

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 2nd March 2016 as part of the Corporate Performance Report.

Safe Staffing Position as at 29 February 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 96.07% 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:

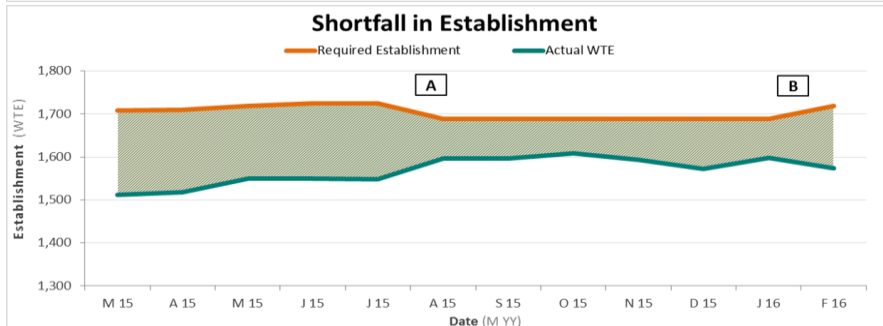
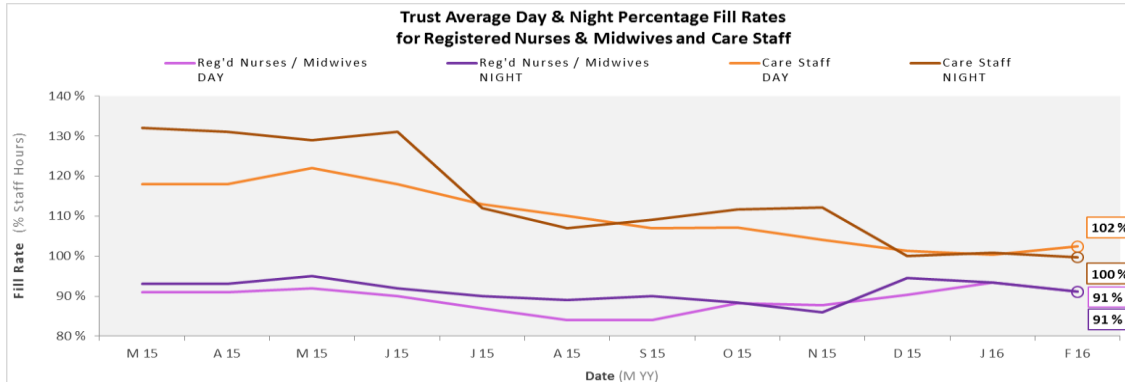
- Temporary exclusion of international staff who are not initially included within the Registered headcount, since they commence employment as HCAs while awaiting confirmation of entry onto the nursing register. During Feb, there were 19 pre-registration nurses within the trust awaiting their NMC pins, of which 17 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	Feb 2016 Fill Rates (% staff hrs)			
	Reg'd Nurses / Midwives		Care Staff	
	Day	Night	Day	Night
Lancashire Teaching Hospitals NHS FT	91.1 %	91.1 %	102.4 %	99.7 %
Chorley & South Ribble Hospital	88.1 %	89.6 %	95.8 %	92.1 %
Royal Preston Hospital	94.2 %	92.6 %	109.0 %	107.4 %



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.
- All wards across both sites continue to support a high number of escalation beds and areas.

