

**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**

- Ward 4, Ward 8 and Gynaecology Ward are due a template review.
- Brindle Ward had high sickness and maternity rates.
- Medical wards 24, 21 and 18 supported escalation and patients requiring enhanced care.
- Maternity areas are currently recruiting to HCA vacancies.
- Surgery and Orthopaedics (RPH) have RN vacancy challenges; Ward 16 also had a high sickness rate.
- Day Case and Cath Lab were escalated during May.

May 2016		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	77.9 %	109.7 %	112.9 %	126.9 %	9.3 %	-	1
J35446	Bleasdale	84.5 %	95.7 %	120.4 %	92.5 %	8.8 %	2.2 %	-
J35440	Brindle	73.1 %	78.5 %	101.4 %	93.5 %	7.5 %	7.6 %	1
J35423	CCU CDH	98.9 %	100.0 %	96.8 %	100.0 %	9.1 %	2.6 %	-
J35420	CCU RPH	89.0 %	100.0 %	-	-	6.8 %	-	-
J35310	CrCU	109.5 %	103.1 %	104.3 %	91.9 %	5.9 %	5.0 %	1
J36016	Gynaecology	100.5 %	100.0 %	144.9 %	90.3 %	4.2 %	0.8 %	-
J35438	Hazelwood	88.8 %	100.0 %	93.6 %	95.2 %	3.7 %	1.5 %	-
J35104	Leyland	82.8 %	91.9 %	98.8 %	102.2 %	8.8 %	3.1 %	-
J35116	Major Trauma Ward	102.4 %	101.6 %	100.0 %	103.2 %	5.5 %	-	1
Multiple	Maternity	103.2 %	88.2 %	69.9 %	83.9 %	4.4 %	5.5 %	1
J35437	MAU CDH	86.8 %	85.8 %	108.6 %	100.0 %	9.7 %	3.8 %	-
J35408	MAU RPH	80.4 %	96.8 %	117.7 %	128.2 %	7.5 %	1.9 %	-
J36109	NNU	90.3 %	91.8 %	-	-	4.0 %	5.3 %	1
J35759	NRU	89.8 %	100.0 %	118.1 %	95.2 %	1.2 %	2.6 %	-
J35020	Surgical Unit	87.7 %	95.2 %	103.2 %	71.0 %	11.6 %	5.3 %	-
J35905	Ribblesdale	82.4 %	74.2 %	93.5 %	98.9 %	9.5 %	5.2 %	-
J35435	Rookwood A	88.5 %	100.0 %	114.4 %	95.3 %	10.7 %	2.1 %	-
J35434	Rookwood B	79.2 %	98.4 %	109.4 %	83.9 %	11.1 %	-	-
J35751	Ward 2A	88.9 %	97.6 %	92.2 %	122.6 %	6.7 %	3.0 %	-
J35752	Ward 2B	87.9 %	87.1 %	128.0 %	122.6 %	3.4 %	2.0 %	-
J35758	Ward 2C	100.0 %	100.0 %	116.1 %	96.8 %	1.2 %	-	-
J35168	Ward 3	88.4 %	100.0 %	102.8 %	93.5 %	2.4 %	3.1 %	-
J35726	Ward 4	97.1 %	72.0 %	94.8 %	164.5 %	2.3 %	5.0 %	-
J36105	Ward 8	104.8 %	103.6 %	89.5 %	154.8 %	4.8 %	4.0 %	-
J35005	Ward 10	99.9 %	91.9 %	112.4 %	103.2 %	1.4 %	2.3 %	-
J35011	Ward 11	83.9 %	90.3 %	110.1 %	106.5 %	0.6 %	-	-
J35006	Ward 12	86.1 %	75.3 %	130.5 %	105.4 %	5.7 %	4.7 %	-
J35102	Ward 14	80.1 %	91.9 %	117.7 %	100.0 %	3.1 %	-	1
J35031	Ward 15	78.2 %	76.2 %	151.1 %	125.8 %	2.2 %	3.3 %	-
J35103	Ward 16	77.6 %	103.5 %	110.6 %	101.2 %	10.5 %	5.2 %	-
J35753	Ward 17	82.9 %	95.7 %	110.2 %	135.5 %	5.6 %	1.1 %	-
J35407	Ward 18	88.8 %	84.9 %	109.3 %	134.4 %	10.8 %	1.7 %	1
J35451	Ward 20	95.0 %	90.3 %	115.3 %	114.5 %	9.0 %	-	-
J35427	Ward 21	86.4 %	75.0 %	123.0 %	152.7 %	8.6 %	-	-
J35449	Ward 23	95.7 %	89.2 %	101.2 %	108.9 %	4.2 %	8.7 %	-
J35450	Ward 24	80.3 %	93.5 %	131.0 %	129.0 %	2.4 %	6.1 %	-
J35853	Ward 25	82.8 %	96.8 %	103.4 %	101.6 %	3.3 %	4.3 %	-