

Staffing: Nursing, midwifery and care staff

December 2014

South Tyneside NHS Foundation Trust has led the way in the North East with our Open and Honest programme and is determined to take the same approach with Open and Honest Staffing.

The monthly report identifies staffing fill rates to demonstrate nursing and midwifery and care staffing levels. Fill rates of 100% mean that all planned staff were on duty. Fill rates of greater than 100% represent increased staffing levels to meet unplanned demand to meet patient care needs. Fill rates of less than 100% reflect unplanned sick leave, vacancies or when staff are moved to work in another clinical area due to low occupancy rates on their area, or where demands are higher in another area.

Where there are fill rates of less than 80% or above 150% we have provided additional information relating to that area to outline the reasons for this.

We make reference to the bed occupancy where this is relevant. Bed occupancy identifies how many patients we cared for on that ward or unit at midnight over the calendar month. It identifies how many beds are occupied by patients at midnight and this is converted to a % based on the number of beds available for that ward / unit. The lower the percentage the more empty beds there were over the calendar month. When there is reduced bed occupancy this can be a reason why the fill rates are lower than planned.

These are the overall Trust figures (South Tyneside District Hospital, Primrose Hill Hospital, Monkton Hall Hospital and St Benedict's Hospice)

| Trust | Day | | Night | |
|-------------------------------------|---|------------------------------------|---|------------------------------------|
| | Average fill rate - registered nurses/ midwives (%) | Average fill rate - care staff (%) | Average fill rate - registered nurses/ midwives (%) | Average fill rate - care staff (%) |
| South Tyneside NHS Foundation Trust | 87.3% | 91.4% | 93.7% | 112.6% |

| Ward name | Day | | Night | |
|-------------------------|---|------------------------------------|---|------------------------------------|
| | Average fill rate - registered nurses/ midwives (%) | Average fill rate - care staff (%) | Average fill rate - registered nurses/ midwives (%) | Average fill rate - care staff (%) |
| ASU - Acute Stroke Unit | 115.0% | 84.9% | 80.6% | 201.7% |

The fill rate for care staff on night duty is 201.7%, in order to provide support to the registered nurses on night duty as their fill rate had reduced to 80.6% due to sickness and maternity leave. Additional care staff have also been allocated to night duty on some occasions to meet the care requirements of individual patients.

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|--------------------------------|--------|--------|-------|--------|
| EAU - Emergency Admission Unit | 106.1% | 110.3% | 97.8% | 102.9% |
|--------------------------------|--------|--------|-------|--------|

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|-----------|-------|--------|-------|-----|
| ITU / HDU | 85.2% | 373.7% | 96.1% | N/A |
|-----------|-------|--------|-------|-----|

Extra care staff hours were worked on day duty in December to support registered nurses deliver safe care.



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|---|---------------|---------------|---------------|---------------|
| Primrose Ward | 87.1% | 58.1% | 109.7% | 93.5% |
| <i>There has been increased levels of sickness absence during December among both registered nurses and care staff. There are also a number of current vacancies. The bed occupancy of the ward was low for most of the month enabling the clinical team to provide safe care to their patients.</i> | | | | |
| Special Care Baby Unit | 84.2% | N/A | 124.7% | 95.8% |
| Ward 1 | 74.2% | 100.9% | 93.5% | 111.4% |
| <i>There has been a reduction in registered nurse fill rates on day duty to 74.2% due to unplanned sick leave at band 6 and band 5. Another band 6 nurse left to commence at new post at the same time. Interviews have now been completed but unfortunately the new band 6 couldn't be released until mid-January. In the interim period, and to provide on-going support, 2 staff have been moved from ward 6 and ward 10 respectively until the end of February. The ward is expected to be at full establishment by March 2015.</i> | | | | |
| Ward 10 | 86.8% | 86.7% | 100.0% | 132.7% |
| Ward 19 | 95.2% | 83.6% | 98.4% | 109.7% |
| Ward 2 | 66.1% | 95.6% | 91.9% | 152.6% |
| <i>There have been a number of staffing changes on ward 2 that have led to a temporary reduction in the level of registered nurses. This has been further exacerbated by increased levels of sickness absence. The fill rates registered nurses on day duty have been supplemented by extra management support and senior nurse support from the patient safety team. Interviews for the vacancies will take place in January.</i> | | | | |
| Ward 3 | 83.5% | 90.9% | 94.2% | 96.9% |
| Ward 5 | 93.1% | 94.4% | 95.2% | 107.0% |
| Ward 6 / CCU (Coronary Care Unit) | 82.7% | 102.2% | 101.6% | 96.8% |
| Ward 7 | 77.0% | 134.3% | 62.0% | 83.5% |
| <i>There has been long term sickness of registered nurses on the ward during December which has impacted the fill rates on day and night duty. This situation has been managed by increasing the care staff hours on day duty to support safe care delivery during this time. Staff who are currently on long term sick leave are expected to return in January.</i> | | | | |
| Ward 9 | 100.2% | 80.5% | 77.6% | 148.7% |
| <i>Long and short term sickness has impacted on the registered nurse fill rates on night duty. This situation has been managed by increasing the care staff hours on night duty.</i> | | | | |
| Delivery Suite | 87.9% | 90.1% | 97.0% | 95.2% |
| Ward 22 | 103.1% | 78.8% | 96.8% | 96.8% |
| <i>Vacancies and staff sickness led to a care staff fill rate of 78.8% on day duty in December, backfill was not possible due to annual leave; however the registered midwife fill rate on day duty was greater than 100%.</i> | | | | |
| Elmville | 108.8% | 88.1% | 100.0% | 100.0% |

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|---------------------|--------------|--------------|---------------|---------------|
| St Benedicts | 66.4% | 69.7% | 100.0% | 100.1% |
|---------------------|--------------|--------------|---------------|---------------|

Registered nurse and care staff fill rates on days have been reduced due to maternity leave for two staff. There are two band 6 vacancies one of which has been recruited to and will commence in post in January. Patient safety has been maintained by staff working extra hours and nurses bank shifts.