

Staffing: Nursing, midwifery and care staff

July 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	83.7%	99.5%	96.8%	101.9%

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	68.9%	107.4%	96.6%	127.0%

In July there were three registered nurses on sick leave for all or part of the month, in addition there are a number of vacancies for registered nurses. Staff worked additional hours and bank nurses were used to support the ward during this time. Two staff have now returned from sick leave and a new member of staff has also joined the team so an improvement in fill rates is expected from September.

EAU - Emergency Admission Unit	86.5%	137.6%	100.0%	98.5%
ITU / HDU	81.8%	N/A	100.0%	N/A
Primrose Ward	88.5%	85.7%	92.0%	107.9%

Special Care Baby Unit	72.5%	62.7%	72.6%	61.3%
<p>SCBU has a small team of nursing staff therefore small changes staff numbers have a disproportionate effect on fill rates. The number of staff required has increased recently increased due to the requirement for staff to take unpaid breaks; this has had an impact on the fill rates causing them to reduce. Paediatric nurses are supporting the unit by providing cover. There were some occasions during July when the unit could not accept further admissions because of the ratio of 4 babies to registered nurses was not appropriate, on these occasions mothers and babies were transferred to other units. The average occupancy of the unit was 54% during July.</p>				
Ward 1	83.9%	107.9%	98.5%	103.2%
Ward 10	75.3%	90.6%	98.4%	98.4%
<p>Registered nurse fill rates for Ward 10 were reduced on day duty due to long term sickness and maternity leave. Staff worked additional hours and bank nurses were used to support the ward during this time. Care staff numbers were optimal during this period.</p>				
Ward 19	88.5%	87.5%	100.0%	109.7%
Ward 2	76.1%	97.2%	96.8%	116.1%
<p>In July there were four registered nurses on sick leave for all or part of the month, in addition to a number of vacancies for registered nurses. New staff have been appointed to some of these positions but are not yet in post. Recruitment to the posts will continue and staff were moved from other areas within the hospital to help cover the vacancies on a temporary basis.</p>				
Ward 3	86.0%	95.2%	100.3%	95.2%
Ward 5	92.4%	89.4%	100.0%	100.0%
Ward 6 / CCU (Coronary Care Unit)	70.9%	130.3%	100.0%	106.5%
<p>The lower fill rates for registered nurses on days on Ward 6 during July were the result of a combination of vacancies, maternity leave and long term sick leave. Staff worked additional hours and bank nurses were used to support the ward during this time. Recruitment is underway to fill vacancies and new start dates have been agreed.</p>				
Ward 7	78.9%	137.2%	100.1%	97.1%
<p>Registered nurse fill rates on day duty in July were low due to maternity leave, long term sick leave and a number of vacancies. Staff worked additional hours and bank nurses were used to support the ward during this time. One new staff member is due to start in September, the other post has just been filled but the person will not commence until November 2015.</p>				
Ward 9	97.9%	84.3%	95.2%	109.7%
Delivery Suite	89.7%	83.8%	100.0%	75.8%
<p>There was a drop in care staff fill rates on night duty during July. The registered midwife fill rates were optimum during this time and the unit was supported by either staff working additional hours or through the on-call arrangement.</p>				
Ward 22	103.9%	85.4%	98.4%	103.2%

Elmville	136.9%	104.9%	68.1%	123.1%
<i>The management team, who are registered nurses, provided cover to manage the low fill rates for registered nurses on night duty in July.</i>				

St Benedicts	79.5%	64.4%	101.6%	96.8%
<i>Registered nurse fill rates in July were reduced due to a vacancy and maternity leave. The nursing team is small, reflecting the small number of patients and therefore small changes staff numbers have a disproportionate effect on fill rates. Staff worked additional hours and bank nurses were used to support the ward during this time. The vacancy has now been recruited to and the start day agreed.</i>				