

Document Title:	Trust Assurance Report Section 5: Director of Nursing/Chief Operating Officer
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Safer Staffing Monthly Exception Report

This is the safer staffing report for publication of May 2015 data, on both the NHS Choices website and the Trust's website.

The report details monthly planned (our budgeted and expected staffing) against actual nursing staff fill rates for registered and unregistered nurse staffing, by day and night shifts; no other professional group of staff is to be included.

Trust Boards are to receive this published data monthly, advised, by exception, of those wards where staffing levels fall short of planned numbers. The report details cause and effect and the actions planned to address the shortfall.

The May data demonstrates only one red rating for the inpatient units.

Recommendation

The Trust Board is asked to:

- Endorse the Safe Staffing Exception Report

May Data Reporting

Internal RAG rating	
Red	0-80%
Amber	80-90%
Green	> 90%

Table 1 - Nurse Staffing Fill Rates by Ward and by Grade Type: May 2015

Ward	Speciality	Day		Night		Number of Beds per Ward	% Bed Occupancy (Excluding leave)
		Average Fill Rate - Registered Nurses (%)	Average Fill Rate - Care Staff (%)	Average Fill Rate - Registered Nurses (%)	Average Fill Rate - Care Staff (%)		
Newport House	Forensic	87.50	166.12	125.30	144.19	8	96.8
Ashley House	Forensic	87.18	115.02	97.80	111.71	13	84.1
Radford House	Forensic	89.52	163.45	152.72	133.51	16	97
Norton House	Forensic	82.37	109.56	105.22	104.25	12	86.6
Ellesmere House	Forensic	102.13	137.85	81.65	272.98	12	98
IFOR Willow Shrops	Forensic	91.90	112.29	106.80	99.72	20	95
IFOR Yew	Forensic	112.50	110.02	106.67	109.64	12	98
Oak House	LD	91.41	93.49	104.25	104.74	10	50.3
Brockington	M&B	71.11	101.55	109.93	160.89	8	39.1
Kinver (including HD)	ED	95.85	117.90	83.82	349.87	12	56.6
IDEM Holly Redwoods	AMH	115.99	98.08	106.84	166.67	16	100
IDEM Oak Redwoods	AMH	108.25	119.47	103.37	206.67	16	98
IFNCT Laurel Redwoods	AMH	117.20	164.11	114.09	217.05	16	100
IFNCT Pine Redwoods	AMH	97.82	135.14	105.00	196.67	16	96
IRER Birch Redwoods	AMH	102.45	83.71	103.18	110.00	14	66
Baswich	AMH	94.99	107.07	101.62	115.60	12	95
Brocton	AMH	105.50	109.39	107.42	121.22	21	95
Bromley	AMH	81.79	142.85	88.53	160.21	14	95
Chebsey House	AMH	101.74	122.11	110.96	153.59	20	96
Norbury	PICU	98.64	153.01	101.17	153.89	13	75
IAMH George Bryan Tamworth	AMH	131.88	131.03	98.02	168.93	20	98
ISFOP George Bryan Tamworth	AMH	129.20	168.46	106.37	99.68	12	99

Bed numbers and occupancy validated by Information Services

Bed occupancy data has been added to the Nurse Staffing Fill Rate data table to give a more detailed picture of decisions around staffing levels and to determine any correlation between occupancy and staffing fill rates.

Overfill Rates

The Trust demonstrates a trend for overfill of Health Care Support Worker (HCSW) shifts, particularly at night, due to additional staff being used to provide increased levels of observation when fewer staff from other disciplines are available and engagement of patients with high risk needs is required. Despite a slight increase for May, recent months have seen a decreasing trend in overfill rates amongst this group of staff. (Table 2) This is largely due to a decrease in shifts requested for observations (Table 3) and focus on rostering more effectively to cover requirement with existing establishment.

Table 2

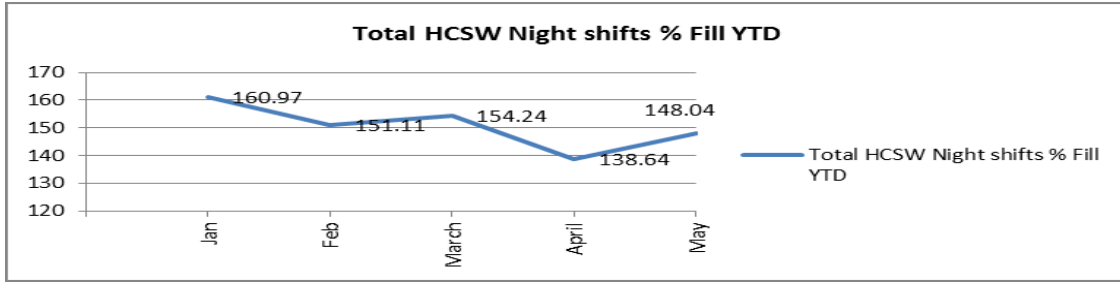
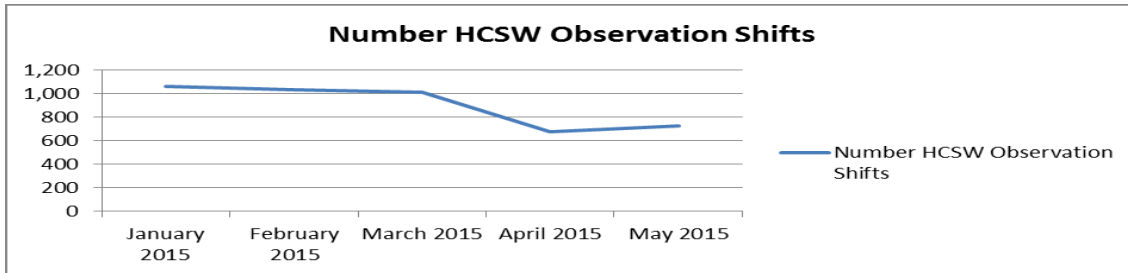


Table 3



Specialist Directorate

Brockington are rated red for registered nurse fill during the day.

From April 1st there have been an additional 3.8wte posts established to enable two registered nurses to be rostered for night shifts. This has increased the number of vacant posts accordingly.

Ward	% Average Fill Rate RMN – Day Shifts	Cause and Effect	Actions Taken
Brockington	71.11	<ul style="list-style-type: none"> 5 wte registered nursing vacancies including vacant posts for uplift in establishment 	<ul style="list-style-type: none"> Brockington are reported as a hotspot for vacancies in workforce reporting and this information has been circulated to managers for appropriate action. RMN's have been recruited to fill 2 x wte vacant posts due to RMN's leaving the unit Commenced in post April/May 3 x wte staff have been appointed following interviews to fill existing vacancies and vacancies created by an uplift in establishment

			<ul style="list-style-type: none">• Start dates: 1 x July 1 x Sept and 1 TBC• 2 x wte RMN vacancies due to be recruited to via Trust Recruitment Assessment Centre – now going back to local advert
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