

# Staffing: Nursing, midwifery and care staff

January 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	85.5%	95.6%	94.3%	109.5%

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	105.5%	90.4%	88.6%	165.3%

*Sickness and maternity leave amongst qualified night shift on the Stroke Unit have led to a slight reduction in fill rates which have been supported with extra care staff. Additional care staff have also provided a higher level of staffing on occasion to meet individual patient's needs.*

EAU - Emergency Admission Unit	92.1%	127.9%	98.9%	100.0%
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ITU / HDU	84.0%	N/A	98.2%	N/A
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Primrose Ward	72.7%	76.6%	125.8%	80.6%
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*There has been increased levels of sickness absence during January 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 appropriate quality care to their patients.*

<b>Special Care Baby Unit</b>	<b>82.0%</b>	<b>N/A</b>	<b>120.8%</b>	<b>81.6%</b>
<b>Ward 1</b>	<b>90.4%</b>	<b>95.7%</b>	<b>86.5%</b>	<b>100.0%</b>
<b>Ward 10</b>	<b>82.5%</b>	<b>86.1%</b>	<b>101.6%</b>	<b>115.6%</b>
<b>Ward 19</b>	<b>100.0%</b>	<b>79.0%</b>	<b>101.6%</b>	<b>101.9%</b>
<p>Care staff fill rates on day duty fell just below 80% in January, although the number of registered nurses on day duty remained at 100%. This reduced level of cover during the day is due to the ward having a number of vacancies. Some of these posts have been filled in January, with another new starter planned in March.</p>				
<b>Ward 2</b>	<b>58.6%</b>	<b>103.1%</b>	<b>95.2%</b>	<b>138.5%</b>
<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. This has been further exacerbated by increased levels of sickness absence. The fill rates among registered nurses on day duty have been supplemented by extra management support and senior nurses from the patient safety team working alongside the ward team. This is not accounted for in the fill rates. Three registered nurse posts have been appointed to in January and the majority of nurses have now returned from sick leave.</p>				
<b>Ward 3</b>	<b>85.5%</b>	<b>92.5%</b>	<b>88.7%</b>	<b>107.1%</b>
<b>Ward 5</b>	<b>80.5%</b>	<b>96.3%</b>	<b>95.2%</b>	<b>100.5%</b>
<b>Ward 6 / CCU (Coronary Care Unit)</b>	<b>85.7%</b>	<b>107.7%</b>	<b>93.5%</b>	<b>101.8%</b>
<b>Ward 7</b>	<b>78.2%</b>	<b>136.3%</b>	<b>59.2%</b>	<b>157.8%</b>
<p>There has been long term sickness of registered nurses on the ward during recent months which has impacted the fill rates on day and night duty. This situation has been managed by increasing the care staff hours on day and night duty to support safe care delivery during this time.</p>				
<b>Ward 9</b>	<b>94.8%</b>	<b>84.3%</b>	<b>61.5%</b>	<b>142.9%</b>
<p>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.</p>				
<b>Delivery Suite</b>	<b>89.1%</b>	<b>84.0%</b>	<b>102.4%</b>	<b>87.1%</b>
<b>Ward 22</b>	<b>102.4%</b>	<b>77.8%</b>	<b>100.5%</b>	<b>100.0%</b>
<p>Vacancies and staff sickness led to a care staff fill rate of 78.8% on day duty in January; the registered midwife fill rate on day duty was greater than 100% ensuring the appropriate compliment of staff. The midwifery teams cross cover their ante-natal, labour and post-natal wards in response to changing occupancy.</p>				
<b>Elmville</b>	<b>107.0%</b>	<b>109.5%</b>	<b>91.5%</b>	<b>106.8%</b>
<b>St Benedicts</b>	<b>76.8%</b>	<b>71.2%</b>	<b>100.0%</b>	<b>100.0%</b>
<p>Registered nurse and care staff fill rates on daytime shifts have been reduced due to maternity leave for two staff. There are two Band 6 vacancies, one of which has been recruited to and has commenced post in January with another commencing duty in March. Patient safety has been maintained by staff working extra hours and nurses bank shifts.</p>				