

Staffing Report for Ward Based Nursing and Midwifery Staffing

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

Safe Staffing Position as at 31 January 2016

- 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% of our required shifts.
- As previously reported, the reduction in the average fill rate on nights for care staff in Jun / Jul was the result of planned template adjustments 'going live' for a number of areas and a reduction in Bank and Agency usage due to improved roster efficiencies and controls introduced in May.
- The January figures reflect further adjustments in the templates following the agreed nursing and midwifery staffing and skill mix review results. The reduction in unregistered fill rates also reflect the reducing numbers of newly qualified and international staff awaiting PIN numbers; currently, there are eight nurses awaiting their NMC registration, of which six are Italian.

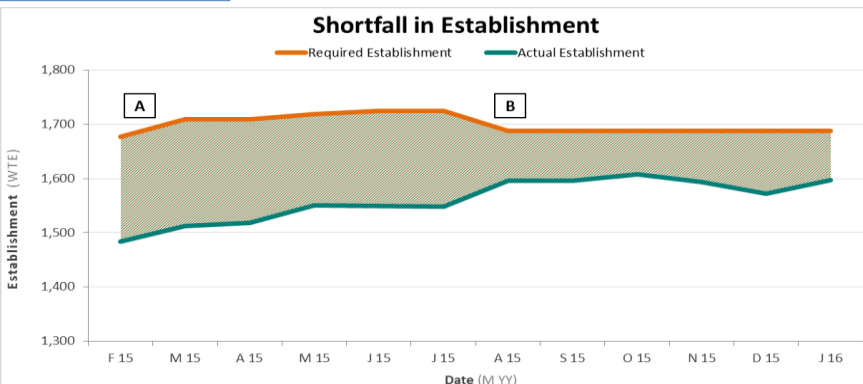
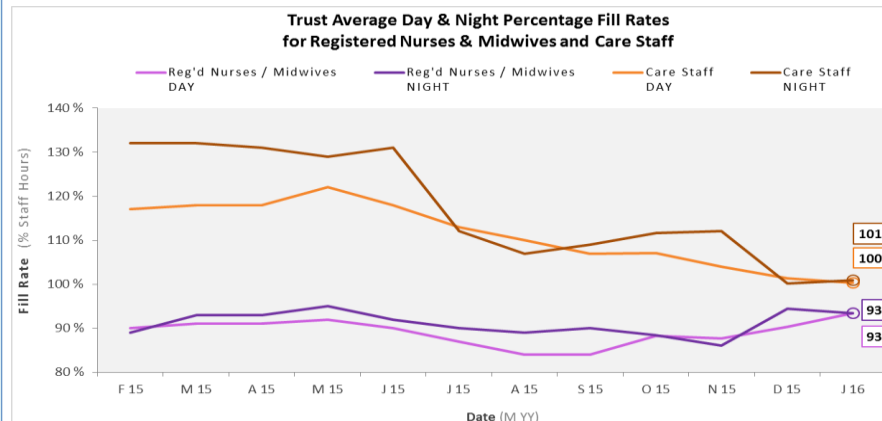
Katie Swarbrick, Deputy Nursing Director

