

Board of Directors' Meeting Report – March 2 May 2017

Agenda item 42/17

Title	Safe Staffing Report for March 2017
Sponsoring Director	Diane Sarkar – Chief Nursing Officer
Authors	Denise Townsend – Director of Nursing Kathy Maloney – Safe Staffing Facilitator
Purpose	To report the nursing & midwifery staffing levels submitted to NHS England via Unify for March 2017.
Executive Summary	
<ul style="list-style-type: none"> • The RN fill rate for days and nights respectfully for March 2017 were 95.13% and 94.18%. • There were no areas with fill rates below 80%. • Staffing ratios continue to be monitored daily by Senior Nurses. Bank and agency staff have been utilised to maintain patient safety. • The Trust RN Vacancy rate is 13% which is an increase of 1.1% from February. There was a corresponding increase in the percentage of spend on agency staff ensuring safe nurse staffing levels maintained. • Further work is required to provide clarity and reliability, for the number of nursing care hours used against the baseline budgeted establishment WTEs, for use of escalation beds. • This report has been modified in its presentation to add greater clarity and demonstrate any correlation between staffing levels and harm. It is anticipated that this is a dynamic document and will continue to evolve over the forthcoming reports. 	
Date Reviewed by Execs.	21 April 2017
Related Trust Objective	Patient Focus – keep getting better. Staff – proud to work here and feel valued.
Related Risk	Patient Focus – keep getting better. Risk 1, 2 & 3 Staff – proud to work here and feel valued. Risk 1 & 2
Essex Success Regime	This report does not have any impact on other Trusts in the Essex Success Regime at the current time
Legal implications / regulatory requirements	NHS England and our regulators expect organisations to ensure that staffing capacity and capability are appropriately funded, maintained and monitored. The CQC will monitor how well staffing requirements are met as part of their inspection programme
Quality impact assessment	Staffing levels need to be at an adequate level to provide safe nursing care. The impact on quality will be dependent upon the registered nurse to patient ratio, acuity and dependency of patients and the skills and capability of the staff.
Equality impact assessment	Monitoring the outcomes will enable us to understand the impact of any staffing deficits on care including patients with protected characteristic of 'age' and 'disability'.
Recommendations: The Board is asked to note this report and receive assurance	

**Southend University Hospital Foundation Trust
Safer Staffing Nursing and Midwifery
March 2017**

1.0 PURPOSE

This paper outlines the nursing and midwifery safer staffing for March 2017.

2.0 BACKGROUND

The Trust is required to submit data on a monthly basis to Unify, detailing ward nurse and midwifery staffing fill rates and bed days. Monthly Unify data is also available on the Trust website.

The staffing level fill rates are RAG rated as Green above 90%, Amber 80-89% and Red below 79%.

Quality metrics (Falls, Pressures Ulcers and Friends & Family results) are correlated against individual ward fill rates.

3.0 STAFFING LEVELS

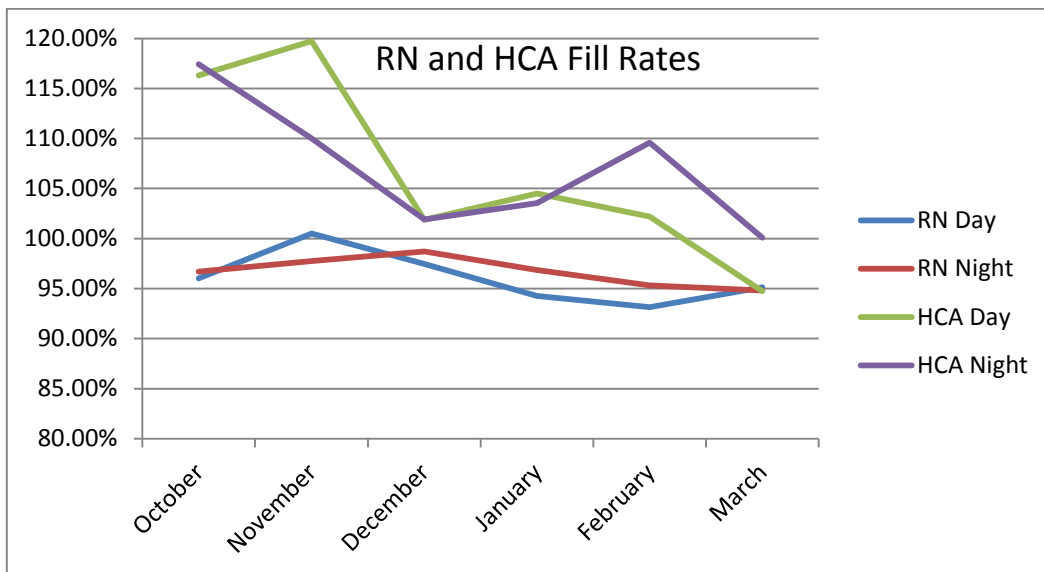
3.1 RN/HCA fill rates for days and nights – Overall Trust position

RN day	RN night	HCA day	HCA night
95.13%	94.18%	94.75%	100.08%

Staffing Measures	Previous month Feb	March	Variance	↑ ↓
Nursing establishment wte RN (budgeted)	1108	1112	4	↑
Nursing establishment wte in post RN	976.2	967.3	8.9	↓
Vacancy wte	132.1	144.9	12.8 wte	↑
Vacancy %	11.9%	13.0%	1.1%	↑
Number of red flags raised- nerve centre & ward reported	320	245	75	↓
Nurse agency % of pay bill RN	8.6%	9.6%	1%	↑
RN Planned v actual hours used %	94%	94.4%	0.4%	↑
Care hours per patient day Actual – RN	4.8	5.0	0.2	↑

- Nursing wte in post has reduced due to an increase in vacancies, which were mostly covered with a combination of bank and agency staff. Whilst work continues to reduce the demand to use agency HCA to “special” patients requiring enhanced supervision, it was also necessary to use agency staff to cover registered nurse deficits in order to ensure safe care.
- Red flags reported on Nerve centre and e-roster have reduced, and the level of red flags reported on e-roster by wards has also decreased.

