

# Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 4<sup>th</sup> May 2016 as part of the Corporate Performance Report.

**Safe Staffing Position as at 30 April 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 above translates into an overall fill rate of 97.1% of our required shifts.

Registered staff variances reflect:

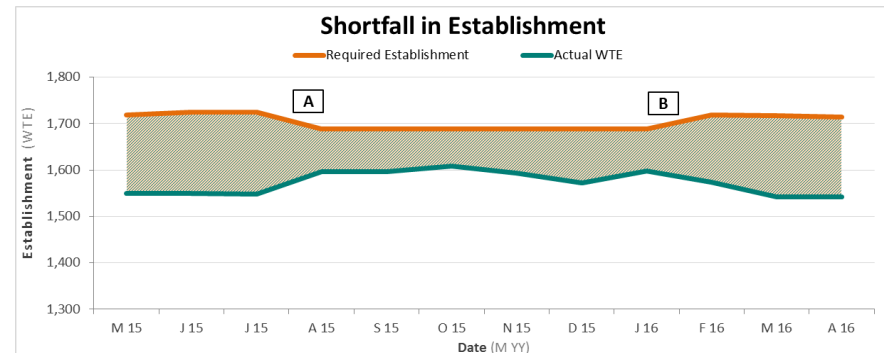
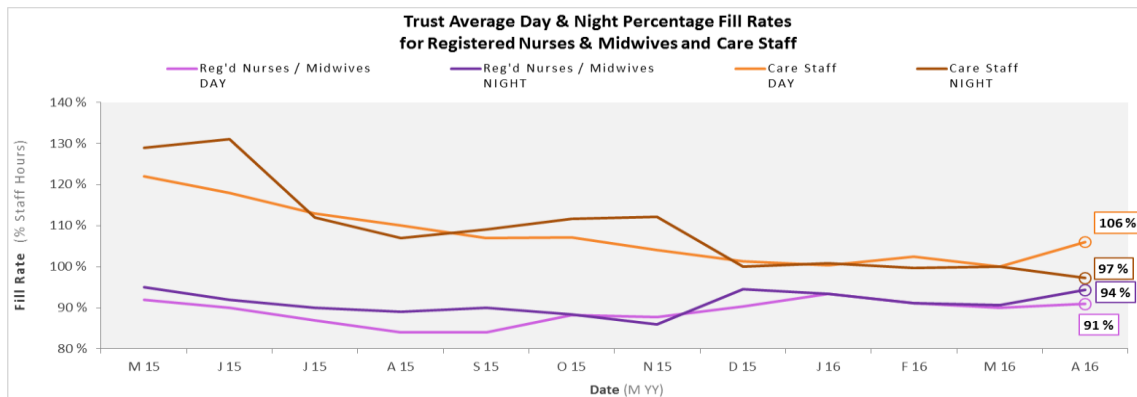
- During April there were 23 pre-registration nurses within the trust awaiting their NMC pins of which 20 are Italian nurses and 2 newly qualified nurses and 1 Theatre practitioner.
- Ongoing recruitment to vacant posts as part of eText in expected turnover.

Care staff variances above 100% reflect:

- The requirement to flexibly increase number of care staff available to provide extra support for wards where patients require increased observation.
- Staff working as a HCA whilst waiting for registration.
- The use of additional temporary staff when registered bank/agency cover is not available.

*Katie Swarbrick, Deputy Nursing Director*

| Apr-16                                      |      | Fill Rates (% staff hrs) |                |                |                |
|---|------|--------------------------|----------------|----------------|----------------|
| Trust                                       | Site | Reg'd Nurses / Midwives  |                | Care Staff     |                |
|   |      | Day                      | Night          | Day            | Night          |
| <b>Lancashire Teaching Hospitals NHS FT</b> |      | <b>90.9 %</b>            | <b>94.3 %</b>  | <b>106.0 %</b> | <b>97.2 %</b>  |
| <b>Chorley &amp; South Ribble Hospital</b>  |      | <b>86.0 %</b>            | <b>93.5 %</b>  | <b>100.4 %</b> | <b>85.3 %</b>  |
| <b>Royal Preston Hospital</b>               |      | <b>95.9 %</b>            | <b>111.6 %</b> | <b>95.1 %</b>  | <b>109.2 %</b> |



**A** - Total establishment re-based following recent workforce review.  
**B** - Inclusion of Vascular Ward

*Data Source: Required Est from General Ledger. 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**

High sickness and maternity leave rates continue to impact upon fill rates in a number of areas.

- Barton, Brindle and Surgical Unit have high number of sickness and vacancies, Leyland has high level of sickness, MAU RPH high vacancies. Wards 14 and 16 have ongoing vacancies and are working to interim templates. NRU due template change. Medical wards at RPH including Ward 18 & Ward 21 have supported escalation and had a high number of patients requiring enhanced care. Day case and Cath lab have been escalated throughout April