Jan 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	82.9%	90.3%	105.1%	121.5%	8.7%	3.4%	-
J35446	Bleasdale	75.2%	79.6%	120.4%	93.5%	11.4%	2.8%	-
J35440	Brindle	87.1%	91.4%	101.4%	97.8%	6.0%	2.6%	-
J35423	CCU CDH	100.5%	100.0%	103.2%	103.2%	1.6%	-	-
J35420	CCU RPH	97.4%	100.0%	-	-	2.6%	-	-
J35310	CrCU	99.3%	95.3%	128.3%	109.7%	10.4%	6.3%	3
J36016	Gynaecology	97.7%	100.0%	102.3%	93.5%	1.8%	3.0%	-
J35438	Hazelwood	83.9%	100.0%	93.5%	101.6%	7.6%	-	-
J35104	Leyland	79.5%	101.6%	103.5%	95.8%	6.1%	4.7%	-
Multiple	Maternity	91.9%	82.8%	109.7%	90.3%	7.0%	4.7%	3
J35437	MAU CDH	90.8%	87.7%	101.6%	96.8%	11.0%	4.3%	-
J35408	MAU RPH	102.7%	83.2%	94.1%	130.1%	10.7%	1.8%	-
J36109	NNU	96.8%	88.9%	-	-	5.5%	6.2%	-
J35759	NRU	80.1%	96.8%	106.0%	101.6%	0.8%	-	-
J35020	Surgical Unit	105.5%	83.9%	95.4%	77.4%	9.0%	4.5%	-
J35905	Ribblesdale	89.2%	95.7%	105.1%	117.2%	5.7%	3.9%	-
J35435	Rookwood A	95.2%	101.6%	90.3%	84.7%	12.1%	2.3%	-
J35434	Rookwood B	94.6%	100.0%	88.2%	93.5%	13.0%	-	-
J35751	Ward 2A	92.5%	98.4%	102.0%	116.1%	6.5%	8.0%	-
J35752	Ward 2B	102.0%	100.0%	100.7%	104.8%	2.9%	1.9%	-
J35758	Ward 2C	105.6%	100.0%	107.9%	100.0%	7.5%	-	-
J35168	Ward 3	91.9%	100.0%	108.6%	109.7%	1.2%	-	-
J35726	Ward 4	103.9%	81.7%	107.3%	112.9%	6.0%	2.4%	1
J36105	Ward 8	99.3%	99.2%	-	-	2.0%	5.1%	-
J35005	Ward 10	91.1%	83.9%	98.8%	108.1%	3.5%	8.0%	-
J35011	Ward 11	103.1%	96.8%	95.6%	114.5%	1.5%	-	-
J35006	Ward 12	87.3%	84.8%	87.7%	112.9%	7.7%	4.4%	2
J35102	Ward 14	83.9%	83.9%	100.9%	105.5%	10.7%	-	-
J35051	Ward 15	103.5%	103.2%	100.5%	116.1%	3.8%	1.5%	-
J35103	Ward 16	73.0%	81.7%	99.8%	106.9%	10.5%	4.9%	-
J35753	Ward 17	97.7%	95.7%	104.0%	117.1%	3.9%	-	-
J35407	Ward 18	87.1%	93.5%	101.6%	120.4%	10.1%	-	-
J35451	Ward 20	103.2%	103.2%	115.4%	103.2%	6.9%	-	-
J35427	Ward 21	103.7%	84.7%	124.0%	103.2%	1.3%	-	-
J35449	Ward 23	108.2%	97.8%	108.0%	96.8%	4.6%	6.2%	-
J35450	Ward 24	97.5%	97.8%	109.0%	104.0%	3.2%	3.9%	-
J35853	Ward 25	81.9%	96.8%	103.2%	112.9%	5.4%	3.1%	-

Fill Rates by Ward

- Barton ward and Bleasdale ward had increased vacancies, sickness and parenting leave.
- Rookwood wards A and B had low fill rates due to increased sickness.
- Ward 20 had a high number of enhanced care patients. Ward 21 had two bays of enhanced care patients.
- The figures for wards 14 and 16 include the new Major Trauma Ward (MTW); orthopaedics still had vacancy challenges and a high level of sickness.
- Cardiology Cath Lab (CCL) opened for 24 nights over January due to escalation.

Jan 2016	Trust Site	Fill Rates (% staff hrs)			
		Reg'd Nurses / Midwives		Care Staff	
		Day	Night	Day	Night
	Lancashire Teaching Hospitals NHS FT	93.4 %	93.4 %	100.3 %	100.9 %
	Chorley & South Ribble Hospital	91.5 %	94.4 %	95.8 %	93.4 %
	Royal Preston Hospital	95.4 %	92.5 %	104.9 %	108.5 %



A - NIV business case and some workforce uplifts from Nov 2014 workforce review phased approach.

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

The graph opposite includes all ward areas as identified in the table opposite, except CrCU. It also includes all Maternity and both EDs.

Areas not included are: theatres and all non-ward-based teams & other departments.

Recruitment & Staffing Update

- 20 registered nurses and midwives commenced employment with the Trust in January; of which nine started in ward-based areas. Four HCAs have also commenced employment on ward-based areas.
- 17 external HCA staff have joined the Trust's bank pool, and an additional 46 internal staff have also joined as a result of the successful recruitment campaign.
- 16 registered nurses and midwives left ward-based areas during January.
- The open day recruitment event is now scheduled to take place on 05 March 2016.