Feb 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	74.5 %	94.8 %	117.2 %	105.7 %	8.4 %	0.7 %	-
J35446 Bleasdale	91.5 %	71.3 %	116.1 %	97.7 %	8.6 %	2.8 %	-
J35440 Brindle	81.2 %	94.3 %	90.5 %	97.7 %	5.9 %	2.7 %	-
J35423 CCU CDH	98.3 %	100.0 %	93.1 %	100.0 %	3.8 %	-	-
J35420 CCU RPH	100.0 %	100.0 %	-	-	0.9 %	-	-
J35310 CrCU	112.3 %	98.9 %	128.2 %	101.1 %	9.0 %	5.2 %	2
J36016 Gynaecology	97.9 %	94.8 %	125.9 %	89.7 %	2.8 %	3.1 %	1
J35438 Hazelwood	94.2 %	100.0 %	90.7 %	100.0 %	2.8 %	-	-
J35104 Leyland	76.4 %	83.3 %	105.1 %	109.8 %	6.6 %	2.1 %	-
J35116 Major Trauma Ward	103.6 %	98.3 %	81.0 %	103.4 %	0.8 %	-	-
Multiple Maternity	99.4 %	88.5 %	99.4 %	89.7 %	4.2 %	4.9 %	1
J35437 MAU CDH	83.7 %	85.5 %	109.9 %	98.3 %	9.7 %	2.6 %	-
J35408 MAU RPH	88.5 %	86.9 %	100.6 %	111.5 %	9.3 %	1.9 %	-
J36109 NNU	93.1 %	91.8 %	-	-	7.7 %	6.8 %	-
J35759 NRU	78.5 %	100.0 %	119.8 %	100.0 %	1.3 %	-	-
J35020 Surgical Unit	87.6 %	77.6 %	91.1 %	93.1 %	18.2 %	4.2 %	-
J35905 Ribblesdale	75.6 %	89.7 %	98.0 %	95.4 %	3.9 %	4.3 %	1
J35435 Rookwood A	99.4 %	105.2 %	92.7 %	81.9 %	10.6 %	2.2 %	-
J35434 Rookwood B	92.5 %	79.3 %	92.7 %	82.8 %	9.4 %	-	-
J35751 Ward 2A	90.8 %	97.4 %	104.0 %	103.4 %	5.8 %	6.9 %	-
J35752 Ward 2B	92.8 %	96.6 %	102.7 %	105.2 %	5.5 %	1.9 %	-
J35758 Ward 2C	99.8 %	100.0 %	104.2 %	96.6 %	6.0 %	-	-
J35168 Ward 3	87.2 %	100.0 %	110.3 %	144.8 %	4.8 %	-	-
J35726 Ward 4	100.8 %	74.7 %	112.5 %	116.1 %	2.1 %	2.5 %	-
J36105 Ward 8	95.6 %	98.3 %	-	-	0.9 %	5.2 %	-
J35005 Ward 10	80.5 %	78.2 %	106.5 %	96.6 %	3.7 %	1.5 %	4
J35011 Ward 11	80.0 %	97.7 %	115.5 %	108.6 %	4.6 %	-	-
J35006 Ward 12	80.4 %	85.1 %	90.9 %	103.4 %	10.7 %	2.8 %	-
J35102 Ward 14	88.3 %	84.5 %	84.9 %	94.3 %	11.9 %	-	2
J35051 Ward 15	100.9 %	86.2 %	115.5 %	119.0 %	-	-	-
J35103 Ward 16	81.4 %	89.7 %	98.3 %	97.7 %	7.7 %	5.1 %	1
J35753 Ward 17	95.2 %	98.9 %	132.8 %	123.0 %	3.8 %	-	-
J35407 Ward 18	94.0 %	92.0 %	92.7 %	121.8 %	4.9 %	1.9 %	-
J35451 Ward 20	100.0 %	106.9 %	108.4 %	119.0 %	6.8 %	-	-
J35427 Ward 21	93.9 %	75.9 %	137.9 %	127.6 %	5.0 %	-	-
J35449 Ward 23	97.1 %	73.6 %	116.4 %	100.7 %	5.0 %	5.9 %	1
J35450 Ward 24	93.4 %	109.2 %	119.7 %	105.6 %	3.8 %	2.1 %	-
J35853 Ward 25	84.4 %	100.0 %	109.7 %	115.5 %	5.2 %	3.1 %	-

Recruitment & Staffing Update

- 18 N&Ms commenced employment within the Trust (including ten pre-reg Italian nurses); 13 have been placed in ward-based areas.
- 58 staff joined the nurse bank, including 43 HCAs (18 of which are student nurses), one theatre support worker and 13 RNs; 19 are external recruits.
- 9 registered staff from ward-based areas left the Trust: 1 midwife and 8 RNs.
- 5 HCAs left in-month and 4 started.
- Successful recruitment open day on 5th March (5 RNand 2 HCA offers made)
- University visits across the North to attract students to the trust are underway