

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 6th April 2016 as part of the Corporate Performance Report.

Safe Staffing Position as at 31 March 2016

- Data submitted is calculated in hours across the month. In terms of the actual 'shift' fill rate, the data translates into an overall fill rate of 95.2% of our required shifts.
- As previously reported, the reduction in the average fill rate on nights for care staff in Dec was the result of working to planned template adjustments in areas with previously recorded high monthly fill rates, and a reduction in Bank and Agency usage due to improved roster efficiencies and controls introduced in May.

Registered staff variances reflect:

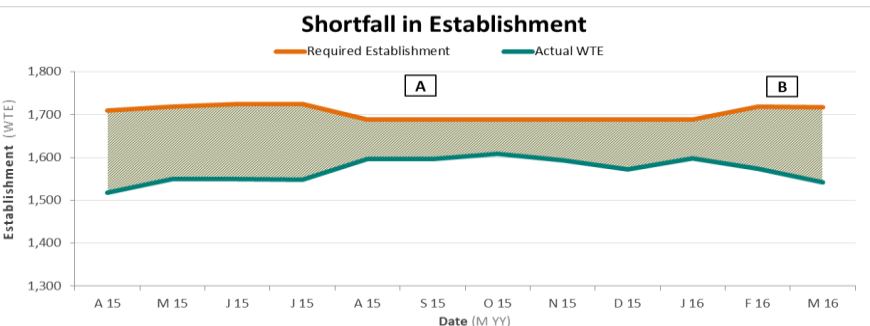
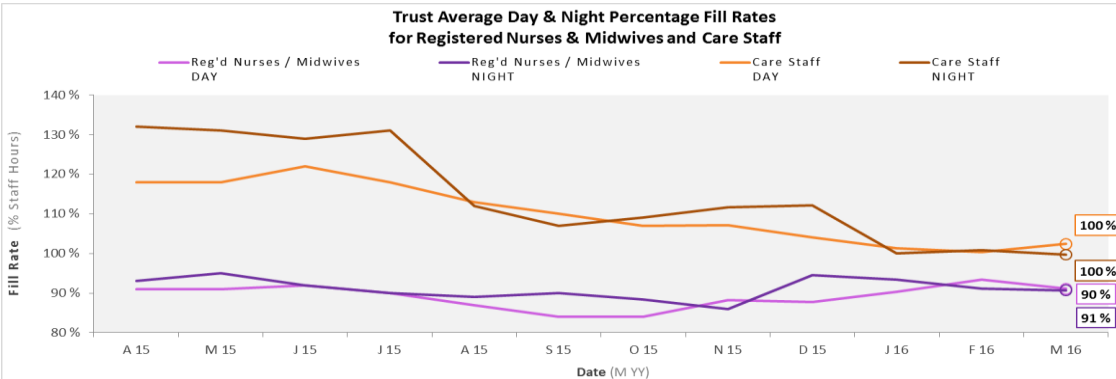
- Temporary exclusion of international staff who are not initially included within the Registered headcount, since they commence employment as HCAs while awaiting confirmation of entry onto the nursing register. During March, there were 15 pre-registration nurses within the trust awaiting their NMC pins, of which 13 are Italian nurses and 2 newly-qualified nurses.
- Ongoing recruitment to vacant posts as part of 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

Trust Site	Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	90.0 %	90.7 %	100.1 %	100.1 %
Chorley & South Ribble Hospital	87.9 %	89.6 %	98.2 %	85.9 %
Royal Preston Hospital	92.4 %	91.8 %	111.9 %	114.4 %



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.

- Ward 14 and 16 remain under pressure due to high vacancies, sickness and maternity leave, and require support from other areas and temporary staffing to achieve current fill rates. Actions are in place to support and recruit.
- The surgical wards and particularly ward 12 are also experiencing a sustained period of pressure due to vacancies and high sickness levels. Recruitment and support plans are in place.
- All wards across both sites continue to support a high number of escalation beds and areas.

