

Staffing: Nursing, midwifery and care staff

March 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	86.7%	98.3%	99.8%	112.9%

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	81.5%	112.7%	88.7%	191.6%

The fill rates for care staff were higher than originally planned for both day and night duty as extra care staff were needed to meet the individual needs of patients who required extra care and support.

EAU - Emergency Admission Unit	95.5%	128.3%	100.6%	99.8%
ITU / HDU	86.5%	N/A	99.4%	N/A
Primrose Ward	99.8%	79.3%	101.6%	91.6%

There were a number of vacant care staff shifts but during the day in March but the number of registered nurses on duty was optimal. The ward also had a number of empty beds during March which meant the needs of patients could be safely met by the nursing staff present.

Special Care Baby Unit	76.7%	680.0%	115.5%	87.1%
<i>Sickness and maternity leave among registered nurses reduced fill rates on day duty in March. Care staff hours were increased to meet the needs of the patients and support the registered nurses. As SCBU has a small team of nursing staff even small changes in planned staffing levels have a marked effect on percentage fill rates.</i>				
Ward 1	94.0%	98.6%	103.1%	103.3%
Ward 10	82.7%	78.5%	98.7%	117.3%
<i>The reduction in fill rates for care staff on day duty has been investigated and is due to a fault in reporting through the electronic roster rather than a reduction in the number of care staff on duty. This fault will be rectified as soon as possible.</i>				
Ward 19	86.7%	85.7%	100.0%	100.0%
Ward 2	76.5%	125.9%	114.5%	167.6%
<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 fill rates on day duty; active recruitment to these post will be concluded very soon. Temporary cover is being provided for some of these shifts by registered nurses from other Care of the Older Person wards/teams and the remaining gaps are being covered with additional care staff.</i>				
Ward 3	78.6%	91.5%	94.0%	99.8%
<i>Fill rates for registered nurses on days was reduced in March due to maternity leave, long term sickness and two vacancies which are being actively recruited to. Staffing levels were reviewed to ensure that all patient needs could be met with at least 3 qualified nurses on duty during the day.</i>				
Ward 5	86.8%	100.3%	100.0%	107.9%
Ward 6 / CCU (Coronary Care Unit)	89.9%	103.6%	101.6%	95.2%
Ward 7	88.6%	145.1%	100.3%	143.2%
Ward 9	98.2%	89.3%	87.3%	154.8%
<i>The high fill rates for care staff on night duty was due to more staff being allocated than planned to support the registered nurses who had some sickness during March.</i>				
Delivery Suite	93.3%	91.3%	100.0%	96.8%
Ward 22	94.2%	84.6%	99.2%	100.3%
Elmville	109.7%	89.7%	100.2%	100.0%
St Benedicts	66.8%	69.7%	100.1%	100.1%
<i>The Nursing team at St Benedict's are working closely with the electronic roster team to ensure that the roster requirements accurately reflect the staffing levels necessary to meet patients' needs safely; this work should soon be concluded. Recruitment of extra registered nurses is underway with only one vacancy now outstanding.</i>				