

Staffing Report for Ward Based Nursing and Midwifery Staffing

This data was presented to the board on 13th January 2016 as part of the Corporate Performance Report.

Safe Staffing Position as at 31 December 2015

- Data submitted to Unify is calculated in hours across the month. In terms of the actual 'shift' fill rate, the data in the far right table translates into an overall fill rate of 96.55% 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 December 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 reflects the reduction in the number of newly qualified and international staff awaiting PIN numbers.

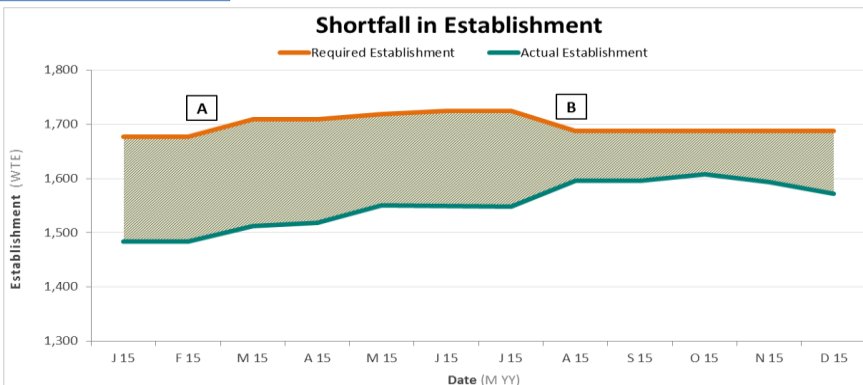
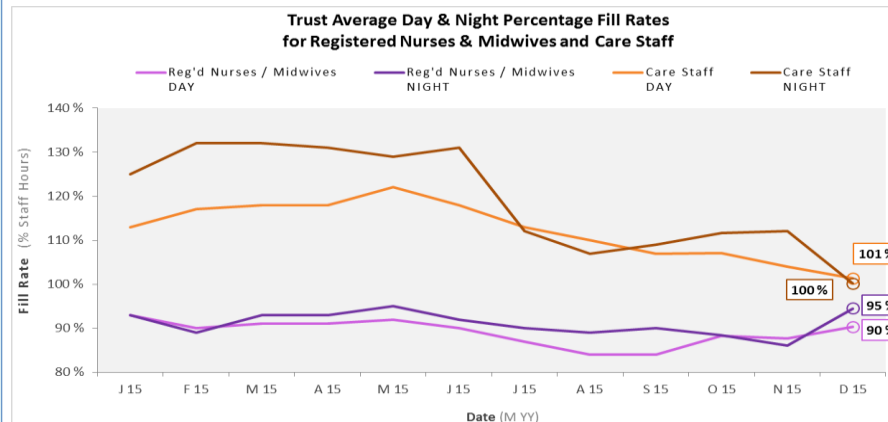
Katie Swarbrick, Deputy Nursing Director