Mar 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	73.7%	100.1%	117.5%	118.4%	10.0%	-	1
J35446 Bleasdale	83.8%	73.1%	112.4%	127.4%	8.1%	3.0%	-
J35440 Brindle	85.3%	75.0%	87.3%	92.5%	6.1%	4.5%	-
J35423 CCU CDH	95.7%	96.8%	100.0%	93.5%	2.5%	-	-
J35420 CCU RPH	96.1%	100.0%	-	-	0.2%	-	-
J35310 CrCU	104.0%	103.8%	122.0%	123.7%	7.6%	4.6%	1
J36016 Gynaecology	92.3%	96.8%	132.3%	90.3%	6.0%	3.2%	-
J35438 Hazelwood	105.8%	100.0%	79.3%	100.0%	1.9%	-	-
J35104 Leyland	77.1%	94.8%	97.3%	83.3%	8.5%	3.0%	-
J35116 Major Trauma Ward	100.7%	96.8%	117.7%	103.2%	5.8%	-	-
Multiple Maternity	96.2%	87.6%	110.2%	93.5%	5.2%	5.5%	-
J35437 MAU CDH	81.5%	83.9%	129.5%	93.5%	12.5%	2.6%	-
J35408 MAU RPH	94.1%	87.1%	98.4%	116.1%	4.5%	1.9%	-
J36109 NNU	93.0%	88.9%	-	-	7.7%	5.9%	-
J35759 NRU	76.9%	100.0%	122.6%	98.4%	2.8%	-	-
J35020 Surgical Unit	100.0%	88.7%	91.7%	77.4%	18.2%	3.1%	-
J35905 Ribblesdale	79.9%	74.2%	97.1%	101.1%	5.1%	4.7%	-
J35435 Rookwood A	92.5%	100.0%	95.9%	74.3%	17.0%	2.1%	-
J35434 Rookwood B	79.6%	100.0%	104.4%	83.1%	9.7%	-	-
J35751 Ward 2A	89.4%	99.2%	101.1%	119.4%	7.7%	2.8%	-
J35752 Ward 2B	90.2%	85.5%	111.7%	112.9%	3.9%	2.0%	-
J35758 Ward 2C	101.0%	98.4%	124.4%	98.4%	2.8%	-	-
J35168 Ward 3	91.5%	100.0%	95.2%	122.6%	1.5%	-	-
J35726 Ward 4	94.7%	96.8%	124.5%	137.6%	4.3%	4.9%	-
J36105 Ward 8	99.0%	98.4%	75.0%	106.5%	2.5%	5.2%	1
J35005 Ward 10	89.4%	100.0%	123.1%	111.3%	3.8%	2.2%	-
J35011 Ward 11	83.3%	77.4%	106.5%	103.2%	6.7%	-	-
J35006 Ward 12	75.7%	72.0%	113.1%	101.6%	11.4%	2.4%	-
J35102 Ward 14	81.7%	98.4%	136.1%	110.8%	5.9%	-	-
J35051 Ward 15	90.3%	74.2%	131.2%	104.8%	-	-	-
J35103 Ward 16	81.2%	93.5%	140.6%	110.9%	6.8%	5.5%	-
J35753 Ward 17	91.3%	91.4%	122.6%	129.0%	1.9%	-	-
J35407 Ward 18	83.5%	84.9%	99.3%	123.7%	2.7%	1.9%	-
J35451 Ward 20	88.4%	75.3%	102.7%	151.6%	7.4%	-	-
J35427 Ward 21	97.7%	79.0%	116.9%	130.1%	5.9%	-	-
J35449 Ward 23	102.8%	76.3%	108.3%	116.1%	3.7%	4.6%	-
J35450 Ward 24	88.1%	96.8%	95.8%	99.6%	5.8%	3.9%	-
J35853 Ward 25	87.9%	100.0%	103.3%	98.4%	5.7%	2.6%	-

Recruitment & Staffing Update

- 6 Registered Nurses commenced employment within the Trust which include 3 to ward-based areas.
- 33 staff joined the nurse bank, including 23 HCAs (11 of which are student nurses), 10 RNs; 19 are external recruits.
- 13 registered staff from ward-based areas left the Trust: 1 midwife and 12 RNs, 1 was a retiree.
- 7 HCAs left in-month and 11 started.