

# Staffing: Nursing, midwifery and care staff

May 2015

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	89.5%	93.2%	98.6%	103.7%

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	96.8%	78.2%	95.1%	95.1%

*There was a high level of sickness amongst care staff on day duty during May and it was not always possible to fill these shifts with bank staff; the number of registered nurses however remained at normal levels for all shifts. The care staff have now returned to work and so this figure should improve in June.*

EAU - Emergency Admission Unit	86.8%	125.1%	100.0%	99.8%
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ITU / HDU	89.5%	N/A	98.7%	N/A
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Primrose Ward	94.4%	69.0%	91.9%	96.8%
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*During May, Primrose ward was still operating with additional beds that were still being utilised to meet the "winter" demand. Staffing levels were adjusted accordingly but, as there were often empty beds on the unit, not all of the care staff shifts were filled. Primrose has reverted to normal bed numbers in June and so the staffing fill rates will improve.*

<b>Special Care Baby Unit</b>	<b>74.2%</b>	<b>56.8%</b>	<b>88.7%</b>	<b>74.2%</b>
<p><i>SCBU has a small team of nursing staff therefore fill rate are disproportionately affected by staff absence. Recent changes in the system to allow for staffing taking un paid breaks have led to changes in the planned levels of staff in the rostering system; the numbers required have increased. The current nursing establishment in SCBU is being managed to meet these changes with ongoing support from paediatric nurses providing some joint cover; close monitoring continued through May. Although the fill rates for registered nurses on day duty appear to be reduced in May the actual number of nurses on shift has increased. The bed occupancy was 51% in May with the average number of cots occupied being 4. Every shift in May included a qualified neonatal nurse and there were no occasions when the unit was closed to admission.</i></p>				
<b>Ward 1</b>	<b>92.0%</b>	<b>113.6%</b>	<b>100.0%</b>	<b>98.4%</b>
<b>Ward 10</b>	<b>83.9%</b>	<b>80.9%</b>	<b>100.0%</b>	<b>115.9%</b>
<b>Ward 19</b>	<b>94.6%</b>	<b>85.3%</b>	<b>103.2%</b>	<b>108.1%</b>
<b>Ward 2</b>	<b>86.2%</b>	<b>107.8%</b>	<b>100.0%</b>	<b>132.7%</b>
<b>Ward 3</b>	<b>85.8%</b>	<b>93.3%</b>	<b>98.5%</b>	<b>100.0%</b>
<b>Ward 5</b>	<b>90.1%</b>	<b>89.4%</b>	<b>98.4%</b>	<b>100.3%</b>
<b>Ward 6 / CCU (Coronary Care Unit)</b>	<b>80.5%</b>	<b>114.3%</b>	<b>104.8%</b>	<b>96.8%</b>
<b>Ward 7</b>	<b>93.0%</b>	<b>128.0%</b>	<b>102.2%</b>	<b>107.4%</b>
<b>Ward 9</b>	<b>96.2%</b>	<b>83.7%</b>	<b>98.4%</b>	<b>112.9%</b>
<b>Delivery Suite</b>	<b>96.9%</b>	<b>91.2%</b>	<b>102.6%</b>	<b>100.0%</b>
<b>Ward 22</b>	<b>105.6%</b>	<b>84.0%</b>	<b>93.5%</b>	<b>93.5%</b>
<b>Elmville</b>	<b>121.5%</b>	<b>104.6%</b>	<b>87.1%</b>	<b>126.1%</b>
<b>St Benedicts</b>	<b>77.5%</b>	<b>72.3%</b>	<b>101.8%</b>	<b>96.8%</b>
<p><i>There is one registered nurse post awaiting the candidate to start and one fulltime member of staff on maternity leave affecting the registered nurse fill rates on day duty. Staff are working extra hours to maintain safe levels of staffing at all times. High levels of sickness and a vacancy have reduced the fillrates on day duty for care staff. A new member of care staff will begin duty in early July in the meantime bank staff are being utilised alongside care staff working additional hours.</i></p>				