Dec 2015	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 RNs
		Day	Night	Day	Night			
J35429	Barton	86.6%	124.2%	94.9%	97.8%	4.9%	3.1%	-
J35446	Bleasdale	77.9%	76.3%	115.1%	102.2%	10.4%	2.8%	-
J35440	Brindle	86.8%	86.0%	109.7%	98.9%	4.6%	1.5%	-
J35423	CCU CDH	98.4%	98.4%	100.0%	100.0%	4.2%	-	-
J35420	CCU RPH	89.0%	100.0%	-	-	11.6%	-	-
J35310	CRCU	99.2%	94.9%	102.7%	102.2%	10.0%	7.3%	1
J36016	Gynaecology	98.9%	90.3%	101.0%	90.3%	5.9%	3.1%	-
J35438	Hazelwood	90.9%	98.4%	93.0%	103.2%	6.8%	-	-
J35104	Leyland	68.6%	96.8%	122.2%	90.0%	5.0%	3.5%	-
J36007	Maternity	91.9%	83.3%	109.7%	90.3%	0.2%	6.4%	-
J35437	MAU CDH	90.4%	89.0%	103.6%	98.4%	7.8%	4.4%	-
J35408	MAU RPH	101.1%	89.7%	98.9%	115.1%	8.9%	1.8%	-
J36109	NNU	94.9%	88.3%	-	-	5.8%	6.5%	-
J35759	NRU	81.7%	100.0%	123.2%	104.8%	1.9%	-	-
J35020	Surgical Unit	59.7%	96.8%	70.2%	64.5%	8.5%	4.2%	-
J35905	Ribblesdale	88.3%	82.8%	97.7%	95.7%	6.0%	2.1%	-
J35435	Rookwood A	91.4%	103.2%	90.7%	91.1%	15.4%	1.3%	-
J35434	Rookwood B	93.0%	111.3%	94.6%	88.7%	10.8%	0.5%	-
J35751	Ward 2A	90.7%	90.3%	95.7%	109.7%	7.9%	5.3%	-
J35752	Ward 2B	102.0%	97.6%	99.4%	100.0%	3.7%	3.4%	-
J35758	Ward 2C	124.4%	100.0%	110.8%	90.3%	8.3%	-	-
J35168	Ward 3	91.0%	100.0%	102.0%	119.4%	1.0%	-	-
J35726	Ward 4	93.4%	76.3%	112.9%	138.7%	8.1%	2.5%	-
J36105	Ward 8	98.8%	100.8%	-	-	3.7%	4.2%	-
J35005	Ward 10	88.6%	89.2%	91.8%	108.1%	4.2%	7.8%	-
J35011	Ward 11	91.6%	94.6%	103.1%	104.8%	3.0%	1.5%	-
J35006	Ward 12	83.4%	85.7%	94.5%	109.7%	8.0%	4.4%	-
J35102	Ward 14	77.1%	87.6%	100.7%	106.0%	4.7%	-	-
J35051	Ward 15	101.7%	98.4%	104.3%	106.5%	5.3%	1.6%	-
J35103	Ward 16	83.9%	84.4%	105.0%	103.2%	7.3%	4.9%	-
J35753	Ward 17	100.0%	96.8%	108.6%	137.6%	2.3%	-	-
J35407	Ward 18	99.2%	96.8%	100.4%	121.5%	10.6%	-	-
J35451	Ward 20	107.5%	122.6%	101.5%	100.0%	7.2%	-	-
J35427	Ward 21	113.4%	86.3%	116.1%	137.6%	5.1%	-	-
J35449	Ward 23	99.4%	89.2%	105.9%	101.6%	5.5%	6.1%	-
J35450	Ward 24	115.2%	122.6%	135.5%	97.2%	3.8%	3.4%	-
J35853	Ward 25	87.9%	100.0%	101.9%	104.8%	5.8%	3.2%	-

Fill Rates by Ward

- Surgical Unit and Leyland have a lower fill rate during December because over the Christmas period they had reduced activity.
- Medical wards at RPH, including 18, 20 21 and 24, have supported escalation in Cardiac Catheter Lab on an almost daily basis.
- Wards 14 and 16, and the surgical wards, continue to have higher vacancies than other areas, with ongoing difficulty in recruiting.
- Areas with higher than 10% sickness include Bleasdale, CCU RPH, RWA, RWB and Ward 18.
- CrCU and Ward 10 have a high percentage of maternity leave.

Dec 2015	Trust	Site	Fill Rates (% staff hrs)			
			Reg'd Nurses / Midwives		Care Staff	
			Day	Night	Day	Night
			90.3 %	94.5 %	101.3 %	100.1 %
		Chorley & South Ribble Hospital	85.1 %	95.6 %	97.8 %	92.9 %
		Royal Preston Hospital	95.6 %	93.4 %	104.9 %	107.4 %



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

- Five RNs commenced employment with the Trust; one to a ward area.
- 28 staff joined the Trust's nurse bank, including 18 HCAs, two APs and eight RNs. Eight of these are external to the Trust and four are student nurses as HCAs.
- 13 RNs from ward-based areas left the Trust: four midwives and nine RNs
- NHS Employers is recommending that RNs remain on the shortage occupation list. Our RN vacancies are set to rise over the next nine months as recruitment of experienced staff is extremely difficult and the numbers of newly qualified staff available has reduced until September. The NMC has introduced the English Language test for all international recruits, including European nurses, which will significantly impact on our ability to recruit from abroad.
- No movement of HCAs (leavers or starters).
- The Italian recruitment event on 09 Dec 2015 resulted in 18 nurses due to commence employment at the Trust in February 2016.
- The open day recruitment event is now scheduled to take place on 05 Mar 2016.