| Apr-16   | 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                       | 74.3 %                   | 87.6 %  | 114.6 %    | 119.0 % | 7.4 %                      | -                       | -                |
| J35446   | Bleasdale                    | 93.5 %                   | 77.2 %  | 104.4 %    | 94.4 %  | 8.4 %                      | 3.3 %                   | 1                |
| J35440   | Brindle                      | 74.1 %                   | 76.7 %  | 98.6 %     | 92.2 %  | 8.9 %                      | 5.9 %                   | -                |
| J35423   | CCU CDH                      | 98.3 %                   | 105.0 % | 126.7 %    | 100.0 % | 0.5 %                      | -                       | -                |
| J35420   | CCU RPH                      | 94.0 %                   | 100.0 % | -          | -       | 6.2 %                      | -                       | -                |
| J35310   | CrCU                         | 116.5 %                  | 104.5 % | 121.7 %    | 99.2 %  | 6.1 %                      | 4.9 %                   | 1                |
| J36016   | Gynaecology                  | 103.6 %                  | 100.0 % | 124.6 %    | 86.7 %  | 4.0 %                      | 3.3 %                   | -                |
| J35438   | Hazelwood                    | 93.3 %                   | 100.0 % | 94.9 %     | 98.3 %  | 2.5 %                      | -                       | -                |
| J35104   | Leyland                      | 79.0 %                   | 100.0 % | 103.8 %    | 81.4 %  | 9.2 %                      | 3.1 %                   | -                |
| J35116   | Major Trauma Ward            | 103.5 %                  | 100.0 % | 95.0 %     | 90.0 %  | 9.6 %                      | -                       | -                |
| Multiple | Maternity                    | 108.9 %                  | 92.8 %  | 133.3 %    | 93.3 %  | 3.2 %                      | 4.9 %                   | -                |
| J35437   | MAU CDH                      | 86.6 %                   | 89.3 %  | 101.7 %    | 81.7 %  | 10.2 %                     | 2.7 %                   | -                |
| J35408   | MAU RPH                      | 77.8 %                   | 92.7 %  | 113.9 %    | 123.3 % | 3.7 %                      | 2.0 %                   | -                |
| J36109   | NNU                          | 89.5 %                   | 88.8 %  | -          | -       | 6.4 %                      | 5.9 %                   | -                |
| J35759   | NRU                          | 76.1 %                   | 100.0 % | 134.7 %    | 111.7 % | 3.0 %                      | -                       | -                |
| J35020   | Surgical Unit                | 90.1 %                   | 86.7 %  | 107.5 %    | 70.0 %  | 15.2 %                     | 5.4 %                   | -                |
| J35905   | Ribblesdale                  | 82.1 %                   | 82.2 %  | 87.9 %     | 96.7 %  | 7.1 %                      | 4.7 %                   | -                |
| J35435   | Rookwood A                   | 90.0 %                   | 98.3 %  | 96.5 %     | 79.8 %  | 13.7 %                     | 2.1 %                   | 3                |
| J35434   | Rookwood B                   | 83.3 %                   | 106.7 % | 98.4 %     | 82.5 %  | 9.1 %                      | -                       | 1                |
| J35751   | Ward 2A                      | 90.0 %                   | 100.8 % | 100.9 %    | 116.7 % | 6.5 %                      | 2.7 %                   | -                |
| J35752   | Ward 2B                      | 90.9 %                   | 93.3 %  | 94.4 %     | 103.3 % | 4.0 %                      | 2.0 %                   | 1                |
| J35758   | Ward 2C                      | 103.5 %                  | 100.0 % | 103.3 %    | 106.7 % | 3.9 %                      | -                       | -                |
| J35168   | Ward 3                       | 90.1 %                   | 100.0 % | 116.7 %    | 116.7 % | 1.1 %                      | -                       | -                |
| J35726   | Ward 4                       | 94.0 %                   | 75.6 %  | 127.7 %    | 121.1 % | 1.5 %                      | 7.2 %                   | -                |
| J36105   | Ward 8                       | 101.1 %                  | 102.5 % | 77.5 %     | 130.0 % | 2.9 %                      | 5.0 %                   | 1                |
| J35005   | Ward 10                      | 91.2 %                   | 103.3 % | 111.7 %    | 100.0 % | 1.4 %                      | 2.3 %                   | 2                |
| J35011   | Ward 11                      | 91.3 %                   | 88.9 %  | 106.7 %    | 100.0 % | 1.7 %                      | -                       | -                |
| J35006   | Ward 12                      | 80.3 %                   | 80.0 %  | 118.8 %    | 86.7 %  | 8.4 %                      | 4.7 %                   | -                |
| J35102   | Ward 14                      | 71.7 %                   | 100.0 % | 124.7 %    | 134.4 % | 2.3 %                      | -                       | 1                |
| J35051   | Ward 15                      | 97.6 %                   | 100.0 % | 135.6 %    | 106.7 % | -                          | -                       | -                |
| J35103   | Ward 16                      | 75.7 %                   | 98.3 %  | 102.8 %    | 96.0 %  | 9.1 %                      | 5.3 %                   | 1                |
| J35753   | Ward 17                      | 91.0 %                   | 90.0 %  | 118.9 %    | 141.1 % | 0.9 %                      | -                       | -                |
| J35407   | Ward 18                      | 97.9 %                   | 90.0 %  | 99.6 %     | 136.7 % | 7.5 %                      | 1.7 %                   | 1                |
| J35451   | Ward 20                      | 98.9 %                   | 103.5 % | 100.4 %    | 118.5 % | 12.7 %                     | -                       | -                |
| J35427   | Ward 21                      | 94.3 %                   | 80.8 %  | 136.8 %    | 141.1 % | 8.6 %                      | -                       | 2                |
| J35449   | Ward 23                      | 103.0 %                  | 92.2 %  | 105.2 %    | 90.7 %  | 4.8 %                      | 7.0 %                   | -                |
| J35450   | Ward 24                      | 104.8 %                  | 100.1 % | 110.3 %    | 98.0 %  | 5.5 %                      | 6.1 %                   | 1                |
| J35853   | Ward 25                      | 97.8 %                   | 100.0 % | 96.0 %     | 100.0 % | 3.2 %                      | 4.3 %                   | -                |

**Recruitment & Staffing Update**

- 19 RN's commenced employment within the trust, which includes 16 RNs to ward based areas which includes 11 Italian nurses
- 58 staff joined the nurse bank including 46 HCA's and 12 RNs, this includes 22 are student nurses as HCA's
- 23 RN & RMs from ward based areas left the trust - 2 midwives and 16 RN Band 5 and 5 Senior Nurses