

TRUST BOARD PART 1

Item 182

30 September 2015

Purpose Monitoring

Title	Update on Publishing of Nurse Staffing data on NHS Choices (August 2015 Planned & Actual)
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Executive sponsor	Mrs Christine Pearson, Chief Nurse

Summary: The paper details the Boards commitment to the publishing of staffing data regarding nursing, midwifery and care staff. It provides details of the staffing fill rates (actual versus planned) in hours published on the NHS Choices Website each month.

Report linkages

Related strategic aim and corporate objective

- Put safety and quality at the heart of everything we do
- Invest in and develop our workforce
- Work with key stakeholders to develop effective partnerships
- Become a successful Foundation Trust

Related to key risks identified on assurance framework

- The Trust fails to deliver and develop a safe, competent workforce
- Partnership working fails to support delivery of sustainable safe, personal and effective care
- The Trust fails to achieve a sustainable financial position
- The Trust fails to achieve required contractual and national targets and its improvement priorities
- Corporate functions fail to support delivery of the Trust's objectives

Impact

Legal	No	Financial	Yes
Equality	No	Confidentiality	No

Previously considered by: NA

Purpose of the report

1. This paper will provide an update to the Trust Board in respect of the expectations set out by the National Quality board (NQB) in November 2013, contained within “Hard Truths” (DoH 2013).
2. The report will also provide the Trust Board with an exception report for August 2015 actual and planned staffing figures.

Summary Headlines

3. August continued to be an extremely challenging month for nurse staffing within the organisation caused by similar factors as in previous months and anecdotally due to pressures of summer holidays. Other contributory factors detailed below:
 - a) Vacancies
 - b) Maternity leave
 - c) Sickness and absence levels
 - d) Limited coordinators on daylight shifts
 - e) Ability to match demand for nurse staffing with bank and agency fill rate/availability

Areas for Concern – August (below 80% actual versus planned)

4. 18 wards fell below 80% for actual versus planned for registered nurse hours on daylight shifts.
5. 4 wards fell below 80% for actual versus planned for care staff for daylight hours
6. 0 wards fell below 80% actual versus planned for registered nurses for night duty
7. 2 wards fell below 80% actual versus planned for care staff for night duty

Composite percentage for all wards ELHT (Appendix 1 details Unify upload of safe staffing return)

	Day		Night	
	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)	Average fill rate - registered nurses/midwives (%)	Average fill rate - care staff (%)
Aug-15	86.3%	106.2%	98.0%	108.9%

Issues Effecting Actual versus Planned (Appendix 2 highlights safe staffing return and nurse sensitive indicators)

8. Within Family Care and SAS no care issues or harms were identified as a consequence of staffing. Themes remain as in previous months, sickness, unfilled bank or agency shifts, no coordinator in daylight hours, vacancies, maternity leave and third nurse on night duty being moved. The staffing figures do not reflect the level of acuity, bed occupancy or women in labour.
9. Within ICG the themes remain similar as above but with a higher proportion of vacancies. A number of wards fell below 1:8 registered nurse ratios on several occasions and there were a limited number of coordinators shifts filled within daylight hours. There were 2 DATIX submitted from wards C2 and D3 relating to a fall with low/minor harm, which correlates to when registered nurse staffing ratio's fell below 1:8
10. All shifts above 100%, particularly for care staff are in relation to them being utilised to compensate for registered nurse deficits or to provide 1:1 care

Staffing Related DATIX

11. There were 92 staffing related incidents reported in August. 8 of them red flag incidents. Of the red flag incidents, 5 relate to missed meal breaks, 2 relate to less the 2 registered nurses present during shift and 1 relates to unable to reliably carry out intentional rounding.
12. From the data reviewed it appears none of the incidents identified resulted in harm
13. However further work is required to encourage staff to record staffing incidents within the correct section of DATIX

August 2015 Recruitment Update

Division	New starters April 14 To Aug 15 in post (WTE)		In pipeline recruitment (WTE)		Outstanding vacancies per division (not including in pipeline) 31 Aug 15 (WTE)	
	RN	HCA	RN	HCA	RN	HCA
ICG	149.99	35.00	53	5	77.06	18.86
SAS	55.43	30.73	40	8	5.91	4.25
Family Care	67.10	17.28	29		5.64	10.97

DCS	3.65	2.03	1		3.51	10.20
Total:	276.17	85.04	123	13	92.12	44.28

14. Active recruitment strategy continues, open days, attendance at national recruitment events, and use of social media
15. National lobbying from senior nursing leadership, to support nursing being added to shortage occupation list for international recruitment is on-going. On Trust's recent trip to the Philippines, 98 post's were offered with an anticipated conversion rate to 80 successful candidates being appointed to, all reliant on certificate of sponsorships, visa's and several rigorous tests candidates have to undergo and pass.
16. 4 Allied Health Care Professionals have now been recruited to, to support the nursing workforce. 2 physiotherapists and 1 occupational therapist will be working at Pendle Hospital and 1 physiotherapist at Clitheroe Hospital as a test of change.

Bank & Agency Fill Rates August 2015

Division	Duties Requested	Filled Hours				Overall Fill Rate	Unfilled	
		Bank Filled		Agency Filled			Duties	% unfilled
		Duties	% filled by bank	Duties	% filled by agency			
Surgery	1398	786	56.22%	237	16.95%	73.2%	375	26.82%
Integrated Care Group	3959	2501	63.17%	550	13.89%	77.1%	908	22.94%
Family Care	663	435	65.61%	129	19.46%	85.1%	99	14.93%
Diagnostics and Treatment	13	9	69.23%	0	0.00%	69.2%	4	30.77%
Organisation and Development	27	22	81.48%	0	0.00%	81.5%	5	18.52%
ELHT Total	6060	3753	61.93%	916	15.12%	77.0%	1391	22.95%

Summary

17. Staffing continues to be challenging and active recruitment is on-going as well as robust sickness and absence management
18. A professional judgment review of safe staffing numbers in relation to the nursing establishments is underway. To date SAS and ICG have been undertaken, with very

little change recommended to registered nurse numbers. Health care support worker numbers are also being reviewed.

Recommendation

The Trust Board is asked to receive the report and agree its content

Christine Pearson, Chief Nurse, 21 September 2015