

July 2011

I am writing to request information regarding neonatal units in your hospital trust under the Freedom of Information Act.

Please find attached 15 separate requests for information. Please respond by filling out the attached questions and returning to us:

We have now processed your request, please find below our completed Neonatal Unit Survey.

Neonatal Unit Survey

Please note:

- *This survey's questions relate to permanent members of staff, not agency or bank staff.*
- *Please include staff that have a clinical workload for the whole/majority of shift.*

1. Your details

Name:	MAUREEN BARNES
Job title:	NEONATAL UNIT MANAGER
Name of hospital:	Southend University Hospital NHS Foundation Trust
Neonatal network:	NELPN (North East London)
Email address:	Maureen.Barnes@southend.nhs.uk
Phone number:	01702-385186

2. Neonatal unit level

- Special care baby unit
- Local neonatal unit**
- Neonatal intensive care unit

3. *This question looks at a snapshot for a single day on 1 June 2011*

What was the funded nursing establishment in your unit, including nursing assistants and non-registered nurses (whole time equivalents) on 1 June 2011:

i. in each band?

Band:	1	2	3	4	5	6	7	8
Number	0	2.0	1.0	10.83	14.51	9.86	3.56	1.0

ii. For those working on shift on 1 June 2011 what were their qualifications?

Category of care ¹	Non-registered nurses	Number with NMC registration only ²	Number with NMC registration + neonatal specialised qualification ³ (QIS)
Caring for Special care babies	1.0	1.0	0
Caring for High dependency/Intensive Care babies	0	2.0	1.0
In a role with no responsibility for direct clinical care eg nurse in charge, practice educators, manager/matron			2.0

4. **This question looks at a snapshot for a single day on the 1 June 2011**

How many vacancies were there in your funded nursing workforce establishment on 1 June 2011:

i. in each band?

Band:	1	2	3	4	5	6	7	8
Number of vacancies	0	0	1.0	+0.03	1.0	2.13	0.13	0

ii. that ask for the applicants to hold the following qualifications?

Qualifications	Number
Non-registered nurses	0
NMC registration	1.0
NMC registration + Qualified in specialised neonatal care (QIS)	2.26

5. Have any neonatal nurses been made redundant in the 12 months prior to and including the 1 June 2011 in your unit?

No

If yes:

ii. how many in each band? Not applicable

Band:	1	2	3	4	5	6	7	8
Number of redundancies								

iii. how many held the following qualifications? Not applicable

Qualifications	Number
Non-registered nurses	
NMC registration	
NMC registration + Qualified in specialised neonatal care (QIS)	

¹ "Definition of categories of neonatal care" in NHS and Department of Health, *Toolkit for high quality neonatal services*, 2009, p17

² Principle 2.2.2 in NHS and Department of Health, *Toolkit for high quality neonatal services*, 2009, p40

³ Principle 2.2.3 in NHS and Department of Health, *Toolkit for high quality neonatal services*, 2009, p40

6. To the best of your knowledge, will any neonatal nurses be made redundant in the 12 months after 1 June 2011 in your unit?

None

ii. if known, how many in each band? Not applicable

Band:	1	2	3	4	5	6	7	8
Number of redundancies								

iii. if known, how many hold the following qualifications? Not applicable

Qualifications	Number
Non-registered nurses	
NMC registration	
NMC registration + Qualified in specialised neonatal care (QIS)	

7. Have any vacancies for neonatal nursing posts been frozen in the 12 months prior to and including the 1 June 2011 in your unit? (These are posts that have become vacant but a decision has been made not to refill the post.)

No

If yes:

ii. how many in each band?

Band:	1	2	3	4	5	6	7	8
Number of posts frozen								

iii. how many held the following qualifications?

Qualifications	Number
Non-registered nurses	
NMC registration	
NMC registration + Qualified in specialised neonatal care (QIS)	

8. To the best of your knowledge, will any vacancies for neonatal nursing posts be frozen in the 12 months after 1 June 2011 in your unit?

None

If yes:

ii. if known, how many will be in each band? Not applicable

Band:	1	2	3	4	5	6	7	8
Number of posts frozen								

iii. if known, how many will hold the following qualifications? Not applicable

Qualifications	Number
Non-registered nurses	
NMC registration	
NMC registration + Qualified in specialised neonatal care (QIS)	

For the following questions if you need more space please use extra paper and clearly mark which question you are answering

9. Have any nursing posts been re-evaluated and re-banded over the 12 months prior to and including the 1 June 2011?

Yes

If yes, please provide details of any changes to the total numbers of each band:

Southend Hospital NHS Trust, has recently completed a full review by the East of England Specialist Commissioning Group as part of the Essex review to set appropriate pathways of babies and families to tertiary centres.

This review also endorsed Southend Hospital NHS Trust as a Level 2 Local Neonatal Unit and set a revised staffing establishment to achieve BAPM and Toolkit standards. The levels and Bands have changed as follow;-

Band	Pre Review	Post review	Increase
8a	1.0	1.0	0
7	1.69	3.69	2.0
6	8.15	12.0	3.85
5	14.51	15.51	1.0
4	2.23	10.8	7.57
3	0.0	1.0	1.0
2	1.0	2.0	1.0

10. To the best of your knowledge, will any nursing posts be re-evaluated and re-banded over the 12 months after 1 June 2011?

No

If yes, please provide details to the total numbers of each band:

Not applicable

11. Has there been any impact of the above workforce and staffing changes you have commented on throughout the survey for premature and sick babies?

Following review, nurse staffing establishment has enabled facilitation of –
 1:1 ITU care,
 1:2 HDU care,
 1:4 SC care.
 1 Band 6 or 7 supernummary in charge of each shift.
 1.0 WTE Practice Educator Band 7.

12. Are there any other ways in which your neonatal services are changing due to efficiency drives in your hospital/Trust?

Not at this time or expected within this financial year. However there maybe an impact on Neonatal Educational courses (QIS) due to the current economic climate.

13. If so how have the changes impacted on the implementation of the Department of Health and NHS *Toolkit for high quality neonatal services* standards?

Positive changes—
The toolkit provides evidence to reduce length of stay.
Improved staffing levels.

14. How do you feel the NHS reforms may affect the care of premature and sick babies?

To date we are unclear of the exact nature of predicted NHS reforms as the government debate continues and therefore cannot comment.

15. Please add any other comments you have on staffing issues in your unit here.

Recruitment of Band 6 staff is difficult due to geographical area. However, we have a “grow our own” practice that retains staff from newly qualified.