

Staffing: Nursing, midwifery and care staff

February 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	88.3%	95.3%	97.1%	105.8%

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	130.0%	77.6%	91.1%	125.5%

Care staff fill rates on day duty fell just below 80% in February, although this was balanced by the number of registered nurses on day duty being at 130%. On night duty the number of care staff is above the planned number at 125.5%. Positive feedback on patient care was received in February.

EAU - Emergency Admission Unit	98.6%	127.3%	98.8%	100.0%
ITU / HDU	93.0%	N/A	102.1%	N/A

Primrose Ward	108.3%	72.3%	92.0%	93.3%
<p>Primrose ward was relocated from Primrose Hill Hospital in February to help with winter pressures by increasing the number of beds available on the main hospital site. The low care staff fill rates on day duty were compensated by registered nurse fill rates of over 108% which was felt to be manageable as not all the beds were used initially. Friends and Family Test response rates were high and feedback comments were all positive in February.</p>				
Special Care Baby Unit	75.7%	N/A	142.0%	78.3%
<p>SCBU has a small team of nursing staff therefore fill rate are disproportionately affected by staff absence. Sickness and maternity leave among both registered nurses and care staff have reduced fill rates on both day and night duty in February. The staff from SCBU are always very flexible in changing shifts to provide the necessary cover required. 66% of the available cots were filled in February. Paediatric staff from Children's Emergency helped in SCBU when required ensuring care of babies remained safe at all times.</p>				
Ward 1	92.7%	96.0%	98.2%	91.1%
Ward 10	78.8%	85.2%	101.8%	102.2%
<p>Fill rates for registered nurses were reduced to 78.8% in February due to unplanned short term sickness these were covered by increasing care staff numbers. All patients interviewed said they would recommend the ward to a friend or relative.</p>				
Ward 19	96.8%	81.1%	96.4%	100.0%
Ward 2	74.5%	113.8%	100.0%	144.6%
<p>There have been a number of staffing changes on Ward 2 that have led to a temporary reduction in the level of registered nurses; active recruitment is underway to address these issues as quickly as possible. The ward is supported by help from other wards and teams which is recorded in the fill rates. Patient's comments were largely positive, a number of which reflected attentive and caring staff, despite always being busy.</p>				
Ward 3	86.2%	91.6%	87.7%	96.4%
Ward 5	73.7%	96.9%	91.1%	98.4%
<p>Fill rates for registered nurses on days was 73.2% in February due to maternity leave and vacancies which are being actively recruited to. All patients interviewed said they would recommend the ward to a friend or relative.</p>				
Ward 6 / CCU (Coronary Care Unit)	72.2%	127.2%	100.0%	96.4%
<p>Jury duty commitments, maternity leave and three vacant posts at band 5 reduced the registered nurse fill rates on day duty on ward 6 to 72.2%. Active recruitment of registered nurses is currently underway. Staff numbers were increased to safely meet patient needs. All patients interviewed said they would recommend the ward to a friend or relative.</p>				

Ward 7	85.7%	128.7%	79.3%	160.8%
<p><i>There has been long term sickness of registered nurses on the ward during recent months which has impacted the fill rates particularly on night duty; care staff numbers were increased to meet patient needs. Staff are currently returning to work on phased return. A newly qualified nurse is due to commence post in March and another in September 2015. 86% of patients interviewed said they would recommend the ward to a friend or relative.</i></p>				
Ward 9	94.1%	84.5%	78.8%	144.6%
<p><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. One senior nurse has recently returned to her post from secondment which will improve the situation in March. All patients interviewed said they would recommend the ward to a friend or relative.</i></p>				
Delivery Suite	88.8%	88.3%	101.1%	100.0%
Ward 22	105.9%	82.5%	98.2%	100.0%
Elmville	100.3%	92.3%	100.9%	97.5%
St Benedicts	70.2%	78.1%	100.2%	100.0%
<p><i>There is on-going work by the management team to ensure that the fillrates recorded are accurate. This work is expected to be concluded in March. There is active recruitment underway for a full time band 5 nurse and 32 hours for a band 6. Patient feedback on the care they received was positive in February.</i></p>				