3.2 Cumulative Fill rates



3.3 Overall fill rate RAG rating for the directorates for March 2017

Division	Registered Nurses		HCA	
	Day	Night	Day	Night
Surgery	96.30%	108.58%	97.50%	108.62%
Medicine	92.74%	92.64%	92.43	97.46
Diagnostics & Therapeutics	88.58%	102.60%	86.75%	116.70%
MSK	96.80%	83.85%	86.75%	116.70%
Theatre & Critical Care	100.70%	102.30%	N/A	N/A
Women & Children	95.70%	93.42%	93.15%	99.62%

3.4 Variance report by ward

Ward	Day		Night		Overall fill rate % RAG rating	No of Esc beds in use
	% fill rate RN	%fill rate Care staff (HCA)	% fill rate RN	%fill rate Care staff (HCA)		
Surgery						
Balmoral	97.20%	117.80%	98.90%	99.40%	103.32%	4 intermittent use
Chalkwell SAU	98.20%	104.30%	100.70%	110.30%	103.37%	6 intermittent use
Hockley	90.60%	113.30%	88.60%	116.10%	102.15%	1 intermittent use
Southbourne	99.50%	101%	103.20%	118.90%	105.65%	6 at weekends
Stambridge	96%	106.50%	98.10%	98.40%	99.75%	
Medicine						
A & E dept.	86.20%	102.30%	94.90%	96.40%	94.95%	
AMS	98.90%	88.50%	97.20%	102.40%	96.75%	
Blenheim	100.70%	99.30%	101%	106.40%	101.86%	2 intermittent use
CCU Hopkins	85.50%	91.80%	88.70%	88.20%	88.65%	
Eleanor Hobbs	96%	84.50%	103.80%	116.80%	100.27%	
Estuary OPAS	81.10%	77.70%	93%	81.60%	83.35%	2 intermittent use
Princess Anne	95.10%	93.70%	74%	104.10%	91.72%	4
Stroke Unit	84.50%	104.10%	97.70%	100.70%	96.75%	
Windsor	99.50%	90.20%	79.70%	84.30%	88.43%	3
Respiratory Unit	99.90%	94.20%	94.30%	93.70%	95.53%	
Diagnostic & Therapeutic						
Elizabeth Loury	85.20%	102.10%	95.80%	92.50%	93.90%	
Bedwell	91.90%	103.10%	77.70%	140.90%	103.40%	
Musculoskeletal						
Castlepoint	95.30%	92.20%	104.80%	96.70%	97.25%	
Shopland	98.30%	75.50%	104.30%	98.80%	94.23%	
Theatres & Anaesthetics						
Critical Care	100.70%		102.30%		101.50%	
Women & Children						
Eastwood	90.20%	110.70%	85.50%	100%	97%	

3.5 Staffing v's Quality impact

	RN fill rate	Pressure Ulcers	Falls	F&F% recommended (response rate)
CCU Hopkins	88.65 %	0	0	89.5% (35.19%)
Windsor	88.43 %	0	0	92.9% (22.58%)
Estuary OPAS	83.35 %	0	0	100% (18.6%)

CCU Hopkins: Risk mitigated due to acuity levels

Windsor: Risk mitigated by low acuity and use of additional HCA to meet dependency needs

Estuary OPAS: Risk mitigated due to acuity levels

4.0 Trust wide Quality & Safety Indicators

(High / moderate fall; hospital acquired pressure ulcers grade 2 -4)

- Falls: 1 moderate fall, Surgical assessment Unit, RCA is currently in progress
- Pressure Ulcer: No avoidable hospital acquired pressure ulcers were reported in March 2017

5.0 Recruitment Update

Active recruitment continues with an event which was held on 8th April 2017, 2 RN's were made. 2 HCA's who are overseas registered RN's were interviewed and offered positions on the Stroke Unit.

5 Nurses are expected from the Non-EU recruitment campaign and 3 EU nurses, all have an induction programme commencing in May 2017.

4.0 Conclusion and further actions required

- Nursing fill rates have decreased due to increased vacancies; no other significant changes in staffing measures have been reported.
- No pressure ulcers or falls with moderate or severe harm have been reported on the wards with staffing levels below 90%.
- Whilst the percentage of fill rates by agency staff has reduced, we are still reliant upon temporary staffing resource to achieve safe levels on the wards.
- Monitoring will continue for all staffing measures and quality indicators.
- Recruitment campaigns continue.
- Further work is required to provide clarity and reliability for the number of nursing care hours used against the baseline budgeted establishment WTEs for use of escalation beds to enhance the reliability of data collection.