

TRUST BOARD MEETING

Report to:	Trust Board "in public"	Agenda item:	8
Date of Meeting:	23 rd July 2014		
Title of Report:	Exception Report for Expected and Actual Staffing for Nursing, Midwifery and Care Staffing (Ward Areas)		
Status of report: (decision and approval, position statement, information, confidential discussion)	Information		
Lead Executive Director:	Michelle Clarke, Director of Nursing & Quality		
Author:	Michelle Clarke, Director of Nursing & Quality		
Appendices:	Appendix 1 - Fill Rate Indicator Return Staffing: Nursing, midwifery and care staff – June 2014		
1. Purpose of the report			
To inform the Trust Board of the ward areas that didn't meet the expected staffing requirements in May 2014.			
2. Recommendations			
The Board are asked to note the content of the report.			
3. Summary of Key Issues for discussion			
<ul style="list-style-type: none"> • There are a number of shifts where there has been an overfill of additional staff. This is due to patients requiring high dependency (patients at risk of falls, dementia etc.) as well as patients requiring non-invasive ventilation care. • ITU at times is below 90%, however beds have been reduced to mitigate this risk. • There are areas where fill rates of additional staff have been between 83% and 97% (this is an improvement to the previous month) but there has been no correlation with nurse sensitive indicators, apart from the number of slips, trips and falls this month across some of the wards - There has been no one single root cause identified for this. • Vacancies remain a challenge at Leominster and Ross Community Hospitals 			
4. Reference to previous reports			
June 2014 Exception Report for Expected and Actual Staffing for Nursing, Midwifery and Care Staffing			
5. For further information or any enquires relating to this report please contact:			
Michelle Clarke, Director of Nursing & Quality, michelle.clarke@wvt.nhs.uk			

6. Please confirm, by ticking the box, that you have included or considered the following items in developing your report:

Background

Care Quality Commission Implications

Legal / NHS Constitution considerations

Analysis of Risk including link to the Board Assurance Framework and Risk Register

Resource Implications (staffing & financial)

Patient, Public and Stakeholder involvement

Exception Report for Expected and Actual Staffing for Nursing, Midwifery and Care Staffing (Ward Areas)

1.0 INTRODUCTION

1.1 As part of the National Quality Board guidance published in November 2013 there is a requirement to publish on a monthly basis nursing, midwifery and care staffing capacity and capability.

2.0 Main Body of Report

2.1 The attached appendix will be published alongside every other Trust's data on the NHS Choices website on a monthly basis. This will allow patients and the public to see how hospitals are performing on this indicator in an easy and accessible way. The data will sit alongside a range of other safety indicators. These will include CQC ratings, infection and cleanliness, open and honest reporting (patient safety incidents on NRLS), VTE risk assessment, response to patient safety alerts, NHS staff survey (staff recommendation) and the NHS Safety Thermometer.

2.2 There are a number of shifts where there has been an overfill of additional staff. This is due to patients requiring high dependency care (patients at risk of falls, dementia etc.) as well as patients requiring non-invasive ventilation care.

2.3 There are areas where fill rates of staff have been between 83% and 97% but there has been no correlation with nurse sensitive indicators. Arrow Ward had the highest number of falls however, no root cause has been identified.

2.4 Where gaps have been identified, these are down to predominantly two reasons, namely sickness or vacancy factor or on some occasions sickness.

2.5 Recruitment continues to be a challenge. A targeted approach specifically in relation to community hospitals took place on the 16th July 2014 with open events at each hospital being run from 5pm until 7pm. A verbal update will be given at Board with the outcome of this event.

2.6 The County Hospital continues with a monthly recruitment process. There are approximately 20 newly qualified staff starting in September 2014, but this brings with it its own challenges in terms of support.

Appendix 1 - Fill Rate Indicator Return Staffing: Nursing, midwifery and care staff – June 2014

Ward name	Day				Night				Day		Night		Comments
	Registered midwives/nurses		Care Staff		Registered midwives/nurses		Care Staff		Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	
	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours	Total monthly planned staff hours	Total monthly actual staff hours					
Womens Health	795	710.5	450	434.75	285	292.5	285	238	89.4%	96.6%	102.6%	83.5%	RN - Under due to vacancy CS - Under due to sickness
Maternity Ward	750	750	750	675.5	750	750	375	378	100.0%	90.1%	100.0%	100.8%	CS - Under due to long term sickness
Childrens Ward	1822.5	1828	450	435.5	570	577	285	250.5	100.3%	96.8%	101.2%	87.9%	RN - Under due to vacancy
Lugg Ward	1800	1534.25	1350	2308	855	864.5	855	1125.5	85.2%	171.0%	101.1%	131.6%	RN - Vacancies CS - Significant number of HDP
Arrow Ward	1575	1327.5	1125	1256.75	570	589.5	570	541.5	84.3%	111.7%	103.4%	95.0%	RN - Under due to vacancies CS - Over due to HDP
Wye Ward	1800	1843.75	1575	1577	855	1067	855	771.5	102.4%	100.1%	124.8%	90.2%	RN - Increases due to higher acuity and numbers of stroke patients
Acute Admissions Unit	3150	3055	1800	2024	1710	1902.5	570	674.5	97.0%	112.4%	111.3%	118.3%	RN - Under due to vacancy CS - Over due to HDP requirements
Cardiac Care Unit	900	951.75			570	570			105.8%		100.0%		RN - Over due to Anglo Suite for device insertion
Hillside Intermediate Care	900	838	2025	1943	570	560.5	570	570	93.1%	96.0%	96.3%	100.0%	RN - Under due to vacancy CS - Under due to vacancy
Leominster Community Hospital	1350	1169.5	2250	2238.25	855	758	570	595	86.6%	99.5%	88.7%	104.4%	RN - Under due to vacancy CS - Over to support qualified vacancy gap
Bromyard Community Hospital	900	1102.5	1350	1432.5	570	636.5	570	658	122.5%	106.1%	111.7%	115.4%	RN - Increase due to opening of additional beds as well as HDP requirements (for CS)
Ross Community Hospital	1350	1284.75	2250	2197	855	594	855	926.5	95.2%	97.6%	69.5%	108.4%	RN - Under due to vacancy factor CS - Over to support qualified vacancy gap
Leadon Ward	1350	1212.25	1125	1400	570	570.5	570	532	89.8%	124.4%	100.1%	93.3%	RN - Under due to vacancy factor CS - Over to support qualified vacancy gap
Teme Ward	1125	1034.75	1125	1301.75	570	532	285	372	92.0%	115.7%	93.3%	130.5%	RN - Under due to vacancy factor CS - Over due to HDP requirements
Monnow Ward	1350	1299.5	1125	1042	570	571.75	570	579.5	96.3%	92.6%	100.3%	101.7%	RN - Under due to vacancy factor
Redbrook Ward	1575	1488.5	1350	1457	855	855	570	788.5	94.5%	107.9%	100.0%	138.3%	RN - Under due to vacancy CS - Over due to HDP requirements
Special Baby Care Unit	1125	1167			1125	1117			103.7%		99.3%		RN - Over due to additional cot requirements
Intensive Care Unit	1908	1872			1860	1812			98.1%		97.4%		RN - Under due to vacancy factor, however beds were reduced to mitigate risk